
Appendix 12

INTERNATIONAL BILL OF GENDER RIGHTS PROJECT AND 1991 LETTER FROM JOANNE ROBERTS

INTERNATIONAL CONFERENCE ON
TRANSGENDER LAW AND EMPLOYMENT POLICY, INC.

THE INTERNATIONAL BILL OF GENDER RIGHTS PROJECT

(As established by ICTLEP, August 28, 1993, Houston, Texas, U.S.A.)

The International Bill of Gender Rights Project (IBGRP) is an activity of the International Conference on Transgender Law and Employment Policy, Inc., (ICTLEP), a Texas non-profit corporation. The IBGRP can be contacted by writing to: International Bill of Gender Rights Project, P.O. Box 930, Cooperstown, NY 13326. Telephone: (607) 547-4118.

ICTLEP sponsors annual and regional conferences for lawyers, judges, legal educators, legislators, human resource professionals and lay persons concerned with the evolution of laws respecting transgendered individuals and their Human and Civil Rights. Conference proceedings for 1992 and 1993 can be purchased by contacting Phyllis Randolph Frye, ICTLEP, 5707 Firenze Street, Houston, TX 77035-5515. Telephone (713) 723-8368. FAX: (713) 723-1800.

Statement of Purpose:

The purpose of The International Bill of Gender Rights is:

To articulate the fundamental gender rights of all human beings, and to assert the right of all human beings to define their own gender identity, together with the freedom to express that gender identity; likewise, to assert those rights necessary to the free expression of a self-defined gender identity; and further, to assert the gender rights of all human beings as those rights relate to Human and Civil Rights.

Statement of Mission:

The mission of The International Bill of Gender Rights Project in 1993-1994 is:

1. To draft The International Bill of Gender Rights in accord with the stated purpose. *(Note: This mission was accomplished on Saturday, August 28, 1993, with the adoption of the current document by those assembled at the second annual International Conference on Transgender Law and Employment Policy, August 26-29, 1993 in Houston, Texas, U.S.A.)*
2. To form an Advisory Panel for The International Bill of Gender Rights to provide expert consultation and assistance in the work of reviewing and updating the basic statement of gender rights and its supporting documents. The Advisory Panel shall include representatives from the fields of law, medicine and psychiatry, sociology, psychology, political science, religion and other related disciplines.
3. To annually review and update The International Bill of Gender Rights as appropriate, and to annually review and update supporting documentation. Revisions shall be considered and adopted, as appropriate, at each ICTLEP-annual conference.

4. To assemble documentation of a legal, sociological, psychological and medical nature in support of The International Bill of Gender Rights and its supporting documents.
5. To obtain competent translation from English into other languages of The International Bill of Gender Rights and its supporting documents.
6. To disseminate The International Bill of Gender Rights and supporting documents throughout the world-wide gender community, and to the public at large.
7. To seek legislative, judicial, religious and cultural recognition and acceptance for the principles expressed in The International Bill of Gender Rights.

Support for The International Bill of Gender Rights:

If you support the principles and truths expressed in The International Bill of Gender Rights, please let us know by photocopying the form below, completing it, and forwarding it to: **International Bill of Gender Rights Project, P.O. Box 930, Cooperstown, NY 13326.**

The International Bill of Gender Rights Project is funded through the voluntary contributions of individuals who support the principles set forth in The International Bill of Gender Rights.

We welcome your support, financial or otherwise. Contributions may be sent (check or postal money order) to the address above. Designate your contribution: "Bill of Rights Fund."

Please note: At this time ICTLEP is seeking, but has not yet received tax-exempt status; therefore, your donation is not tax deductible.



I support the principles expressed in The International Bill of Gender Rights. I wish to be placed on your mailing list to receive future information about The International Bill of Gender Rights Project.

I wish to support the work of The International Bill of Gender Rights Project. I have enclosed a contribution. I understand that my contribution is not tax deductible.

\$10.00 \$25.00 \$50.00 Amount: \$ _____

Name (please print or type)

Address

City

State/Country

ZIP Code

Please return to: IBGRP, P.O. Box 930, Cooperstown, NY 13326

JoAnn Roberts

Box 1263 • King of Prussia, PA • 19406
215-640-9449

March 1, 1991

To: All Transgender Support Groups

Re: A Bill of Gender Rights

The Declaration of Independence says, "We hold these truths to be self-evident, all *men* are created equal..." In reality, it is self-evident that neither all men nor all people are created equal. Rather, all people should be treated *equally*; no one should be *denied* the opportunity to live, work or play simply because they are different. Different does not mean deficient. Different does not mean less capable. Different does not mean less moral. Different does not mean less ethical. Nor does different mean less honorable. Different simply means not exactly like the next person.

The intent of the U. S. Constitution is to guarantee equal treatment under the law and the role of the Constitution is to protect minorities from the majority when the majority is clearly and patently wrong. It is *wrong* to think that one's physical sex (and, therefore, one's sex role) is more important than one's intellectual or physical capabilities. Under this logic, women are "inferior," homosexuals are "inferior," and all transgendered people are "inferior" to the average, white, adult, American male.

In recent months there has been movement among some gender groups toward coalitions of regional organizations. This is a good sign. It shows that groups can learn to work together—despite different philosophies—toward common goals. The main obstacle to building a real community is that no one has yet to articulate what those common goals should be. The Gender Rights offered here could become the focus of a national coalition of TV/TG support groups. We would then have the common ground to speak out with one voice for our rights.

Some may ask, "Who are you to decide these things? How dare you speak for us." My reply is this, "I dare it because it must be dared—by someone, at least—if only so that wiser minds can argue with my choices, and, by arguing, clarify my vision."

So, argue with it, if you will, but show these "Rights" to your board of directors, publish them in your newsletters, but, above all, adopt a group resolution that accepts these "Rights" as a national goal for the gender community.

Once enough support from our community has been achieved, we can take the next step to build a lobbying committee which will work with other minority groups in securing and protecting the rights of *all* people regardless of sex, sex-role, gender-identity, gender role, or sexual orientation. It is time to speak up. Silence=Death.

With my deepest sincerity and greatest respect,



JoAnn Roberts

*Future on Fire, Orson Scott Card, Editor; Tor Books; 1991



A Bill of Gender Rights

It is time for the transgendered community to take a stand, a strong stand, against all gender-based discrimination simply because some people are different and simply because some people do not fit into current social norms of gender roles. It is time the gender-based community articulate this stand in words that clearly define exactly what their gender rights are. It is time to stand alongside other minority rights movements to declare these gender rights as follows:

The Right To Assume A Gender Role

Every human being has within themselves an idea of who they are and what they are capable of achieving. That identity and capability shall not be limited by a person's physical or genetic sex, nor by what any society may deem as "masculine" or "feminine" behavior. It is fundamental, then, that each individual has the right to assume gender roles congruent with one's self-perceived identity and capabilities, regardless of physical sex, genetic sex, or sex role.

Therefore, no person shall be denied their Human and/or Civil Rights on the basis that their gender role or perceived gender role is not congruent with their genetic sex, physical sex, or sex role.

The Right To Freely Express Gender Roles

Given that each individual has the right to assume gender roles, it then follows that each individual has the right to freely express gender roles in any manner that does not infringe on the freedom of another individual.

Therefore, no person shall be denied their Human and/or Civil Rights on the basis that a private or public expression of a gender role or perceived gender role is not congruent with their physical sex, genetic sex, or sex role.

The Right To Make One's Body Congruent With Gender Role

Given that each individual has the right to assume gender roles, it then follows that each individual has the right to change their body or alter its physiology so it better fits a gender role. These changes may be cosmetically, chemically or surgically induced, provided these changes are supervised by an appropriate licensed professional and the individual accepts sole responsibility for their actions in this regard.

Therefore, no person shall be denied their Human and/or Civil Rights on the basis that they changed or wish to change their body, cosmetically, chemically, surgically or any combination of these, to better fit a gender role.

The Right To Sexual Expression Congruent With Gender Role

Given that each individual has the right to assume gender roles, it then follows that each individual has the right to express their sexuality within a gender role.

Therefore, no person shall be denied their Human and/or Civil Rights on the basis of sexual orientation or perceived sexual orientation. Further, no individual shall be denied their Human and/or Civil Rights for expressing a gender role through private sexual acts between consenting adults.

This version revised 10 June, 1991.