The Channel
TGSF's
TransGender San Francisco
(formerly ETVC)

January 2001 "Real" Millennial Issue! Volume 20, Issue 1

Stylin' at November's EOM...

TGSF TransGender San Francisco is a group for all members of the Transgendered Community. Transgender is used as an umbrella term that includes female and male cross dressers, transvestites, drag queens or kings, female or male impersonators, intersexed individuals, pre-operative, post-operative and non-operative transsexuals, masculine females, feminine males, all persons whose perceived gender or anatomical sex may be incongruent with their gender expression, and all persons exhibiting gender characteristics and identities which are perceived to be androgynous.

The Channel

TGSF (TransGender San Francisco, a California non-profit corporation), is a non-sexual, membership based organization serving the educational, social, and recreational needs of gender-gifted people, their spouses, significant others, family members, friends, and professionals in the helping services. For details about TGSF programs, membership, article submission guidelines and classified ads, please write to TGSF Secretary, PO Box 426486, San Francisco, CA 94142-6486.

ExCom 2000 - 2001 Officers

(Fiscal Year: May 1 - April 30)

President ..... Nicole Cook
Vice President ..... Aiyana Eveningstar
Secretary ..... Debbie Cook
Treasurer ..... Deborah
Education .... Stephanie Ann Blythe / Jennifer Antoinette
Outreach ..... Telzey Adams / Kalani Makanani
Social ..... Tianna "Diva" DeVil / Serena Anderson

Membership Report

As of December 15, 2000

Membership 240

Total Fiscal Year 1999-2000 Membership 238

New Memberships This Year 33

TGSF (TransGender San Francisco) is a CA non-profit corporation. *Donations to TGSF are TAX DEDUCTIBLE on both Federal and California income tax returns. Talk to your tax advisor for details.*

The Channel, the TGSF Newsletter, is published monthly. Submissions should arrive at TGSF by the 15th day of the month preceding publication. Contents reflect the opinions of the contributors and are not necessarily those of TGSF. Other organizations may reprint or reproduce uncopyrighted portions of the newsletter for their members, provided TGSF is acknowledged as the source of the material. Copyrighted materials may be reproduced only with written permission from TGSF.

Newsletter Staff

Editor ..... Ayme Michelle Kantz
Advertising ..... Debbie Cook / Ayme Kantz
Contributing Photographers, this Issue: ..... Telzey Adams

Ad Rates

	Per Issue	Six Months	Per Year
Business Card (3-1/2 x 2)	$ 25	$125	$ 250
4x5	$ 60	$300	$ 600
Full Page	$100	$500	$1000

Personal ads from TGSF members: $10 for up to 40 words per issue. We will not accept ads with a sexual objective. Ad deadlines are the 15th of every month. Send ad copy and check or money order to TGSF, Advertising Dept., PO Box 426486, San Francisco, CA 94142-6486. **Please support our advertisers, and tell them you saw their ad in *The Channel!***

WWW.TGSF.ORG
NEW SITE! GET ONLINE!

Hotline & Voice Mail
415-564-3246

FROM THE EDITOR,

No More Gate Keepers...

One of my dearest and oldest friends here in the Bay Area, just got back from Thailand after having her reassignment surgeries. Still tender and sore, and stuck waiting somewhere in Korea for a flight home, she still found the strength and inclination to send me an email. What she had to say to me that night has prompted some introspection:

"You know one of the great things about being done with surgery? No more gate keepers. I'm glad I went to therapy. I don't know what I would have done without it, and I know that my therapist rejects the role of gatekeeper. When she handed me my letter she said, 'I'm doing this because it needs to be done. This isn't my decision, and I have no right to decide what's right for you. Only you can do that.' Still, whether it was a role she rejected or not, there it was. I think we're both relieved to be freed from that burden. With surgery, another impediment to one's integrity is removed. It isn't the last, God knows, but it is, I think, the biggest."

It's probably a safe bet to say that most therapists these days reject the role of gatekeeper. I recall several years ago that there were many heated and contested debates surrounding that role and their perceived impediment to one's integrity. And yet they remain a vital link between the surgeons and those of us who seek their help. To me, Surgery On Demand seems to be a topic that has died away as more and more transsexuals realize that everyone involved in the process demands and deserves the highest level of dignity, respect and integrity.

Impediments To One's Integrity...

Think about that for a moment. All TG issues aside, don't we all face barriers/challenges/opportunities that are capable of impinging on our sense of honor, pride and integrity? I crave the moment when one particular impediment to my integrity as a woman is eliminated. That is to say, the day when the skill of the surgeon transforms my penis into a vagina. But there were other days that were just as important - the day I first shaved my legs. The day I went out in public en femme for the first time. The day my hair was long enough for my first perm. The day I swallowed my first hormone pill. The day when my driver's license first had an "F" on it. The day I had my breasts augmented. But my friend's illuminating insight as to one of the major benefits of SRS is something I find quite intriguing...and highly desirable.

Her comment has given me such a centering and comforting thought. Surgery, of course, is not the end all, be all of a transsexual's existence. And for those of us pre-op's/non-op's out there, the concept of surgery as a way to remove an impediment to one's integrity is one, I think, we should grasp tightly. And that really works well with the sense of self I've developed within the Leather Lifestyle. In the "Scene" it is paramount that players have a high degree of honor, commitment and personal integrity - the very foundations of the Safe, Sane and Consensual Credo. Taking that a step farther, I can now see the goal of reassignnment surgery as a noble thing - a commitment to enhancing and bolstering my own personal integrity as a woman. I have come to realize that it was the final hurdle I faced to accepting that surgery is the next logical step I need to take. And what a difference that makes - No Fear.

As transgenders, many of us face external obstacles to our true sense of self every day. We face losing our jobs, our homes, our families, our access to health care or social services, justice in

Continued on Page 3

Your Chief Servant

By Nicole Cook

There are a few things for me to talk about this month. First, this is the last month that the newsletter will go out before the Cotillion so be sure to read the article about Cotillion updates in this channel. Ticket sales have been brisk, and we are about to sell out of the preferred seating.

Now on to my second item. Big things have been happening in the TG Task Force, there are now two approved programs that we will start to implement in the very near future. The first program is **The San Francisco Employer TG First Contact Project.**

In this effort a small group of Transgendered individuals (both FtM and MtF) will visit 30 or more employers in the city of San Francisco, where we deem the most impact can be achieved. Their mission will be two fold:

1. They will provide the Human Resources department of the company being visited with a information package that outlines the protections for members of the Transgender community established by the City of San Francisco.
2. They will also be there so as many of the employees and principals of the company as possible, see them, interact with them and have the opportunity to hear what they are there to pitch.

The second program is **The TransGender Work Place Respect Video Project** authored by TGSF member Stacy Jackson.

In this effort, the committee will produce a video that will outline the Transgender sensitivity issues common to today's workplace. It will be modeled after the sexual harassment videos that are already a part of the Human Resources array of tools. The objectives of this project will be as follows:

1) To provide the City and County of San Francisco department heads and local businesses with a guideline for how to treat Transgendered people in the workplace, what is considered to be acceptable conduct and what is considered to be un-acceptable conduct. The video will also offer suggestions on how to achieve the positive scenarios outlined in the video.

2) This video should also be the basis for a Transgender sensitivity training program that could be used by all businesses, both in San Francisco and elsewhere. Again, we do not wish to re-invent the wheel so we will consult with other operations already doing this type of work.

As you can see these are some great programs, programs that will really make the people who participate in their execution feel good about themselves. Can you see where I am going with this ? Yes, I am giving you the opportunity to participate in these programs. We are going to need people to visit businesses in San Francisco, perform some research, put together some literature and even star in a movie. Here is your chance to get involved and make a difference. If you are interested let me know. You can reach me at (707)[redacted] or by email at [redacted]@tgforum.com. You can also contact the chairman of the Employment sub committee, Mr. Stacy Jackson at "[redacted]@vodafone-us.com". I look forward to seeing some of you at the next meeting, which will be held on January 11th at Diva's (4th floor), 5:30pm.

From the Editor...

Continued from Page 2

the courtroom - in fact, our very lives are at stake (please see Gwen Smith's contribution on Page 11 about the recent Day of Remembrance). And for some of us, just getting up in the morning and facing ourselves in the mirror is a challenge. But if you're cowering in the closet to keep safe, doesn't the lie eat way at your self-esteem? Or does your personal integrity as a human being compel you to the truth? Which is more important to you?

I guess those of us who are Out came to the obvious conclusion. We are willing to face the pain of separation from all that we hold dear in order to be honest and truthful, not only with those around us, but most importantly with ourselves. And whether we then become political activists, role models or just another well-adjusted happy Planet Citizen, we become leaders. We take charge of our lives. We have a say in our destiny. We choose to make commitments and honor them. We uphold all that is right and good as a rule to live by. And God sometimes it's hard to live up to that standard. But what other choice do we have? It's either that or die - unfulfilled, unhappy, trapped within prisons of our own making, or by the hand of someone who hates us for what we've chosen to be.

Ah, but once freed from those chains - the Liberation of your Life! - means untold riches in the future. Lord knows it has not been an easy road to travel by any means, but for myself I am continually amazed at how my Life has changed so much for the better. I look back sometimes at where I used to be, and marvel at how being honest and true to my personal integrity has literally remade my existence into one of joy and real meaning. Every step I've taken on this journey, every stumble and fall, every devastating setback, every heartbreak, every tear shed and finally every new height reached, has all been worth it.

I can't say that I wished I'd begun the process earlier in life. Deep down I may have wanted to, but with environmental conditioning, hetero-male programming and just plain fear, I doubt I would've been able to cope emotionally with any sense of maturity if I'd started sooner than I did. Somehow I just knew that, when the opportunity finally did present itself, it was a choice worth making. And by then I had developed the awareness that my sense of self required that I do my best to succeed. If for nothing else, I owe my parents my deepest gratitude for instilling in me a sense of pride and caring in achieving objectives.

So now I can be comfortable with the decision to take another step forward and lay plans for my own reassignment surgery. I don't know where the money's going to come from, but I hope to set a date sometime in 2002 and do my best to meet that commitment. I owe it to myself to do so. My integrity demands it of me. There is no more fear.

PAULA-JO HUSACK, MA, LMFT, CGP
LIC. #MFC27864

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December 2000

ExCom Meeting Minutes

The monthly meeting of TGSF's Executive Committee was held in Berkeley at the Pacific Center on December 3, 2000 at 4:00 p.m. In attendance were President Nicole Cook, Vice President Aiyana Eveningstar, Secretary Debbie Cook, Outreach Co-Chair Kalani Makalani, Outreach Co-Chair Telzey Adams, Education Co-Chair Stephanie Ann Blythe, and Education Co-Chair Jennifer Antoinette. Treasurer Deborah, Social Co-Chair Tianna DeVil and Social Co-Chair Serena Anderson were absent.

The meeting was called to order at 4:10 p.m.

President: Nicole indicated that our insurance bill arrived. Originally, the bill was $1,600 last year, and this year, the insurance company wants $2,048. When asked why our insurance went up, they mentioned that they didn't pay much attention to us before and just got around to discovering the things our club does do. Outreach was one of the things mentioned that the insurance company discovered that we do that needs to be covered. Aiyana had expressed an interest in checking with another insurance person to see if we can get another quote on insurance.

The office in the new Community Center is very expensive. Even if our group was to share with another group like FTM, the cost would still be too much. The cheapest office is $210 per month and is very small. We will most likely pass on this now. We would still be able to rent a meeting space and most likely hold the Halloween party there since they will have a kitchen, but that would be the extent of it.

Nicole mentioned receiving an email from Brenda Altman who has offered to give us 10 hours of legal time per year for free. After that, it's $65 per hour. It was Brenda who proposed the Standing Rules concept. Any changes will be passed by her to assess what the impact will be.

After paying insurance and the deposit on the venue, the bank account will be decreasing quickly. Close communications needs to be made between everyone so that we don't take the account down to zero. We are receiving money for tables for the Cotillion and that is helping.

The application for affiliation with Renaissance has been sent. Stephanie Ann did become the 3rd member in our group to become a member of Renaissance and we can now proceed with our affiliation.

Nicole mentioned that Gwen Smith, the leader of TransBay, would be a great person to bring in as a member to TGSF. She is a local area activist and would be a real asset to the group. She can't afford to get in, but the ExCom has the ability to bring in members and to waive the membership of those who cannot afford it. Nicole proposed that she be brought in. Stephanie Ann makes a motion to bring her in, Kalani seconds and motion is approved.

The post office has been losing our mail lately. The lates problem was with one of our members who sent in a renewal to the P.O. Box and it was sent back to her with No Person Exists, No Forwarding Exists. It was addressed correctly. We will contact the post office to find out what is happening. There have been 3 occurrences of lost mail. . .we received a package of mail 1 year later, a package of renewal notices were sent back from May because the renewal notices were put into a large envelope and not stamped with the correct postage and then the member problem. Nicole and Debbie plan on contacting the Postmaster to let them know.

Nicole inquired about the Alameda Coronation and whether there was any food there or not. Aiyana mentioned that there was a buffet in the back of the room, but there was some food at the table. Nicole mentioned that there was a check written out of the bank account for $42.73 for food for the Alameda coronation. Food should not be a covered event for the coronations. The entrance fee for Miss TGSF is the only thing we pay for. The rest of the ExCom agreed that this is not something member's money should be spent on. Nicole will seek reimbursement.

Vice President: Aiyana continues to pursue the contract for the Design Center for the Cotillion. It has not been supplied yet. Catering will be up $250 from last year.

Cotillion tables are currently being sold and vouchers are being given in place of the tickets for now. Tickets are expected to be distributed after Thursday, December 7th.

The budget is going to be tight this year. Some things are increasing in price, but others are not. Aiyana is counting on the people from the Design Center increasing the rental amount this year.

We have seven solid contestants. The first contestant meeting will be Saturday, December 9th.

As far as current advertising, we know for sure we have the inside front, inside back and back covers sold. There are also 3 others that have bought advertising for the program. This will allow a little buffer in the bank account.

To this date, we have no had no Cotillion packages purchased. Chablis will be the MC for the Thursday night show.

Marcia and Andrea have been working on the publishing. They currently have some newspapers lined up to cover the Cotillion.

Secretary: Membership has been up over the last 5 months. We currently have 235 members, up from 230 last year.

Last month's meeting minutes were approved with one small change – the date of the Speaker Orientation class has changed to February 11, 2001.

The past three income tax returns will be ordered from the IRS because we do not have copies. We need to them to file our taxes this year.

Editor: The newsletter went out late, but it has gone out. We are on budget for the newsletter.

(Editor's Note: the recent spate of tardiness is more a function of distribution after I take the job to the printer, and not because I've been missing any deadlines. But we do need volunteers to pick up the newsletter and process the mailing in a more timely manner! If you can help, please contact Nicole or Debbie Cook. Thank you!)

Significant Other Support - East Bay

Questions or concerns about your partner's crossdressing? Please call Julie at **(925)** [redacted], e-mail [redacted]**@home.com** or write to: Julie Freeman, PO Box 272885, Concord, CA 94527-2885.

Continued on Page 5

December 2000

TGSF Balance Sheet

Assets

Cash	$3,285.57
Event Equipment	
Decorations	$1,000.00
Food Service	$200.00
Office Supplies	$50.00
Computers	$100.00
Total Assets	$4,635.57

Liabilities

Accounts Payable (Cotillion Expense)	$1,000.00
Taxes	$0.00
Insurance	$2,048.00
Utilities	$0.00
Operations	$131.42
Total Liabilities	$3,179.42
Equity	$1,456.15
Total Liabilities & Equity	$4,635.57

Monthly Income Statement

Revenue

Membership	$275.00
Advertising	$250.00
Cotillion	$2,850.00
Donations	$46.09
Social	$0.00
Education	$0.00
Outreach	$0.00
	$3,421.09

Expenses

Cotillion	$2,836.43
Halloween Party	$0.00
Big Shew	$0.00
Pride Parade	$0.00
Social	$20.00
Education	$0.00
Outreach	$20.42
Newsletter	$319.85
Operations	$2,179.42
	$5,376.12
Net Income (Loss)	**($1,955.03)**

HEY!

$10 Bucks Per Issue Gets You An Ad Like This...!

Tall, feminine, graceful closet CD seeks Big Sister to help with shopping and makeup tips. I live alone so it's helpful if you can come here, but I can certainly travel. SF Area. Call (415) 000-0000.

Up to 40 words only $10.00. Send text of ad and Check or Money Order to TGSF's PO Box, ATTN: Editor. Reach out and come out!

Meeting Minutes...

Continued from Page 4

Publicist: 1 advertising renewal.

Treasurer: Secretary Debbie reports in the absence of the Treasurer that there is currently $5,712.57 in the bank. There are numerous memberships, Cotillion advertising and Cotillion ticket moneys that came in over the past couple of days that will be deposited which will bring the bank account up.

Social Chair: In Tianna's absence, Nicole reported the Social calendar. The December End-of-Month will be at the Blue Muse on the 21st. It was originally scheduled for the 14th, but they are packed with parties for other groups and couldn't squeeze us in. It was changed manually in the newsletter. The January Mid-month will probably be held at Tango Tango. They have been asking for us to come and visit them. The January End-of-Month will be the Cotillion.

Outreach Chair 1: The Speaker Orientation class has been rescheduled for February 11th at 2:00pm at the Blue Muse. It will go out in the newsletter for January. The Blue Muse may waive the room rental fee depending on the number of people scheduled to come to the class.

Outreach Chair 2: Telzey had nothing to report.

Education Chair 1: Stephanie Ann had nothing to report.

Education Chair 2: Jennifer had nothing to report.

Adjournment: At 5:30 p.m., Nicole makes a motion to close the meeting, Aiyana seconded the motion, and the motion was passed.

Next ExCom Meeting is on Sunday, January 7th, at 3:30 p.m. at the Pacific Center in Berkeley.

Special Topics Meeting: Cotillion Planning Discussions.

New Members since Dec-2000 Issue:

Gwen and Bonnie Smith

Emanuel Nguyen

Marla

Katherine Schroeder

Savannah

Sabel Samone

Welcome!

SUPPORT GROUP FOR TRANS FOLKS

510-527-5662 ▼ valigl@aol.com

MEETS MONDAYS, 1:30 - 3:00PM

Open to MTF, FTM, third-gendered, undecided, at any stage of transition. A safe place to receive support from peers and explore a variety of issues. Can fulfill the therapy requirement of the current standards of care.

Scent-free • Convenient East Bay location

Co-facilitators: **VALERIE IGL**, licensed Marriage and Family Therapist, and **REID VANDERBURGH**, MA in Counseling Psychology student and FTM.

TGSF Events in January

Sunday / January 7th / 4:00pm

ExCom Meeting

The monthly meeting of the ExCom will be held at the Pacific Center. The Cotillion is almost here and volunteers are still needed for that event. If you are interested, please contact your Secretary or come to a meeting !!

The Pacific Center is located at 2712 Telegraph Avenue in Berkeley. If you need more information, please feel free to contact your Secretary Debbie Cook at (707) [redacted] or by email at [redacted]@yahoo.com.

Wednesday / January 10th / 7:00pm

TransBay Social

Don't forget that 2nd Wednesday of the month is the day that the TransBay group meets at Quetzals. Quetzals is located at 1234 Polk, between Sutter and Bush (right down the street from Kimo's). Park in the large parking structure and walk around the corner to where the coffee shop is located. This event starts at 7:00pm.

Wednesday / January 10th / 8:00pm

TGSF Mid-Month Social

This month's mid-month social will be held at Tango Tango. Apparently, they have been asking for us, so we will drop by there this month. Tango Tango is at 1550 California Street (at Polk) in San Francisco, just a couple blocks north from Quetzal's.

And don't forget, right around the corner...

Thursday / February 1st / 8:00pm

TGSF End Of Month Social

This month's End-Of-Month social will be the start of ***the big Cotillion 4-day weekend***. Come join your friends for the show at Diva's. There will be some Cotillion contestants there performing for you as well as many others you have seen before. Diva's is at 1081 Post Street in San Francisco. Come for the show. . .stay for the dancing afterwards!!

Saturday / February 3rd / 8:00pm

TGSF Cotillion - Carnivale Brazilia!

Transcending Transgender Support Group

Sponsored by
City of Refuge UCC Outreach Ministries

Facilitators: Janetta Johnson and Portia Denard; Where: City of Refuge, United Church of Christ, 1025 Howard Street, San Francisco CA 94103, (415) 861-6130. When: Every Friday, 6 pm to 7:30 pm. Food and snacks will be provided.

2001 San Francisco Transgender Cotillion Extravaganza

"Carnivale Brazilia"

Thursday, February 1st through Sunday, February 4th, 2001

Come join the members of TGSF (TransGender San Francisco) and several other area groups in the most friendly TG city in the world, for our 18th Annual Cotillion Celebration. This year you can enjoy what the city has to offer for 4 wonderful days!

Call (707) 824-0860 to make your reservations NOW!!

(Payments via Web Now Available)

For more up-to-date information, call (707) 824-0860 or see the Cotillion Website at: www.tgsf.org/cotillion

Volunteers Still Needed for Cotillion!

Aiyana Eveningstar is looking for a few good girls (and boys!) to help with coordinating various aspects of running the cotillion event.

Please contact Aiyana at (415) [redacted] or email [redacted]@earthlink.net and be involved in the event that is the heart of TGSF.

January's Birthdays...

1/00	Pam
1/10	Valerie Russell
1/11	Andee Werthman
1/15	Miki O'Donnell
1/15	Georgina Castleberry
1/16	Rachael Dettmer
1/18	Millicent
1/23	P. McLeod
1/30	Lori Fox
1/30	Elizabeth Ruggiero

Many Happy Returns of the Day!

Calendar of Events – January 2001

Other Groups

Pacific Center for Human Growth
A counseling oriented growth center sponsors all-inclusive gender support groups on every Friday at 8:00pm, 2712 Telegraph Avenue, Berkeley. 510-548-8283

Rainbow Gender Association (RGA)
Meets 1st and 3rd Friday of the month 8:00pm at the New Community of Faith Church, 6350 Rainbow Drive, San Jose. Mail: PO Box 700730, San Jose, CA 95170 or call 408-984-4044.

Sacramento Gender Association (SGA)
Blue Rose Chapter meets 8:00pm the 2nd and 4th Saturday of each month in Sacramento. Write PO Box 162907, Sacramento, CA 95816 or call 916-364-7212 for meeting locations. Website: www.sga-tg.org; email: sga@transgender.org

Diablo Valley Girls (DVG)
Meets 1st and 3rd Monday of every month. 8:00pm at Club 1220, 1220 Pine Street in Walnut Creek. Write to DVG, PO Box 272885, Concord, CA 94527-2885 or call 925-937-8432.

DVG Rap Group (RCC)
Meets 1st and 3rd Thursday of every month, 7:00pm at Rainbow Community Center, 2118 Willow Pass Road, Suite 500 in Concord. For more information call 925-937-8432.

FTM
A support group for Female-to-Male CDs and TSs; Holds open Informational Meetings and closed Support Meetings. Write FTM International, Inc., 1360 Mission Street, Suite 200, San Francisco, CA 94103 or call 415-553-5987.

TGIF
A social group for transgenders. Meets one Saturday each month at a private home in Santa Rosa for a potluck social from 4:00pm until early evening. Space is limited - Reservations Recommended! Call Diane or Anne at 707-[redacted]

Silicon Valley Gender Association (SVGA)
A new trangender support group meets at the Billy De Frank Community Center in San Jose on the 2nd and 4th Friday of every month from 7:00pm to 9:00pm. For more information, call 408-293-2429.

Far West Women (FWW)
A support group for TGs affiliated with the GLBT Alliance in Humboldt County. Meets every 2nd and 4th Saturday of the month at 8:00pm in the GLBTA Center at Fourth and "D" Streets in Eureka. For information call the Center at 707-445-9760.

Santa Cruz Trans (SCT)
Bi-weekly social/support group for gender-gifted persons serving Santa Cruz and Central Coast. 1st and 3rd Thursdays every month at The Diversity Center, 1328 Commerce Lane, Santa Cruz, CA 95060; (831) 425-5422; 7:00pm

The Mid-Peninsula Transgender Group (MPTG)
A support group for the LGBT community that meets at 7:30 pm on the first Wednesday of each month at the Women's Health Boutique, 1115 South B Street, San Mateo - (408) 619-2908.

Central City Hospitality House (CCHH)
288 Turk Street, SF. 415-749-2167. Facilitated TG discussion group every Monday, 5:00pm - 6:30pm.

Sun	Mon	Tue	Wed	Thu	Fri	Sat
31 HAPPY NEW YEAR!	1 5:00 PM CCHH 8:00 PM DVG	2	3 7:30 PM MPTG	4 7:00 PM DVG (RCC) 7:00 PM SCT	5 8:00 PM PacCtr: Rap 8:00 PM RGA	6
7 4:00 PM TGSF: ExCom Meeting	8 5:00 PM CCHH	9	10 7:00 PM TransBay 8:00 PM TGSF: MidMonth Social	11	12 7:00 PM SVGA 8:00 PM PacCtr: Rap 8:00 PM TGSF: Game Night!	13 8:00 PM FWW 8:00 PM SGA
14	15 5:00 PM CCHH 8:00 PM DVG	16	17	18 7:00 PM DVG (RCC) 7:00 PM SCT	19 8:00 PM PacCtr: Rap 8:00 PM RGA	20
21	22 5:00 PM CCHH	23	24	25	26 7:00 PM SVGA 8:00 PM PacCtr: Rap	27 8:00 PM FWW 8:00 PM SGA
28	29 5:00 PM CCHH	30	31	1 7:00 PM DVG (RCC) 7:00 PM SCT 8:00 PM TGSF: End of Month Social	2 8:00 PM PacCtr: Rap 8:00 PM RGA	3 8:00 PM Cotillion - Carnivale Brazilia!

TGSF Membership Application

Membership Year runs from May 1st – April 30th; $30 Single Membership; $40 Family.

Please Print / Check all that apply:

❑ New Member | ❑ Renewal ❑ Member #:_____ | with ❑ Family Member | What Year did you first join TGSF? _____

Preferred Name: _____ Birthdate (Month/Day): _____ / _____

Mailing Name: _____

Family Member's Name: _____ Birthdate (Month/Day): _____ / _____

Address: _____

City: _____ State: _____ Zip: _____ Country: _____

Optional: ❑ Telephone: (_____) _____ What Name should we ask for if we need to call you? _____

Your Email address: _____ Website URL: _____

Would you like a link from the TGSF Website to your URL? ❑ Yes ❑ No

May we use photos of you taken at TGSF events in our newsletter or website? ❑ Yes ❑ No

Send Check or Money Order to: TGSF, PO Box 426486, San Francisco, CA 94142-6486, or hand to any Board Member at a TGSF Social.

Our Readers Respond

Computer Auction

TGSF has a computer that was donated to the organization by Juana and Veronica Smith. It is an older computer - a 386 with a dot matrix printer and a monochrome monitor. Kalani donated a CD drive, which was installed and runs. We are auctioning this computer to the highest bidder. We have an initial bid of $20. If you would like to buy this computer give us a call (707) [redacted] or email me [redacted]@tgforum.com and let me know your bid. The auction will go until January 31st at which time the highest bidder will get the computer.

We Need Your Help!

The San Francisco TransGender Human Rights Implementation Task Force is working to make life for members of the Transgender community better in San Francisco. We could use your help. If you are able to donate some of your time please let us know.

There are 6 sub committees working on specific areas of interest. They are:

1) **Employment -**
Stacy Jackson <[redacted]@vodafone-us.com>

2) **Education & Outreach -**
Jordy Jones <[redacted]@yahoo.com>

3) **Law Enforcement -**
Sarah Marshall <[redacted]@hotmail.com>

4) **Housing & Public Accommodation and Social Services -**
Jordy Jones <[redacted]@yahoo.com>

5) **Health and Medical -**
Riley Morgan <[redacted]@aol.com>

6) **Charter -**
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New Online SO List!

New online mailing list for wives and SOs of crossdressers and men who consider themselves to be transgendered; no topic off limits. Attitudes range from complete acceptance to really struggling. Open to women only—no crossdressers please! Women need a place where they can feel safe to discuss these issues.
Write to Jenni at **www.aluckywife@aol.com** and explain a little about your situation.

Dear TGSF,

Thank you for the help you offer to many helpless people all over the world. I am a 38-year old transgender, MTF, from Cairo, Egypt. There are many of us in this part of the world, facing firm laws against such rights.

I have a full medical report, and have been on hormones for a year now, but can not do the operation here. It's only done in back theater rooms very unsuccessfully, and then you are left to face everything else - government, fundamentalist, and people think that you should die....with out any support from anyone. Even parents are misinformed about all this.

I will be in Europe soon, in search for a place to live. I am a talented fashion designer willing to work and support myself, and will support my operation costs too. I cannot get any insurance for reassignment surgery here - the whole thing is illegal. I lived in England for four years in the seventies, and I loved it there.

Can you please help me to find a place in Europe or maybe in the UK? Or perhaps the new world, USA, Australia, or New Zealand, where I can live as a free human being. I am willing to voluntarily work for the gender cause. I need some legal help, maybe to present my case as a refugee based on mortal risk due to my Gender Dysphoria, or maybe to tell me where to go and seek help.

Hope to hear from you soon. With all my respects,

Rose
email:[redacted]@yahoo.com

(Ed. Note - In case you weren't aware, The Channel *does reach an international audience. I reprint Rose's impassioned plea for your help in the hope that one of you will contact her with information, a suggestion, or even a show of support and a glimmer of hope. Please do this.)*

Barbara J. Anderson

Ph.D., L.C.S.W.

Clinical Sexologist
Certified Sex Therapist

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San Francisco, CA 94109

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Susan Reed	$10.00

Bless You and Thank You!

Special Events & Announcements

Cotillion Update

Tickets

Well it is time to act if you want to have a seat at the Cotillion. We have had good sales of the tickets this year and what remains on the ground floor is getting to be lean pickins. Just to give you an idea here is the way things stand on December 22nd.

Of the sixty $60 tables we started with, there are 8 seats left (there may be 4 to 6 more at some of the retail ticket sales locations but that's it). Of the One Hundred Seventy $50 tickets we started with One hundred twenty have been sold, not counting whatever has been sold at our retail ticket sales locations. Only 48 remain available. In the $40 seats only four tables remain unspoken for on the ground floor.

So if you wait and get your ticket at the door, you may end up sitting in the 2nd balcony, act now and reserve your tickets, call me or Debbie at (707) [redacted]

The Wine Trip

If you are interested in going on the wine trip on Friday you need to get your money in to me ASAP, you should also call me (707) [redacted] and let me know the money is on the way. I am about to set up the arrangements, once I do there is no guarantee you will be able to get on the trip. For those of you who have already signed up, thank you, you are all set.

The Sunday Brunch

As you know this year we plan to have a brunch on Sunday at the host hotel. If you plan to attend I need to know, I have to guarantee them 50 people to get the room all to ourselves. So if you are planning to go give me a call (707) [redacted] and let me know.

The Thursday Night show at Diva's

We are looking for talent to perform at the Thursday night show at Diva's. Here is your chance to strut your stuff . If you want to perform give me a call (707) [redacted] and let me know.

A Message From Dear Diva

Vestal Virgins Needed For The Widow Norton's Cemetery Visit

The Widow Norton's cemetery visit is coming up in February and she requests the Vestal Virgins to dance as the corps de ballet for Dear Diva in the White Swan Pas De Deux. Diva is asking for 16 volunteers. No dance ability is required! We will have rehearsals starting this fall, most likely once a week or once every other week until after the cotillion. We will break from Swan Lake rehearsals during the entire period of preparation for the cotillion, so this early period is to get to know the choreography sufficiently to keep it during the cotillion time. Then after the cotillion, in the final weeks before the cemetery visit we will step up the rehearsal schedule.

Diva will be constructing costumes for each of you, and those measurements must be taken very soon. Each of you will be asked to chip in to pay for the materials for the costumes. Since they are all identical, everything can be purchased in bulk.

Let's knock them dead in the cemetery girls! Please email Dear Diva at [redacted]@pacbell.net, to participate in the Widow Norton event.

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Also Coming In February!

TRUE SPIRIT CONFERENCE

The American Boyz, Inc. is a national organization for people who were born female but who feel that is not a complete or accurate assessment of who they are (FTMs) and our significant others, friends, families and allies (SOFFAs). American Boyz will host its 5th annual True Spirit Conference (TSC) in ***Washington, D.C., February 16-19, 2001****. For more information about the conference and to obtain a registration form for TSC 2001, visit http://www.true- spirit.org/index.htm or contact Mike Sanders at [redacted]@aol.com.*

Hi all,

As I'm sure by now, most of you know that the True Spirit Conference 2001 is happening February 16-19, 2001 in Washington, DC. But, did you know...

1) That we are planning workshops and caucuses from Friday through Monday? That's right...we will have things happening on Monday this year. This year, conference falls on Presidents Day weekend, which is a federal holiday. A lot of people have that Monday off, so we figured that we would give you all an extra day of TSC.

2) That the conference is in downtown Washington, DC? Yep...we have moved out of the suburbs and into the city. The city that holds the nations Capital, the White House, many museums and many other attractions. We are 3 blocks from the Metro system (Washington's subway system) that runs on Friday and Saturday nights until 2am! We are also not far from many restaurants and DuPont Circle, for those of you who wish to venture to the "gay district" of town.

The conference fee right now is $70 and that rate holds until January 1, 2001. After Jan 1, 2001, the rates go up to $90. This will be the rate from 1/1 until the conference. We also have student/low income rates of $45 at all times. There is no price increase on these rates. There are also work exchange scholarships available (please email us for details and availability), as well as some housing assistance. (Housing is limited to first come, first serve)

In an effort to be more welcoming to our international friends, please contact Mike S. at the address below for International rates. So, get those registrations in early and save $20.

January 1, 2001: Cut off date for advertising. If you or your company want to advertise in the program, submissions MUST be to Jodi before 1/1/01. Same address as above. January 1, 2001: Cut off date for submitting film/videos for showing. Contact Jay at [redacted]@yahoo.com for information.

January 15, 2001: Mail in registration closes. We will no be accepting registrations by mail after this date. (This will give us time to finalize all that we have). Of course, there will still be onsite registration. We are anticipating quite a few people, so please register early. It's also the last date to submit your need for volunteers (This applies to workshop leaders and committee people only).

January 16, 2001: Hotel room rates go up. Until that date, you can get rooms at the conference rate of $109 single/double, $129 triple, $149 quad, plus DC tax. After that date, the rate will go up substantially.

The hotel this year is in Downtown DC: The Washington Plaza, 10 Thomas Circle, NW. They can be reached at 1-800-424-1140 or locally at 202-842-1300. When you make your reservations, either tell them you are coming in for the conference OR give them Group # 9840. Without this info, you will be charged the regular room rate.

You can also make travel arrangements through our travel agent, Bruce. He can be reached at either [redacted]@rttl.com or 703-522-3777 ext. 3106. Also tell him you are with the conference.

4) We have plans in the works for fabulous entertainment program this year. Did you come to last year's variety show "MissBaby's Wild Kingdom"? Well, that was nothing, compared to what they have in store for you all this year. (Details to follow). But if you like to dance, don't forget to pack your dancing shoes (or boots). We do have a DJ and we will dance the night away. The dance is open to everyone.

5) Have a child that you don't want to leave at home? We do offer childcare during the day.

Have you been to past TSC's and not received a registration packet? Well there could be several reasons for that. You may have moved, changed your name, broken up with the partner you were with at the last conference and we don't have your new information. The Post Office doesn't have your forwarding information. Perhaps our records some how don't reflect your current information. (Hey, we're all human) Or it could be some other reason that I haven't thought of.

If you have never been to TSC, but would like to come help us celebrate our 5th year, make new friends, have some fun with people like you, etc, please go to the website and print out a registration. Or if you don't want to wait for the postal worker to deliver your packet, please feel free to print the registration form right from the web page: www.true-spirit.org/index.html

Hope to see you all at True Spirit 2001!!

Mike S.
HoobieOne
TSC 2001 co-chair

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From Gender Advocacy Internet News.

Day of Remembrance Celebrated in 14 Cities

By Gwen Smith

In a first for the transgender community, 14 different U.S. cities held events to honor "Day of Remembrance," memorializing 18 individuals killed since last November in cases of anti-transgender violence.

The Day of Remembrance was November 28th, the date Rita Hester, a transgendered woman in Massachusetts, was murdered in her apartment.

In New York, local activists held a forum at Judson Memorial Church in Greenwich Village on New York's new hate crimes law and its applicability to crimes against transgender people.

Representatives from local district attorneys1 offices, the New York Police Department, the state attorney general1s office, U.S. Rep. Jerrold Nadler1s office, and many trans and gay organizations were on hand. The big topic was the lack of trans-specific language in the law, although many of the representatives on hand feel that the hate crimes law is broad enough to cover transgender issues.

Pauline Park of the New York Association for Gender Rights Advocacy is not so sure, stating "There is no [case law] evidence to suggest that transgendered people would be included under the law."

In San Francisco, the day was marked with a somber candlelight vigil held in United Nations Plaza, in sight of San Francisco City Hall. The event featured a large selection of speakers, including Yosenio Lewis, Dana Rivers, Joan Roughgarden, "Day of Remembrance" founder Gwen Smith, and others. Notable amongst them was James Green, who cut to the heart of Day of Remembrance. "We've come here to remember: remember what it feels like to die," Green said. "Remember what it feels like to fear for your life. Some of us here have felt that fear. No one should have to feel that fear. Imagine what it feels like to die at the hands of a stranger who doesn't like the way you look. Imagine what it feels like to die while others laugh. Imagine what it feels like to be so beaten down that you have no more will to live. Imagine what it feels like to be powerless. Imagine what it feels like to be an infant whose only crime was to be born with ambiguous genitals, a feature so embarrassing to your parents that they felt that all they could do was feed you broken glass and smash your head until you died. Remember."

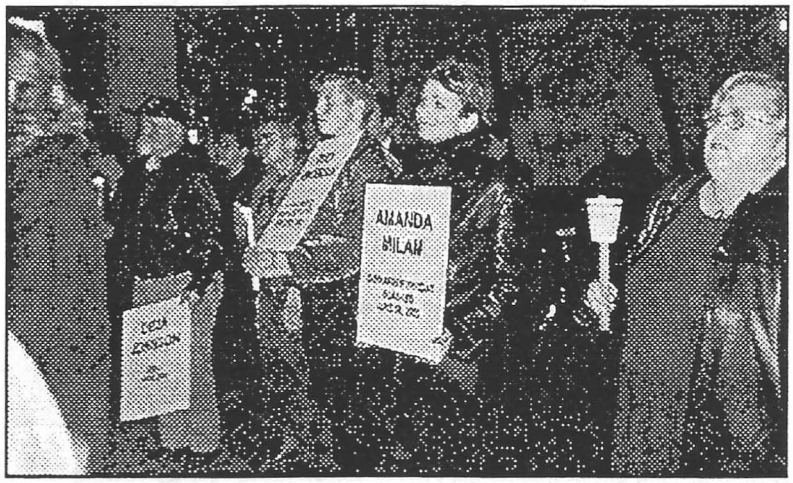
Supervisor Mark Leno, in presenting a Certificate of Honor naming November 28th as "Day of Remembrance" in the city and county of San Francisco, added the following: "Community United Against Violence tells us that of their approximately 325 incidences of violence against our community this last year, about 18% of those represented the transgender community. Compare that to probably 2% of our population of the population here in town being represented by the transgender community. Nine times higher than the population itself."

Crowd estimates as high as 125 were given for the San Francisco vigil. It was a high turnout for a very chilly weeknight in the city.

The Day of Remembrance was also honored in the South and Gulf coast regions. Two dozen transpeople assembled at the Houston City Hall for a candlelight memorial, made especially poignant because two of this year's victims hailed from Texas. Speakers at this event included transgender activist and attorney Phyllis Frye, Houston City councilwoman Annise Parker, TGAIN organizer Sarah DePalma, and others.

At the event, local activist Christian Williams said, "It's a loss of innocence. As I was cataloging the victims, for the first time I understood that there are people who would kill me, really kill me, because I chose to live truthfully."

More than 20 people showed up for the Atlanta observance, including Senator Vincent Fort. In her speech at this event, Atlanta Day of Remembrance organizer Monica Helms spoke of the meaning behind the event. "Honor those victims of gender-based hate crimes," Helms said. "In cities across the US, people like us are gathering with one purpose in mind: to insure that those lives that were cut short because they appeared gender-different are



never forgotten. By honoring them in such a public manner, we hope to bring to the forefront of America's consciousness the tragedy that falls on one of the least understood minorities in the world — transgender individuals."

The city of Atlanta also declared November 28th to be "National Day of Remembrance," with a proclamation displayed at the event.

In the Southwest, Tucson marked the day with its own memorial service. Under a clear night, 47 people gathered to memorialize these victims. Speaking were Kevin Maxey, president of the Southern Arizona Gender Alliance; Jamie Carr, past president of SAGA; and Alexander John Goodrum, local activist and organizer of the Tucson event.

Goodrum thanked those attending, saying, "Your presence sends out a strong and compelling message of support of transgender, transsexual and gender-variant people, both of Tucson and throughout the country and the world."

Like the San Francisco and Atlanta events, the Tucson Day of Remembrance also received letters of support — one from the City of Tucson Commission on Gay, Lesbian, Bisexual and Transgender Issues, and one from Tucson Mayor Bob Walkup.

In Minneapolis-St. Paul, a ceremony was held at the Spirit of the Lakes United Church of Christ. The event was attended by 20 people, having been planned and implemented in only six days. The pastor of the church was unable to attend, but did send along a statement that was read at the event. In it, she made it clear that by reciting the names of those killed, we are bringing power to our cause. Our memories bring them to life. "Our memories and our naming are a kind of resurrection, she wrote. "Their lives are now woven into ours and we refuse to keep silence. We refuse to let the hatred and the violence that killed them be the final word."

Continued on Page 13

Just because he plays soccer in ballet slippers does that make him a weirdo?

My Son The Crossdresser

by Lisen Stromberg
SALON

My son is a cross-dresser. Most mornings he gets up, puts on a hand-me-down dress stolen from his sister, wraps an old white pillowcase around his head with a ribbon (his "long blond hair") and prances around singing, "The hills are alive with the sound of music." My son is 3 and a half years old.

At the toy store, he does not want Batman. "I want a Batgirl doll," he cries. When he begs to play with his friend Margo, it is not because he likes her better than his best friends Billy and Andrew; she just has more to offer — like an extensive collection of Barbie dolls and a whole wardrobe of little clothes he can dress them in.

He loves preschool — partly for the teachers, somewhat for the other children, but mostly for its wonderful selection of tutus, fancy party shoes and pretend jewelry. His grandmother (my mother) received the shock of her life when she went to pick him up one day and he was wearing a blue tutu with beaded gold slippers. The other mothers laugh and tell me he is such a thespian. The teacher tells my husband and me that he is "highly in touch with his feminine side."

If we only had to worry about preschool, life would be fine — but his grandparents (on both sides), his aunts and uncles, his baby sitter and just about everybody else are up in arms. "Boys should be playing baseball, not Barbie," my mother-in-law exclaims. "I was so embarrassed," complains my mother after the harrowing tutu incident. "He keeps taking my daughter's Cinderella slippers!" my neighbor told my other neighbor who told me. The older siblings of his friends have called him an oddball, a weirdo and generally not normal. Adults tend to be more subtle with questions like: "So when do you think he will grow out of it?" or "How does your husband feel about it?"

I have tried to explain to each of them that my son approaches life with a unique flair. While he loves soccer, he often plays it wearing a silk cape that flutters in the wind when he runs. Playing with his cars takes on new dimensions when he acts out both the "damsel in distress" and the "sheriff to the rescue" role, alternating hats to represent each character. My husband can't wait for Little League to start because he sees a little slugger in our son who can already hit the ball out of our relatively large backyard. Our son also can't wait to play baseball, but for a different reason: He says that cleats "are just like tap shoes."

Thankfully his preschool teacher has assured us that he is simply "evolved." "I wish all of my children were as well-balanced as your little boy," she told us at our first parent-teacher conference. "I love the way he plays cowboys and Indians wearing his favorite ballet slippers." She credits our "nonjudgmental and accepting parenting" for his creative expression. Frankly, I was a little relieved. So he is not a weirdo — he is "evolved." I wish I could take credit for this, but it is all of his own creation.

Interestingly, no one seems the least bit disturbed about our friend (I will call her Gillian). At 5 and a half years old, she refuses to wear dresses, plays T-ball and soccer and is proving quite skilled at climbing trees. She has more cuts and bruises as a result of roughhousing with her older brothers than my husband claims he ever received playing varsity college football. Gillian, I am told, is a tomboy. "Isn't she cute," a friend exclaimed to me when we were at Gillian's house for a Sunday barbecue. (My son was inside watching "Pocahontas" with two girls.) And my son is not cute when he dresses up and reenacts the glass slipper scene from "Cinderella"?

If Gillian is a tomboy because she likes to do boylike things, what then is my son who likes to do girl-like things — a janegirl? As far as I can tell there is no equivalent in the English language (at least there is not one in my Webster's Dictionary). More important, there is no acceptable behavioral equivalent.

I have begun to ask myself what is normal? My son loves trucks, cars and trains. He plays for hours with his Brio train set while wearing his sister's striped dress. He is very affectionate and will frequently tell his friends he loves them with a hug. Last fall, during those terrible twos, he was accused of being a bully because he bit a girl at the playground. How can a child go from bully to sissy in a mere nine months?

I am coming to realize that while our sex-role stereotypes have expanded for girls, they have not for boys; there seems to be no acceptable cross-gender equivalent. A gay friend of mine claims all of the uproar is a homophobic response to my son's actions. "I remember loving to dress up and put on makeup, too," my friend tells me with a knowing glance. He is only 3 and a half years old, I remind my friend — a little early to be defining his sexual preferences.

The feminist revolution appears to have successfully helped foster an environment that makes it "cool" to be a girl. Much research is being done to ensure that girls are encouraged to excel in math and science, overcome the repression of adolescence and, with luck, one day be more than tokens on boards of directors across the land. I am thrilled. Trust me; I have a 1-year-old daughter. I want her to understand and respect her power, her opportunity, her femaleness. But what about my son? I would like him to be able to respect his power, his opportunity and his maleness even as he explores his feminine side.

It's not just in my house that the days of "boys will be boys" are over. A few months ago, the Wall Street Journal ran an article that claimed prescriptions for Ritalin were at an all-time high and increasingly, boys are expected to be less rambunctious and more docile (that is, more girl-like). And a guest commentator on an NPR program about youth violence expressed concern that the rise in the births of boys would result in a coming "deluge of testosterone-laden young men" creating havoc in our society. My mind reels: Is the conclusion that a 3-and-a-half-year-old should be more like a boy but a 12-year-old should be more like a girl?

I have to admit, sometimes I am embarrassed by my son's behavior. His declaration to my father-in-law that he wants to be a ballet dancer when he grows up almost created a family feud. When the father of one of his preschool classmates unintentionally called him a girl (he was wearing the favorite blue tutu, mind you), I cringed just a little. And I am often confused about the messages I'm sending him. I don't mind if he wants to wear lipstick to a birthday party — "Mom, you wear lipstick when you dress up!" he reminds me — but how do I protect him from the inevitable taunting that will occur as he ages?

I come back to my original question: what is normal? Sadly, my husband and I are learning all too early that the constraints of normality are very narrow indeed. Happily, my son, who at the moment is pretending to be Belle from "Beauty and the Beast," adorned with his favorite pearl necklace and earring ensemble I gave him for his birthday, does not yet know this. With luck and a little parental intervention, he won't for a very long time.

Lisen Stromberg lives in the Bay Area.

Photographer Needed!

Do you consider yourself to be a shutterbug and got the itch to practice? Then we need you!

Telzey (Goddess bless her heart) is in need of assistance covering the upcoming Cotillion. And she mentioned that another photographer's approach for the newsletter would be most helpful.

Any and all suggestions or referrals are welcome! Please contact Telzey directly at (510) [redacted] for all the details.

GenderPAC Board Charts New Course

[Washington, DC : 8 Dec 00] THE GENDERPAC BOARD today released a statement declaring its new mission, budget, and strategic plan for 2001. The new mission reflects GPAC's commitment to building a broad-based movement, not premised on any one identity, and not leaving anyone behind.

As unanimously approved by the Board it reads: "GenderPAC is the national advocacy organization working to ensure every American's right to their gender free from stereotypes, discrimination, and violence, regardless of how they look, act or dress or how others perceived their sex or sexual orientation."

Commented Co-Chair Becca Hover about the new mission, "We want a vision that unites all the diverse communities and groups that have a common interest in gender civil rights: people of every gender, gender identity, race, class, age, and sexual orientation."

The Board also approved its first 3-year Strategic Plan, calling for expanded work in three main areas: Congressional work, Education and Advocacy, and Impact Litigation and Gender Law. And it approved a 2001 budget of $300,000 — almost 50% higher than the 2000 budget of $225,000 — to pursue advocacy work in each of these areas. Stated Executive Director Riki Wilchins, "Through this new Strategic Plan, GPAC's Board is setting out our vision and goals along with the concrete programs and priorities that will take us there."

For the first time, GenderPAC's Board also approved initial plans to investigate introducing Congressional legislation to specifically address the need for gender protection in the workplace.

Declared Co-Chair Katherine Palmer, "Our Congressional EEO Project already has nearly 100 signatories who have agreed that gender protection is a good thing in their own employment policies. It is essential that we start the process of extending this initial support into national legislation that will ensure every American worker's right to be free from gender-based discrimination or harassment on the job."

Heralding these changes, GenderPAC also announced it's new-look "Gender Rights Are Human Rights" blue and orange logo, and the re-launch of its completely redesigned web-site at www.gpac.org to match. The new website will be unveiled the week of December 11th.

The Board's statement comes on the heels of GenderPAC's recent public announcement of its 1st National Conference on Gender — 3-days of gender policy, politics, and strategy — to be held May 18-20 in Washington DC right off Capitol Hill.

For more information about GenderPAC, the National Conference on Gender and our programs, please contact gpac@gpac.org or call (202)462-6610.

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Day Of Remembrance...

Continued from Page 11

Further east, in Philadelphia, a gathering was held at the William Way Center, with a crowed that verged on overflow. Coming out of the event is an agreement from The William Way Center to work with the Transgender Health Action Coalition on setting up a "Safe Places" program. Activists will be going to local businesses, hospitals, and clubs, spreading the word about violence and asking them to sign on to the program. Any business that agrees to be a Safe Place is basically saying it will take in anyone from the street who feels they are unsafe, being threatened, harassed, or are otherwise in harm's way, and will allow them to use the phone to call for help and stay until someone comes to escort them home or the danger has passed.

In Boston, the Rita Hester Memorial March was held in the center of the city. After an introductory speech, there was a march to the nightclub where Rita spent her last night and where she probably met her attacker. The marchers left a poster and flowers, then marched across Boston Common, reciting the names of all 212 names currently on the Remembering Our Dead website <http://www.gender.org/remember>. Each name was followed by everyone saying "We Remember."

Amongst those in attendance were Nancy Nangeroni and Gordene MacKenzie of Gendertalk Radio.

Baltimore, Maryland, taking advantage of the weekend, held its event on the 25th, using it to honor local activist Tacy Ranta, who was killed on November 22nd, 1999. The event was held at the Gay and Lesbian Community Center of Baltimore, after local police did not allow organizers to hold it outdoors near Baltimore's Washington Monument.

In Baltimore and in other locations, the emotional high point of the evening was a reading of the names of those killed this year by anti-transgender violence. In San Francisco, for example, each of the speakers and the people who helped make the event happen came up and read one of the eighteen names of those who passed due to anti-transgender violence since last November 28. After each name, a bell rang in honor. Event organizer Gwen Smith addressed the crowd, noting that "Each one of these individuals, and myself, represent one of the people who was killed... this is what it looks like to see eighteen people — and this is how many people died."

Other cities participating included Albany, New York, Tallahassee, Ft. Myers Beach, Florida, Oklahoma City, Oklahoma, and Cleveland, Ohio. A website blackout to honor the day was also held, with several websites participating.

The various organizers of the multi-city events reported being emotionally drained, yet pleased with the way the event turned out, and are looking ahead to the 2001 observance — and towards a day when a Day of Remembrance will no longer be needed.

Expanded Hotline Hours!

Hotline hours have been expanded to include 10pm to 2am. While this may seem a bit late for some of you, it is a great time for those of you that wait until the kids or other family members are asleep to address your transgendered correspondence. Telzey still answers the phone live from 7pm to 10pm. And now Debbie and Nicole answer the phone live from 10pm to 2am.

Computer scientist Lynn Conway has had a successful career as both a woman and a man.

The Secret 'Project Y' One Woman's Success Story – 'What Works, Works'

Commentary By Dianne Lynch
Special to ABCNEWS.com

This is the first of a two-part series on Lynn Conway, one of the preeminent women in high tech today. This week, Wired Women tells Conway's life story, an extraordinary saga by any standard. Next week, the column will present Conway's take on gender in the high-tech workplace.

It's as complicated as life gets, but Lynn Conway is an engineer and thinks like one. When it's all said and done, she says, the litmus test is simple: does it work? "It's like building bridges," she says. "People can say the design stinks, your ideas aren't any good. But if the bridge stands, it stands. What works, works." "People can look at me and say what they want," she continues. "They'll judge me and they'll judge people who are like me, and they can have their weird theories. They can say where I'm going to go when I die. But take a look at my life and tell me if the bridge stands." Let me be the one to tell you: It does. Against all odds, the bridge stands.

It's a work in progress, this bridge she's building. But half-done, it's already a monument to the invincibility and optimism of the human spirit. For Lynn Conway — an attractive middle-aged woman recently retired from an illustrious career in engineering and academia, a technology conceptualized and designed — lived until two years ago with a secret she was too terrified to share. Lynn Conway was born a boy.

'A Terrible Mistake'

Born Robert Sanders (a pseudonym she has adopted to protect her family). His parents, a schoolteacher and a chemical engineer, noticed signs early on that Robert was not a normal male child — signs they worked hard to punish and suppress. Transsexualism was more than a taboo subject in the 1940s; it was unheard of, unthinkable. Robert's childhood was marred by his growing recognition that something was terribly wrong. At 17, he enrolled at MIT, where he first began to present as a girl, injecting estrogen to achieve the physical changes he longed for.

It was the beginning of a decade-long roller coaster ride, a life trajectory that reflected Robert's efforts — and inability — to play the role biology had assigned him. He dropped out of MIT, worked menial jobs, and then earned bachelor's and master's degrees in electrical engineering at Columbia. During those years, he married a young woman who knew nothing of his internal anguish, and by 1966, he was the father of two daughters.

Robert's exceptional performance at Columbia brought a job offer at IBM, where he helped to pioneer supercomputing technologies that would become the foundation for today's computing revolution. But his professional success didn't assuage Robert's personal conflict. Nearly transsexualism. By 1968, Robert was preparing for surgery.

From Big Blue to Memorex It was a decision that cost him his friends, his relatives, his job at IBM, his family — in short, the only life he knew. But, says Conway, there was no choice: "I wouldn't have survived another two years in the life I was living," she says. By 1971, Lynn Conway had a new life. She was working in computer architecture at Memorex, where her contributions drew the attention of engineers at Xerox. In 1973, they recruited her to work at the company's new research center at Xerox PARC.

It was there that Conway came into her own, as a woman and as an engineer. Her work in VLSI — very large scale integrated circuits — helped turn computing on its ear. With Caltech engineering professor Carver Mead, Conway reconceptualized chip processing. Their textbook became standard fare at universities all over the world, and their recognition of the potential of silicon was the precursor to the Pentium chip. "Everybody said we were crazy, it was bogus, it wouldn't work," says Conway. "But it worked, and when it did, what could they say? They just went away and hid."

Her personal live was thriving as well. "I had been a very shy, withdrawn, unhappy person while I was forced to live as a male," Conway says. "I was taken seriously in my work at IBM because I came up with outstanding ideas. But beyond that, I was pretty much ignored." Not so at Xerox Parc. "I was five years post-op, and I had become such a happy person and so full of life that I was able to emerge as a research leader," she says. "I was reacted to as a very creative, enthusiastic, wildly energetic gal who got all sorts of creative ideas and who was fun to work with."

Stealth Mode

Despite her successes, Conway never considered disclosing her past. "I was totally in stealth mode," she says. She left Xerox Parc in the early 1980s. "I desperately wanted to find a mate," she says, "and I knew that wasn't the environment where it was going to happen." She worked briefly for the Defense Department, and then accepted a Engineering. While there, she met Charlie, who has been her mate for the past 13 years. And she continued to build what has been, by any standard, an extraordinary career.

Coming Out

Two years ago, it became more extraordinary still. A researcher tracking down the secret history of IBM's "Project Y" posted a message to a computing bulletin board. Nobody at the company seemed to know what had happened to a project that had paved

Continued on Page 15

Lynn Conway...

Continued from Page 14

the way for supercomputing. Did anybody know anything about it? Conway did. And after decades of silence, she decided to step up and share what she knew — and to take credit for the incredible work she had done while living as Robert Sanders. She had reconciled with her daughters, had been living happily as a woman for more than 30 years. It was time to reclaim at least part of her past. "When I made the decision to have a gender-correction, everybody told me I was terrible, I was going to end up dead or in an asylum someplace," she says. "But they were wrong. I've had a great life, I'm very happy, and I've managed to do some productive, important work." It's that engineer talking again: "Take a look at my life and tell me if the bridge stands," she says, laughing. "What works, works."

Lynn at 20

Part II High-Tech Gender Bending Computer Scientist Lynn Conway Debunks Gender Gap Myths

This is the second of a two-part series on Lynn Conway, one of the nation's outstanding women in high tech, a professor emerita and former associate dean at the University of Michigan, and a member of the National Academy of Engineering. Born Robert Sanders (a pseudonym), Conway underwent gender transition surgery in the '60s and has been living as a woman for the past 33 years. Lynn Conway says she's no gender pundit, and she reminds me — repeatedly — not to portray her as one. OK, so she has a unique perspective on gender in the high-tech workplace. And yes, she's been sensitized to the biological, social and emotional characteristics that distinguish male from female. But Conway is a computer scientist who rejects easy answers, an engineer who makes explicit distinctions between knowing, surmising and just plain thinking out loud. And she wants it clear that she's doing a bit of all three as she talks about gender and computing: these are observations she's making here, not pronouncements. That said, Conway's a woman of strong opinions and rapid-fire reasoning skills. She's quick but thorough, punctuating long soliloquies with short check-ins: "See what I mean?" "Understand where I'm going with this?" And through it all, through hours of thoughtful, open-ended and far-reaching discussion, Conway laughs often and easily — a laugh she directs, in turns, at herself, at life's ironies, and at the differences between the sexes. "All this stuff about girls not going into high tech because they're not good at math and science?" she says. "That's nonsense."

Creativity: The Mother of Invention The math and science thresholds aren't all that high, and besides, getting over them is only the beginning. "What makes or breaks a career isn't math and science, it's the ability to create and innovate," she says. "And guys have no lock on that. Not even close." In fact, she suggests, women tend to be more comfortable with the creative give-and-take from which great ideas come. Unfortunately, most don't realize that high tech has as much to do with collaboration as with calculus. "There are lots of women who would love the work, but first they have to go to college and study engineering and computer science," she says. "And there is nothing — nothing — about that experience that remotely suggests what a creative, exciting, dynamic profession it is. So women don't choose it. "It's obvious why women aren't going into engineering," she says. "It's not that it's too difficult — it's not. It's the culture of higher ed. And that really galls me."

That Nerdy Guy World Women who do earn engineering degrees should be more savvy about the firms they join, Conway says. Most companies don't get it yet, but the old paradigm is on its way out. "If you look around and all you see are a bunch of white nerdy guys, get out of there," she says. "That's not where great work is going to happen." New ideas are most likely to emerge from a mix of wildly divergent points of view, Conway says. And that means the IT environment should be a place where difference is not tolerated but celebrated. "Really hot, sharp, creative people want to be in a place that appreciates diversity," she says. Women should use a work site's attitudes towards all kinds of "otherness" as a marker for its degree of gender equity. "Many workplaces may seem to have gotten over their discomfort about having women around, but if you notice their reactions to people who are gender variant — slightly feminine guys or slightly butch gals, for example — that's a marker for how welcoming they truly are. "The more comfortable an organization is with diversity — all kinds of diversity — the higher the glass ceiling is going to be."

'A Male Information-Technology Show'

Conway points to the work of women like Dr. Anita Borg, director of the Institute for Women and Technology at Xerox Parc, whose research helps women imagine, design, and help create technologies that reflect their needs and sensibilities. "What Anita has managed to do is show, not as speculation but as a reality, that there are domains of technology that guys aren't going to think about," she says. Guys didn't think about collaboration when they created the personal computer decades ago. "It was such a huge improvement over what had gone before," Conway says, "but it came out of a certain ideology — a male ideology. "All of your interactions with a PC have that kind of highly constrained, turf-bound, control-bound male feel to them," she says. "It's like a male information-technology show."

Wrapping Herself in Tech The female version would have been very different. "You'd all be working together on a big whiteboard, sharing your ideas, and yacking away," she says. "That's a more female thing, wrapping yourself and your friends in the technology." Broadband and wireless are about to transform everything yet again. And technology is about to become more collaborative, more sensitive, more interactive, and more, well, feminine. "We're entering the decade in which women will put their stamp on technology," Conway predicts. "It'll have to do with collaboration, teaming, augmenting in very strong ways our social connectivities, feeling each other's presence in the world. "It's time," she says. "And it's all sitting there, waiting for us. It really is."

NTAC Media Press Release:

Winn-Dixie Crossdresser Files Sex Discrimination Suit

Imagine your place of employment notifies you that you're being fired. When you ask their reason, the reply is, "we didn't like what you wore at home the other night." Far-fetched? Not in the eyes of Peter Oiler. And not in the eyes of Winn-Dixie, Inc. - the sixth largest supermarket chain in the nation.

Peter Oiler, a 21-year employee with Winn-Dixie's suburban New Orleans distribution center, was fired for being a crossdresser.

The retailer claims that having Oiler, a truck driver with a good employment record on the job, was "bad for Winn-Dixie's image," said Eric Ferrero, ACLU spokesperson on the case. It wasn't because of his violating company regulations, wearing female attire at work, or behaving effeminately in the workplace. It was simply because he was honest with his supervisor; honest about wearing women's attire away from the workplace.

Two years ago, rumors that Oiler was gay circulated around the workplace, and Oiler approached management to have the rumors stopped. During a review this past year, the supervisor inquired as to why that bothered him so much. Peter Oiler matter-of-factly answered: "Because I'm not gay. I'm transgendered." After the supervisor contacted the corporate office, he asked Oiler for his resignation; mentioning it "was bad for the corporate image." Oiler refused to resign, and two months later, he was fired.

Thus the 45-year old, married, heterosexual male finds himself the center of a federal lawsuit brought against the retailer. Last month, Peter Oiler filed a federal lawsuit claiming sex discrimination. The basis for the complaint is that female employees of Winn Dixie wore men's clothes off duty without consequence. But the company fired him "because he failed to conform to the corporation's stereotyped notions of how a man ought to look and act."

"I never expected Winn-Dixie to approve of my personal life or to punish me for it," said Oiler. "I just never thought it had any bearing on how I do my job."

"Job performance is not an issue in this case," stated Courtney Sharp, a transgender activist from New Orleans. "The immediate issue is that Winn-Dixie claims that Oiler's crossdressing outside of the workplace, on his own time, was harmful to their corporate image.

"Winn-Dixie dismissed an employee because he failed to meet stereotyped expectations of masculinity. Many men and women may fail to meet Winn-Dixie's gender expectations," Sharp continued, "and may be affected by this type of discrimination."

The National Transgender Advocacy Coalition (NTAC) has thrown its full support behind the efforts to have Peter Oiler reinstated. NTAC sees an individual's freedom to express themselves in their personal lives as a basic human right. Transgenders face an inordinate amount of discrimination when transitioning in the workplace. To be terminated from one's employment because one engages in behavior when it is completely unrelated to one's job is simply outrageous.

"To fire a valuable employee with years of good evaluations merely for off-site crossdressing is an unfair business practice," stated NTAC Secretary, Anne Casebeer. "As an employer, I can state that there is no logical corporate justification ... for this action."

NTAC joins with a coalition of other progressive organizations in calling for Winn-Dixie, Inc. to immediately reconsider their actions. The corporation's behavior goes far beyond an employer's normal sphere of influence to the point of dictating how an individual should live their personal life away from the workplace. NTAC is calling for a boycott of all Winn-Dixie and Thriftway Stores in the nation; and has plans for protests in some strategic locations. Additionally, NTAC encourages everyone to take a proactive stance by writing Winn-Dixie's corporate offices and expressing your displeasure over this patently unfair termination.

Updates on Winn-Dixie demonstrations being planned, as well as Winn Dixie's contact information, are available at www.ShameOnWinnDixie.com

(The National Transgender Advocacy Coalition is the nation's preeminent transgender civil rights organization. NTAC works for the advancement of understanding and the attainment of civil rights for all transgendered and intersexed people in every aspect of society. For more information, visit the website at http://www.ntac.org)

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NTAC Media Press Release:

Los Angeles Enacts Transgender Protections...21 Years Ago

Odd as it may sound, Los Angeles is one of the two-dozen odd cities that covers non-discrimination of transgenders; and apparently few people were aware. In an article to the Houston-based Texas Triangle, attorney and columnist Katrina C. Rose, a member of the National Transgender Advocacy Coalition (NTAC) detailed her recent find.

The ordinance, enacted in 1979, was taken almost verbatim from the Minneapolis city ordinance enacted four years prior. The Los Angeles Municipal Code, Section 49.72 (a) (1), reads:

"It shall be an unlawful employment practice for an employer to fail or refuse to hire, or to discharge any individual, or otherwise to discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis (in whole or in part) of such individual's sexual orientation."

In the details of the ordinance, the definition of sexual orientation states: "As used in this ordinance, the term 'sexual orientation' shall mean an individual having or manifesting an emotional or physical attachment to another consenting adult person or persons, or having or manifesting a preference for such attachment, or having or projecting a self-image not associated with one's biological maleness or one's biological femaleness."

None of the major GLBT civil rights organizations seemed to even know that any gender non-discrimination currently existed in Los Angeles. HRC's WorkNet Employer Database lists Los Angeles as prohibiting discrimination in private employment and notes that the city's ordinance was enacted in 1979. However, it also adds that L.A. has "No law covering gender identity."

"I can't adequately describe how shocked I was to see that last clause of the definition," said Ms. Rose, author of the column. "It seems as though whoever drafted the Los Angeles ordinance in 1979 used the Minneapolis ordinance as a model." Transgender people were included in the Minneapolis Civil Rights Ordinance in December, 1975.

From her home in Minnesota, attorney Rose discovered the tidbit over the internet during the course of legal research around the time of another case in that state involving a transgender. Her find is quite a gift for the folks living some 1,500 miles away in L.A. And so, for the transgendered residents of Los Angeles ... a truly Merry Christmas from Katrina C. Rose and NTAC.

(The National Transgender Advocacy Coalition is the nation's preeminent transgender civil rights organization. NTAC works for the advancement of understanding and the attainment of civil rights for all transgendered and intersexed people in every aspect of society. For more information, visit the website at http://www.ntac.org)

Are You A Veteran?

Are you aware that there is a gender discussion group every Monday afternoon at the Ft. Miley Veteran's Center in San Francisco? The group is open to all TS, TV, and TG's who are qualified veterans. If you are interested and wish further information, contact Lorraine Hall at: [redacted]@aol.com or call 510[redacted]

NTAC Media Press Release:

Moving Forward With Life - Dawn Wilson Steps Down at NTAC

"While I know I am an effective activist, and that there is more left to do, I cannot serve others unless my own affairs are in order. So, over the next two years, I'm making a commitment to myself. It's time for me to move on with my life, and my career." With these words, Dawn J. Wilson, well known transgender and civil rights activist, began the process of retiring from her numerous volunteer positions in order to focus more on her personal life.

Dawn's extensive activities began in the early 1990s with her work for the Robert H. Williams Cultural Center in Lexington, KY. She has served as a board member of the Kentucky Fairness Alliance, as well as being a cofounder and current president of the transgender social and support group, the BlueGrass Belles (BGB).

Dawn has also attended the national Transgender Lobby Days from their inception, as well as conducting seminars at numerous gender-oriented conventions throughout the country. She was integral in the inclusion of transgenders in, and then the historic successes of, the Fairness initiatives for GLBT non-discrimination in a number of cities and in one county in her home state of Kentucky.

Her commitment to transgender civil rights over the years has made Dawn a driven leader in the national transgender community; culminating in her becoming the first African-American to win the IFGE Trinity Award earlier this year. It was after the vari-

Continued Bottom Page 18

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TransStudent Wins Dress Appeal

PlanetOut News Staff

A Massachusetts Court of Appeals judge on November 30 upheld a trial court's first-in-the-state preliminary injunction requiring a public school to allow a transgender student to present in her self-identified gender. It's a vindication for Superior Court Judge Linda Giles, who was challenged not only for her legal reasoning but also for her lesbian orientation and her past work with the group representing the student, Boston-based Gay & Lesbian Advocates & Defenders (GLAD). For 15-year-old student "Pat Doe," though, it may be just another stage in the struggle, as Brockton Mayor John Yunits, Junior vowed the city will continue to full trial in the case, including obtaining further expert opinion as to whether Doe has gender identity disorder.

With the preliminary injunction in place and following extensive negotiations to ensure her safety, Doe returned to classes at Brockton's South Junior High on November 15. She has been doing well there and there have been no incidents.

Doe first began to wear women's clothing and makeup to school early in 1999 when she was in seventh grade and was repeatedly sent home to change. The school also referred her to a therapist who diagnosed her with gender identity disorder. When she began eighth grade later that year, she was required to report first each day to the principal for approval of her appearance. Doe was also suspended three times for using the women's bathroom, which her friends have said was safer for her than the men's room. Feeling the principal had created a "hostile environment," Doe dropped out of school that year. She was advised she could enroll for the 2000 - 2001 school year only if she wore men's clothing. Instead, she began repeating her incomplete eighth grade work with a home tutor.

Her grandmother and GLAD sued the school for her to be able to return in women's clothing. They requested a preliminary injunction to that effect so that Doe could attend school while the full case is being determined. Giles issued the order on October 12, writing that for Doe wearing women's clothes "is not merely a personal preference but a necessary symbol of her very identity" and that to force her to do otherwise would mean "the stifling of a person's selfhood merely because it causes some members of the community discomfort."

The Brockton School Department, which views Doe only as disruptive and not as transgendered, appealed the order. The school system's attorney Edward Lennox, who believes he has precedent on his side, alleged bias and legal errors on Judge Giles' part. But appellate Judge George Jacobs wrote that Giles "appears to have applied proper legal standards and the record discloses reasonable support for her evaluation of relevant factual questions. ... [She] did not abuse her discretion in granting the preliminary injunction in question."

GLAD staff attorney Jennifer Levi, who represents Doe, said in a statement that, "We are very pleased with the decision. Two courts have now recognized the importance of a transgender student being allowed to express her gender identity at school even though she might not match the stereotyped expectations that people have about the appropriate gender expression of boys and girls. Unfortunately, we know that transgender students, like other minority students, are often regarded as disruptive only as a result of a lack of understanding about gender and difference, not because of the student's behavior. This student and her family continue to hope that the school will learn about the needs of transgender students and will work to ensure that she can be comfortably and safely integrated into the educational programs that should be available to all students. Students at the school seem to understand this. We hope the school administrators can, too."

Although Mayor Yunits is determined to see the case through its full trial and told the Brockton Enterprise that "there are conflicting opinions on the [gender identity disorder] diagnosis itself," he also affirmed the School Department's commitment to "providing a quality education for all students," including Doe.

Dawn Wilson Steps Down...

Continued from Page 17

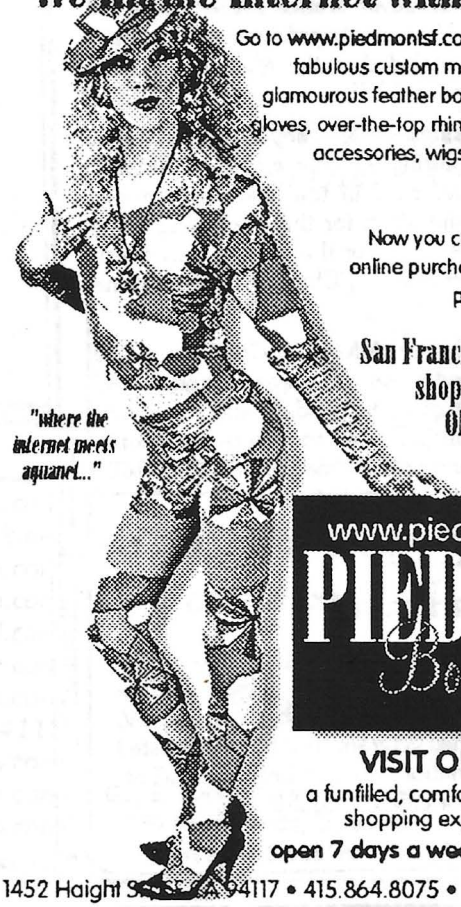
ous 'Bethesda Roundtable' discussions in 1997 and 1999 that Dawn seized the initiative, did the footwork, and coalesced the team that would later become the National Transgender Advocacy Coalition. Dawn's leadership of NTAC, though brief, has been firm when needed, but always focused.

Although she will be spending more time on career and private concerns, Dawn's desire to reach out to others is still strong. As a member of the Edenside Christian Church, she has been asked to work in developing a new Sunday School program. And, Dawn recently hinted, she would eventually even consider a run for public office on the local level.

Miss Wilson will be missed, and her supporters both in and out of the GLBT community wish her the best, and understand her need for personal time. Even the toughest, battle scarred warriors need rest.

God Speed, Dawn Wilson.

We Hit the Internet with a GLAM SLAM!



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