The ICTLEP
Reporter

TRANSGEN

Newsletter of the International Conference on Transgender Law and Employment Policy, Inc.
Dedicated to education concerning legal and human rights issues related to persons identifying as transgendered -- both masculine and feminine gender identities and expressions -- lesbian, gay and bisexual, and welcoming the diversity of people of all racial, ethnic and religious belief categorizations
P.O. Drawer 35477, Houston, Texas, 77235-5477 USA ©ICTLEP June-August 1996

3RD NATIONAL TG EVENT IN WASHINGTON D.C.

The 3rd National Transgender Event in Washington, DC, will be held from Sunday afternoon through Tuesday afternoon, 23-25 February 1997. All transgendered people, their significant others and family members, and transgender supportive friends are invited. One of our main goals is to demonstrate to the Members of Congress and their staffs that the transgender community is more diverse than they might believe:

--- it is fully 1/2 FTM;
--- it is filled with beautiful and active people of color;
--- it is heterosexual crossdresser, and gay drag as well as transsexual;
--- the transsexuals can be finished as either surgical or non-surgical;
--- includes a spectrum of conservative Republican to liberal Democrat;
--- includes a spectrum of religious believers;
--- includes a spectrum of married, same-sex married and single parent families;
--- includes a spectrum of education, professions and veterans; and
--- IT IS THE TARGET OF HATE CRIMES AND EMPLOYMENT DISCRIMINATION!

The first national transgender event occured in February 1995 when four transgender activists and two spouses met for two days and educated Members of Congress from their four states. From that grew the second national ttransgender event which occured in October 1995 when over 100 transgenders from thirty-five states met for two days and educated 510 of the 535 Congressional offices.

This event, the third, is timed specifically to meld with the efforts of the Human Rights Campaign, which traditionally

continued on page 4.

SPECIAL

ICTLEP Financial Report to the Community

Welcome to ICTLEP's first fianancial report to the community. Now that we have significant contributions it is appropriate to give you good faith understanding of how ICTLEP is spending those contributions.

INSERT

IT'S TIME AMERICA! *--Sarah DePalma*

ITA is a grass roots organization. By that I mean our goal is to spend at least 80% of our time and resources working from the state legislative arena down. We plan to spend no more than 20% of our time working at the congressional and federal levels.

Any state may start a chapter of ITA where no currently recognized state chapter exists, providing that the charter of the new state chapter does not conflict the mission statement, goals and bylaws of ITA. A new state chapter must formally petition the national organization for recognition as a state chapter of ITA. The national board has the sole authority to recognize the affiliative status of the state chapter.

Once the above has been established, state chapters have an unprecedented amount of independence. While the national board determines policy at the national level, STATE CHAPTERS SET THEIR OWN POLI CIES AND GOALS FOR THEIR RESPECTIVE STATES. Our philosophy is that local political issues need to be resolved locally. Due to the differing state laws and the vagaries of state politics, our belief is that the national board has no business dictating how

Continued on page 6.

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ON-LINE NEWS

Heya'

I wanted to let y'all know that the TCFs National organizations area, which includes an area dedicated to ICTLEP *finally* has an AOL keyword (which, I must admit, can be like pulling teeth to get!) This way members of ICTLEP who are on America Online can find general information, and a message board for posting information or suggestions.

Check out keyword: ICTLEP or TGLAW. If you are not familiar with the use of keywords, you can use them by selecting "Keyword" from your "GO TO" menu, or hitting Ctrl and the K (on a PC) or Command (open apple) and the "K" (on a Macintosh). enter the keyword for where you want to go into the box, and hit enter!

Please feel free to pass on any information you'd like at this keyword to me, and I'll gladly put it online, and also feel free to put this keyword out for those curious about ICTLEP.

Cheers,

. .
/\/\ Gwendolyn Ann Smith
> () < Area Coordinator
\/()\/ Transgender Community Forum >>

ICTLEP CONSIDERS DOMA IMPACT ON SAME-SEX TG MARRIAGES

PRESS RELEASE:

For over four years, ICTLEP has announced and pronouced to the lesbigatr (rhymes with alligator) community that same sex marriages already exist in the United States and that the lesbian/gay/bisexual portion of the inclusive lesbigatr community should use the transgender, same-sex marriages as both an equal protection argument to obtain same-sex marriage and as an argument against the passage yesterday of the misnamed Defense of Marriage Act (DOMA) by the US Congress.

During those four years, ICTLEP's above notices have fallen on deaf lesbian/gay/bisexual ears. Now, ICTLEP makes the following suggestions to those transgender, same-sex marriage partners who may feel the brunt of this unconstitutional law. YOU WILL HAVE TO FIGHT FOR YOUR RIGHTS TO KEEP YOUR MARRIAGE, AND YOU WILL HAVE TO FIGHT IN THE OPEN IN THE COURT SYSTEM. YOU MAY LOSE AT THE TRIAL LEVEL, BUT ICTLEP FEELS THAT YOU WILL WIN AT THE APPELLATE LEVEL.

Unfortunately, ICTLEP retains the incorrect perception of being a strong and well financed legal organization. We are not well financed at all, and unfortunately cannot fight your legal battles. But there are four things that we can do and hope that you will avail yourself of these four things.

First is the acknowledgement that you have a valid marriage: If you are in a legal marriage, where the two of you had different genitals at marriage, and if you do not fall into the usual void catagories of bigomy or incest or being legally insane, and if you also do not fall into such voidable catagories as underage, then you have a valid, legal marriage in all 50 states. And if one of you is transgendered and has either completed the transsexual transition via genital surgery or via long-term irreversible hormonal alteration without genital surgery as recognized by a court in your jurisdiction, then you STILL HAVE a valid, legal marriage in all 50 states. And if neither of you wishes to file for divorce, then NO ONE, not even the state or federal government or your parents or kids or neighbors, absolutely no one has legal standing to force you to divorce. Therefore, as ICTLEP has announced and pronouced to the lesbigatr (rhymes with alligator) for over four years, you have a valid and legal same-sex marriages in all 50 states.

Second is the strategy for the lawsuit to protect your marriage: The marriage partner that files the lawsuit to protect the marriage and to declare the application of DOMA on your marriage as being both void and unconstitutional must be, MUST BE, must be, the non-transgendered spouse. The logic is this: if the transgendered spouse files, a court could rule (just as they have in many other bad decisions in our past) that the transgendered person gave up their rights when they choose the transsexual alteration via genital surgery or via long-term irreversible hormonal alteration without genital surgery as recognized by a court in your jurisdiction. But when the non-transgendered spouse files and says to the court, "All I did was remain true to my marriage vow -- for rich or poor, in sickness or in health, until death do we part," only a judical hernia could rule the marriage invalid. The general public, quite possibly even the so-called religious public, would not stand for the marriage of the non-transgendered spouse to be attached under such a strategy.

Third is your legal advocate (or how to pick a lawyer): ICTLEP has a small but growing directory of transgender friendly attorneys and law professors. If we have one in your area, we will provide you with that name. ICTLEP also has a guide about how to find an attorney, who will not only be understanding of who you are, but who will learn the nuances (such as those above) necessary to win in a fight over subtle, transgender marriage issues. Ask for the "Non-Lawyer Checklist for Transgenders Who Consume Legal Services", which is found in the ICTLEP Proceedings, Volume III, pp102-106, or may be ordered seperately.

(We suggust that you lean on your university library and your county law ibrary to put a full set of the Proceedings on its shelves.)

Fourth is to teach yourself so that you can demand of your lawyer: ICTLEP suggests the following articles on transgender marriage which are in the Proceedings volumes and may also be ordered seperately.

--- "Cramming Their Laws Down Their Throats", from the Family Law Project Report 1992, Ipp306-308, 314

--- Family Law Project Report 1992, Ipp295-323; 1993, Iipp142-150, A10-2; 1994, IIIpp86-87

--- "Legal Aspects of Transgendered Behavior", IVpp1-5

--- "Insurance, The DSM, a New Tort, Gatekeepers, No Divorce, Apartheid of Sex, Violence, and the Non-Op Option", IIIpp107-117

--- "Respecting Choice: Genital Surgery as an Option", IVpp8-17

--- "Taped Speech from March on Washington", IIpp168-171

and Voir Dire for Transgender Client or by Transgender Attorney, IIIpp103-104; IVpp117-118

ICTLEP Reporter

The *ICTLEP Reporter* is the quarterly newsletter of the International Conference on Transgender Law and Employment Policy, Inc., a Texas non-profit corporation with IRS 501(c)(3) tax exemption as an educational institution. *ICTLEP* is dedicated to providing knowledge and awareness of transgender law and legal issues as they pertain to fundamental human and civil rights. This newsletter follows the same philosophy. Articles contained in this newsletter are the views of the author and do not necessarily reflect overall policy of the *ICTLEP*. *ICTLEP* retains the rights to the contents of this newsletter; however, articles may be reprinted by other non-profit organizations without prior permission, provided the *ICTLEP* Reporter is cited as the source and no significant editorial changes are made. Commercial publications require prior written permission to reprint articles. Articles pertinent to *ICTLEP*'s mission may be submitted to Mary O'Connor, Box 500133, San Antonio, TX, 78280, or email to: moconnor@txdirect.net. Article submission dates are no later than January 15, April 15, July 15, and October 15. This newsletter was printed using Word for Windows v.6.0.

3rd TG Event continued from page 1.

places lesbian, gay and bisexualactivists on "the Hill" to lobby for specific hate crimes, employment discrimination and other needed legislation. We will be there to educate both Memebers of Congress and the lesbian, gay and bisexual activists that this work should be an inclusive lesbigatr (rhymes with alligator) effort.

This event is also timed specifically to do that legwork necessary in order to make the 4th national transgender event, scheduled for May 1997, an even larger success in its work to further educate the new Congress.

Sponsoring organizations include the following as of this date: ICTLEP, which called it and will retain full operational control, ITA, It's Time America, which will do focused lobbying efforts, and other organizations as they choose. (Tri-Ess is a tentative sponsor at this time, awaiting a resolution from its Board expected in early November.)

IF YOU WISH TO ATTEND, complete the following form and make reservations as follows. IF YOU NEED FINANCIAL ASSISTANCE, complete the form and let us know of your needs -- a tank of gasoline or a floor to sleep on. We will do our best, but the ICTLEP resources are slim. IF YOU CANNOT COME, please assist with a donation if you can, so that we may help others. (Any surplus will go into the ICTLEP general fund.)

Hotel information: Quality Inn, College Park, Maryland 301/864-5820. Ask for the "FRYE" block. Room is double-double that will sleep as many as you wish for $59+tax/night, which includes breakfast. Let us know if you reserved a room and if you want to share. We will give you names of others who wish to share and you can make arrangements.

Schedule: Plan to arrive at the hotel no later that 6PM, Sunday, 23 Feb 97. We will have a 2-hour organization and training session. Monday and Tuesday, the "teams" (no one will go out alone) will meet with their assigned MC's. Monday night at 8PM will be a regrouping meeting. Some of us will stay over Tuesday night to catch the details Wednesday morning.

The International Conference on Transgender Law and Employment Policy (ICTLEP) salutes the upcoming Lavender Law Conference and its parent organization, the National Lesbian and Gay Law Association (NLGLA).

The salute is for NLGLA's comprehensive efforts to include *ALL* of the lesbigatr community in its organization, in its literature and in its upcoming Lavendar Law Conference.

As the months have gone on, a review of NLGLA literature, membership forms and newsletters shows that they have become increasingly lesbigatr inclusive.

Literature for this Lavender Law, to be held in New Orleans in late October, is completely inclusive of the transgender community. (It reads just as transgender inclusively as does literature from the National Gay and Lesbian Task Force -- NGLTF.) Conference organizers have sent invitations to over one dozen transgender legal activists from the list give them by ICTLEP.

It is exciting to watch the growth of a unified lesbigatr community. Thank you, NLGLA and NGLTF

Phyllis Randolph Frye
ExDir ICTLEP
aka the phyllabuster

PS. To pronounce lesbigatr, rhyme it with alligator

Report on TRANSGEN '96

"Transgendered and Proud...and We Vote!

For five days beginning on July 3rd, more than 80 people from around the globe descended on the Ramada Astrodome Hotel in Houston, Texas, for the 5th annual ICTLEP (International Conference on Transgender Law and Employment Policy). Attendees included representatives from the Gay, Lesbian, Bisexual, and Transgendered communities as well as significant others, spouses, medical and legal professionals, and other interested parties.

Headquartered in Houston, ICTLEP Inc. is a 501 (c)(3) non-profit organization dedicated to provide education concerning legal and human rights issues related to persons identifying as transgendered--both masculine and feminine gender identities and expressions--lesbian, gay and bisexual; and welcomes the diversity of people of all racial, ethnic and religious belief categories.

Attorney Phyllis Randolph Frye, Executive Director, ICTLEP Inc., is a mover and a shaker within both the transgender and legal communities as well as one of the nation's principle proponents of transgender inclusion in the struggle for gay and lesbian rights.. "This was the best ICTLEP, yet," Frye said. "Last year we were preoccupied with being excluded from ENDA (the Employment Non-Discrimination Act) and the impending fight with HRC (Human Rights Commission). This year, we had three workshops in areas never before explored at an ICTLEP conference. But, perhaps the most moving experience for me was the reading of the Declaration of Gender Liberty", an outdoor candlelight ceremony punctuated by the sounds of nearby fireworks displays.

Professor Mary Coombs, University of Miami Law School, delivered the Keynote Address which drew parallels between the feminist and transgender movements on the deconstruction of cultural models of gender roles and stereotypes.

In a workshop designed to inform the principally US audience on the status and developments of transgendered law outside the U.S., Professor Stephen Whittle, University of Manchester, U.K., delivered an eyewitness report on the April 30th landmark decision of the European Court of Justice which proclaimed it illegal to discriminate against a transgendered person in employment. "The decision is monumental," Whittle said. "Many transsexuals who have been dismissed from their jobs now have a claim for 'sex discrimination' and are urged to visit a solicitor as soon as possible". Whittle also provided updates on developments in transgendered law in South Africa, Namibia, Holland and Greece. Associated presentations were made by Claire Cahill,

continued on page 7.

THANKYOU NOTE FROM PHYLLIS

Thank you to all who helped at ICTLEP's July event.

I wish to send out some thank you's. Problem is that with a long list, I may forget someone. Please poke me gently if you were overlooked. I had three people look at this to reduce that possibility. Help us.

I am also listing everyone who helped because that helps everyone get to know each other better.
We will also be sending the e-mail list of everyone who attended and asked to share addresses.

First, thanks to Dee McKellar. Yes, I know that it's her paid job (whopping big salary of $500/mo plus a place to live) but even so, her help was supreme. Coming off my seven month bout with severe anemia and depression (anemia caused), I simply could not have attended to the details. Plus with my business taking a $23,000 hit last year from all of the free time I spent on the tg national scene trying to get (and sucessfully getting) the attention of the national lgb political folks, I had to tend to bringing in a little $$$ for myself and my family. Dee did the myriad of minutia, plus she ran the Registration during the conference.

Second, thanks to my spouse Trish, who has not only stood by me for 23+ years through the entire out-of-the-closet struggle, but also helped with Registration those first few days and with supplies for the first two wine and cheese events on Wednesday and Thursday.

Thanks to Tere Frederickson who, although unable to attend due to last minute work problems, assisted Dee in early planning for the Registration and so helped avoid many of the potential snafu's. Thank Tere also for the brochure artwork and for the 1/4 page artwork that we will be sending to IFGE soon.

Thanks to Mary O'Connor, who not only is editor for our newsletter, but also is editor for the Proceedings and who faithfully photographed every speaker and panel and who sent the article to IFGE for their next issue of "Transgender."

Thanks to IFGE and to FTM International, Tri-Ess and to Boulton and Park and others who placed our brochures into their mailings.

Thanks to Stephen Whittle of England, Claire Cahill of Australia, Deborah Brady of Canada, Micheline of Canada, and Ellen, until recently from Japan, for the illuminating Thursday workshop as to what is going on outside of the United States and to Stephen for his report on Saturday.

Thanks to Mary Coombs for her inspiring keynote luncheon address, for her future efforts to have her law school and general university libraries order the full set of Proceedings, and for her future writings dealing with the transgender community.

Thanks to Jennifer Ellsworth of the Royal, Sovereign and Imperial Court of the Single Star, Jackie Thorne, also of the RSICSS and of the Gulf Coast Transgender Community, and Jane Ellen Fairfax of the Society for the Second Self (Tri-Ess), for the interesting Thursday workshop dealing with the legal needs of the NON-transexual community (both gay drag and hetero CD) and for Jane's report on Saturday.

Thanks to Martine Rothblatt, Shannon Minter, and Lisa Middleton for their two days of workshops plus the Saturday reports -- both pro and con -- concerning the ICTLEP Standards of Care, those of the Benjamin Society and how to get them to listen to us instead of decide for and dictate to us, getting the "gender identity disorder" out of the Diagnostics and Statistics Manual, and insurance theory in general. Very illuminating stuff which will fill many pages of Proceedings V.

Thanks to Sharon Stuart and her cadre of advisors (including Alice) for the Declaration of Gender Rights. That candlelight ceremony at 10 PM on July 4th amidst the firecrackers supplied by the City of Houston and Astroworld wherein the Gender Rights of our people was Declared was a moving experience. Sharon's document will have a long life and must be shared with the entire lesbigatr community as it applies to us all. Thanks also to Sharon for her brilliant luncheon presentation on Friday which was recorded and will appear in the Proceedings.

Thanks to Spencer Bergstedt, Jamison Green, Stephen Whittle, and Sandy Kasten, for the Friday workshop on the legal needs of the ftm and masculine appearing women part of our community. Despite my two-plus decades of activism and my long history as an attorney who represents ftm from time to time, I learned things that I had never considered. We must publish this report, done by Spencer, quickly, and we must continue with a part two at the next ICTLEP conference.

Thanks to Dana Turner, Gloria Wright, Elvia Arriola, and Ellen, who presented the African-American, Hispanic-American, and Asian-American perspectives to the legal needs of transgender people of color workshop on Friday. This was another eye-opener which needs to be published soon (Dana did the Saturday report) and must have a part two at the next ICTLEP Conference. Thanks to Dawn Wilson, who was unable to attend because of a minor car accident the day before, for organizing the people of color event.

Thanks to the anonymous (I will publish her name if she asks) person who provided scholarships that were split between three people.

Thanks to Roy, who supplied the large shrimp cocktail plates to the Thursday night wine and cheese event. Thanks to the Gulf Coast Transgender Community, Rene Fenner, President, for the wine and cheese event on Friday. Thanks to the local Tau-Chi Chapter, Brandi Welch, President, for the Saturday wine and cheese event.

Thanks to Diana Cicotello for the leadership training seminar presented on Saturday morning. Also thanks to Keith Rogers for the workshop on "Strategies for Keeping Your Job." Thanks to Alison Lang for her workshop on Native American perspectives on gender. Thanks to Gordene MacKenzie and her student, Steve Hocker, for the workshop on "Fifty Billion Galaxies of Gender". Gordene also is responsible for the recent purchase of Proceedings I-V by the University of New Mexico Library. Thanks to Malcolm Williams for his presentation about same-sex marriage through history -- this will be very interesting in the Proc V.

Quick note for those lesbigatr-phobics out there who are pushing the "Defense of Marriage Act", the name of the Act should be "Defense of the Right to Marry and Divorce and then Remarry and then Divorce again and then Remarry and Divorce again, ad nauseum, as long as your genitals do not match, Act."

Our closer on Saturday afternoon was Elvia Arriola, who delivered her paper on the ills of thinking that cause folks in the lgb community

Continued on page 6.

ITA continued from page 1.

an unprecedented amount of independence. While the national board determines policy at the national level, STATE CHAPTERS SET THEIR OWN POLICIES AND GOALS FOR THEIR RESPECTIVE STATES. Our philosophy is that local political issues need to be resolved locally. Due to the differing state laws and the vagaries of state politics, our belief is that the national board has no business dictating how local issues must be resolved. A strategy that works in one state may be utterly useless in another state. The national board may make recommendations to the state chapters for policy priorities, but the final decisions are made at the discretion of the state chapters.

Looking at the previous paragraph you may be wondering why a national structure is needed at all. The answer is simple: coordination.

For example, one of the organizational goals states that we will, "Seek to establish liaisons with sexual minority, transgender, and other transgender friendly organizations. Sexual minority groups are de fined here as gay, lesbian, bisexual, and other groups with the exception of those groups that advocate sexual or physical attachments with children."

So lets say that state "x" is having an unusual amount of trouble with organization "x". Consequently this particular state advocates a national protest against this group. However, states "y & z" are heavily involved in a lobbying effort which local representatives of group "x" are supporting and may even be key to the success of their lobbying efforts. It is crucial that that a national coordinating body be present to ensure that actions taken within ITA, or actions taken by organizations outside of ITA, not hurt or destroy the work of individual state chapters. In a very real sense, the purpose of the national board is to coordinate efforts, avoid duplication of efforts when usable information is on hand to simplify the work of all, and communicate with friends and allies when proposed actions might be detrimental to the ongoing efforts of state chapters.

Another reason for a national board is recognition that in order for transgenders to succeed in our legislative agendas, we must-must-must-build coalitions with other organizations not necessarily related to sexual minorities. These can be groups such as the ACLU or the NAACP, or any other number of national organizations who might be willing to hear our case on the basis of human rights and support our cause. It would simply be impossible for fifty state organizations to accomplish such a task, but a national board representing the state chapters can accomplish this, and we will.

By now you should be clear on the relationship between the state chapters and the national board. The actual hard work, the face to face meeting with judges and legislators, the difficult job of educating local transgender organizations on the need for becoming politically active, all this and more will be accomplished by local and state chapters. The job of the national board is to represent these incredible people in ways and in places where it is simply not feasible for individual states to do so. It's a structure seldom seen, democracy in action. We are extremely proud of this approach and we promise to do our best to make you proud of ITA as well.

Thankyou note continued from page 5.

to refuse tg folk, especially some lesbians who do not consider tg women to be "real" women. This too will be in the Proceedings V.

Thanks to her also for future articles and for her work to get our five Proceedings into the law and general university libraries of her school.

Thanks to Janet Duffy who brought the President of the Log Cabin Republicans (and his S.O.) to our Saturday Awards Dinner. This man is a brilliant lawyer and a good thinker -- we want him to see that the lgb fight and the tg fight ARE THE SAME.

Saturday night entertainment was provided by the local lesbian singing group, Heartsong. They were great.

Thanks to Ted Switzer, an Award winner, for his work to include tg in the lesbigatr community and for his inclusion of us in past and future issues of the "Marquise" in San Antonio.

Thanks to everyone who put up with the snafu's. There was one major one on Saturday night with four meals. I couldn't believe that for each meal I'd waited to eat last and insure all was well, but on Saturday with all of the speakers finished and into slide mode, I simply sat down to eat and missed that four folks waited too long to be fed. I am so sorry. It will not happen again. Thanks for your patience.

Thanks to all who stayed for the meeting on Sunday morning to get in their bitches and gripes and suggestions for the next conference. They were faithfully recorded and we will try to make the next meeting even better.

Finally, thanks to ITA. It's Time America held an incorporation meeting where a majority of the incorporators or their written proxies voted in a set of by-laws and a full set of directors. Talking to Sarah DePalma today, it is obvious that ITA will grow quickly. Indeed they have gone from five to ten state chapters just in the last two weeks. They have also agreed to a jointly produced conference next year.

MARK YOUR CALENDARS, THE NEXT ICTLEP-ITA CONFERENCE WILL BE HELD EITHER THE SECOND OR THIRD WEEKEND (and the Wednesday, Thursday and Friday before) OF JULY 1997 IN HOUSTON.

Who did I forget to thank? Please holler. You deserve your due.

Love, Phyllis, aka the phyllabuster

ICTLEP proudly announces its newest member to its Board of Directors!

Mr. Spencer Bergstedt, Esq., of Seattle, Washington, has agreed to serve as the Family Law Director of the International Conference on Transgender Law and Employment Policy.

You can contact him on-line at:
mstrspence@aol.com.

5th ICTLEP continued from page 4.

Graduate Student in Criminology, Australia; Deborah Brady, Executive Director High-Risk Project, Vancouver Canada; and Micheline, Quebec, Canada.

Moderated by Attorney Dana Turner, New York City, the Transgendered People of Color workshop focused on increasing awareness of the special needs and legal issues of transgendered people of color and spotlighted the difficulties of belonging to more than one "suspect class".

Martine Rothblatt, Esq., moderated the Heath Law Care Workshop focusing on a multi-etiological approach to transgenderism and its implications for transgender health law. "The correlation of medical studies, sociological research, and anthropological findings during the 1990's increasingly favors a multietiological paradigm for transgenderism," Rothblatt said. "It means that fundamentally different casual factors are involved in the process by which different groups of peoples decide to challenge society's gender norms." Some of the categories identified include: Genetic, Neonatal, Environmental, Iconoclastic, and Cultural transgenderism.

Attorney Spencer Bergstedt from Seattle, Washington, moderated the Transgendered Male workshop focusing on the legal and medical difficulties faced by FTM transsexuals. "Female-to-Male is not just the opposite of Male-to-Female transition," Bergstedt explained. "Medical professionals are simply not as experienced with all the aspects of FTM transition as is necessary and the costs in both physical and emotional health are tremendous. There are a lot of men out there who have spent astronomical sums of money and have received less than satisfactory results."

Jane Ellen Fairfax, Chairperson, TRI-ESS (Society for the Second Self) Board of Directors, delivered a workshop report highlighting the special issues of transgendered people who are not transsexual: crossdressers, drags, masculine appearing women, feminine appearing men, and others whose apparent gender may differ from their physical sex. "Bigenderists," Fairfax explained, "are those who are able to see, understand, and enter into a broader spectrum of human experience than may be done by limiting themselves solely to the gender role assigned to them at the moment of their birth. We (TRI-ESS) are expanding both nationally and internationally and membership in our organization (and other affiliated clubs, societies, and organizations) is growing on an almost daily basis."

In the report on her essay, Getting Possessive About the Term "Lesbian", Elvira Arriola, Assistant Professor of Law, University of Texas at Austin, explored the outer boundries of gender, sexuality, and race and offered a way of looking at "the complexity of the identities we percieve without the divisive impact of our preconcieved predjudices and our arrogance". Arriola explained, "The hostile reaction to society's gender rebels, whether they are America's middle and working class gays, butch lesbians, white or black/hispanic transsexuals, rich or poor cross-dressers, full or part-time transgendered drags, and so on, suggests that we don't even have a vocabulary for understanding the possibilities of living in a society in which gender or racial fluidity are the norm. Yet there are cultures, even in America, where gender and racial ambiguity is the norm of social existence, so I do not speak of something that is unreachable as a matter of theory or practice. But we will not get to a place where our theorizing and activism are informed by awareness of the world's diversity until we let go of the need to give biological essentialism its illegitimate role in defining the boundries of sex, gender, race, and sexuality." *(The full text of Ariolla's speech will be included as an appendix to the 5th Annual ICTLEP Proceedings).*

Shorter seminars covered the history of same-sex marriages, Native American perspectives on gender, military law, difficulties encountered by transgendered youth, proposed modifications to the Harry Benjamin Standards, HIV and AIDS, removal of GID (Gender Identity Disorder) from the next DSM (Diagnostic and Statistical Manual) published by the American Psychiatry Association, leadership training, a report from the International Tribunal on Human Rights Violations Against Sexual Minorities, current and future health and insurance law issues, and the rejection of transgendered lesbians by some lesbian groups.

Copies of the proceedings from the 5th ICTLEP can be ordered through Dee McKellar, ICTLEP Inc., P.O. Drawer 35477, Houston, Texas, USA, 77235-5477. Enclose $65.00 + $5.00 postage for delivery to U.S./Canadian addresses. All others, please include an additional $10.00 for postage. Persons interested in these issues are encouraged to push their local university libraries to order and shelve all five of the ICTLEP Proceedings to be used by all students researching transgendered issues.

In addition to the workshops and seminars, each year ICTLEP presents a number of awards:

The Transgender Advocate Award is for any attorney or legal organization who hs advanced the legal standing of the transgender community. This years' winner is Law Professor Stephen Whittle from the University of Manchester, England.

The Transgender Pioneer Award is for any NON-attorney transgendered person or organization who has advanced the legal standing of the transgender community. The winners are Sarah DePalma of Texas and Jessica Xavier of Maryland.

Additionally, It's Time Texas, a state chapter of It's Time America, presented San Anonio's own Ted Switzer with the Transgender Inclusion Award for his ceaseless and highly successful efforts to unite the gay, lesbian, bisexual and transgender communities.

PROCEEDINGS I - IV

Beginning in August of 1992, ICTLEP has held an annual conference (with continuing legal education credits) dealing with issues of transgender law and employment policy that have been attended by both attorneys and laypersons, both transgendered and not transgendered, and both from inside and outside of the United States. Each year many of the reports and presentations are transcribed by a court reporter and are published along with relevant other documents to become that year's Proceedings.

The Proceedings are available for sale. The price per each is $65.00. If the sale is to someone in Texas, add $5.36 sales tax. If shipping is required, the shipping and handling fee is an extra $5 per each for addresses within the USA, Mexico and Canada and $10 for other addresses. All are mailed at book rate, surface mail unless other arrangements are made. We will accept check, cash or Visa/Mastercard.

Individual pages or customized selections may be ordered for $1 (plus .0825 tax if in Texas) per page (minimum order of $5) plus $3 express postage inside the United States. We will accept check, cash or Visa/Mastercard.

(NOTE: The following index was compiled by one volunteer. As you discover errors or omissions, please write them down or mark them on a copy of the Index and send to ICTLEP office.)

(NOTE: It is hoped that Proceedings V will be available in late Fall of 1996, but much of that depends upon the amount of volunteer help we receive.)

For a complete Index of ICTLEP Proceedings, please contact Dee McKellar at ICTLEP, P.O. Drawer 35477, Houston, Texas, 77235-5477 USA, or phone: (713) 777-8452.

3rd National TG Event in Washington D.C. Registration Form

Name (as you wish any snail-mail or phone calls to be asked) _____

Snail mail address with city and zip _____

e-mail address _____

Have you made a hotel reservation? _____ For what nights? _____

If so, do you wish to have a listing of others who wish to share a room? _____

If so, can we give out your name to others seeking to share a room? _____

Who is your Member of Congress? _____

Do you wish to do general education of MC's or do you wish to do targeted and specific lobbying with ITA? _____
(For more information on ITA, contact ita@flash.net)

Do you have financial needs, that if met, would allow you to come?_____
List (be specific and detailed on exact help or $$$ needed) _____

Do you wish to help others who cannot come because of financial problems?_____

(ICTLEP accepts money, check or monthly check draft, Visa/Mastercard or monthly debit of same in any amount -- no amount is too small)If you are a heterosexual crossdresser or spouse and would you like to coordinate your efforts through Tri-Ess, contact JEFTRIS@aol.com for a chapter near you.)

Mail completed form to: ICTLEP, P.O. Drawer 35477, Houston, Texas, 77235-5477 USA

FINANCIAL REPORT TO THE COMMUNITY

Welcome to ICTLEP's first financial report to the community. In the past, there wasn't enough money to get excited about, and since there was no legal requirement to report to the community (we did report to IRS), we didn't. Now that we have significant contributions (though far less than we need), it's appropriate to give you a good faith understanding of how ICTLEP is spending those contributions.

ICTLEP FINANCIAL BEGINNINGS

ICTLEP began in late 1991 as a committee of the Gulf Coast Transgender Community, and seed money for the first conference came from GCTC and the Winslow Street Foundation. For the first three years, through most of 1994, about all we did was hold the annual transgender law and employment policy conferences and publish a bound and transcripted Proceedings from each conference. The conferences pretty well met expenses, although they were financed by my personal credit card, and we netted enough on donations for Proceedings to pay the phone bill and a few other costs. I spoke at several conferences around the US and England, and I led a number of legal seminars and workshops, but a large part of those costs were paid by the host conferences. Everything else ICTLEP did was through volunteer effort, and mostly at the personal expense of our Directors, Editors and Moderators.

We also received some contributions during that time -- from Winslow Street, Boulton & Park, several generous individuals -- but by February of 1995, ICTLEP was financially stalled and essentially out of cash. Even so, requests for ICTLEP services were increasing steadily, because the transgender community had begun to realize that there was someone out there who might be able to help them. We needed to do so much, and we had no money to do it.

FINANCIAL REPORT: JANUARY 1995 THROUGH MID AUGUST 1996

With the help of the Texas T-Party in February of 1995, we tried a new strategy for raising operating funds. We asked for monthly pledges of $10 or more per month, whatever a person felt comfortable with. We would accept somebody's check or debit their VISA or MasterCard credit card each month. (We don't do the other cards yet because that entails still another collection fee.) It worked, and it saved ICTLEP financially. At this time, we have roughly 80 monthly contributors, with an average monthly donation of a little over $23. Not only does that add up over a year, but the regular monthly income lets us do some serious budgetary planning.

Over the last twenty months, ICTLEP has had a total income of almost $58,000, and has paid expenses of slightly more than $49,000, leaving a cash balance of not quite $9,000. A large part of this cash balance is allocated to publishing the Proceedings V volummes in the coming months. The bar chart shows how this breaks down on a monthly basis since January of 1995.

Where has the money come from during the last twenty months?

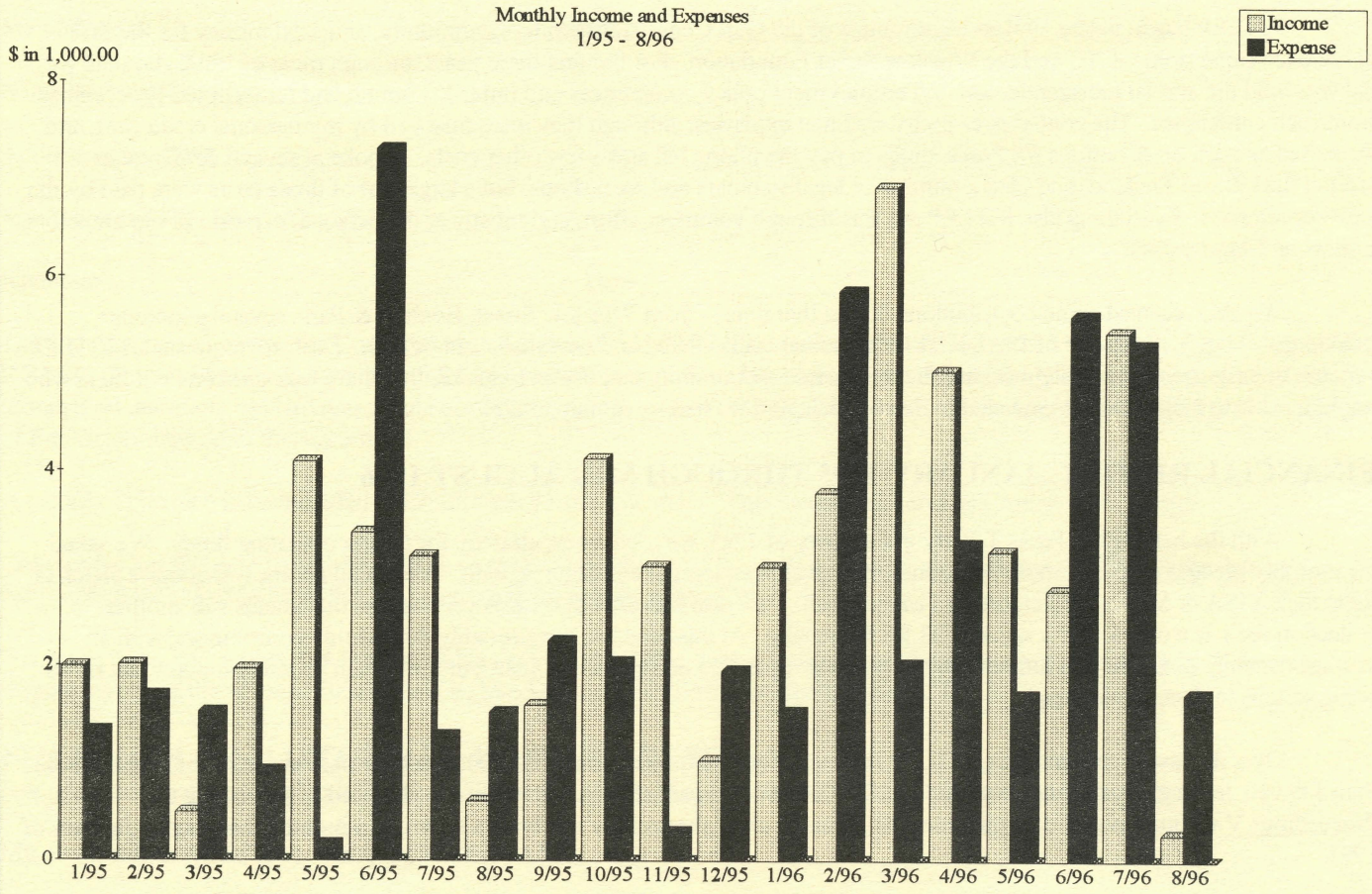
(a) We have seen about $13,500 in monthly check and monthly VISA/MasterCard debits.

(b) We have seen over $23,300 in large one-time donations ranging from $200 to $3,000, and in donations given for Proceedings or "It's Time America" t-shirts or "Transgender Menace, Texas, Lone Star State" t-shirts with the cost of those three items of about $6,700 for a net donation gain of $16,600.

(c) We have seen registrations for the 4th and 5th annual conferences total almost $11,500, but the costs of those two conferences were over $10,100 to average out at less than $700 gain per conference. (ICTLEP really endeavors to keep its conference costs low so that they are more affordable to more people.)

Where has the money gone in the last twenty months? The previous paragraph indicates the costs of publishing Proceedings, the printing costs of t-shirts, and the costs of the annual conferences. ICTLEP has endeavored to pick up more of the costs of travel although it still has to impose from time to time on the host conference to bring me or another ICTLEP speaker in for a keynote speech or a transgender legal workshop. And as you have read there has been a lot of travel to Washington DC during the past twenty months. Much of this is averaged out in the bar chart since events and travel occurs randomly with the best pricing for airline tickets being found three months ahead of time and hotel bills paid two months later. Two of the three spikes are around both of the July-August dates for the two conferences.

The third spike is more complicated. ICTLEP opened an office in February of this year to handle the increasing flood of requests for help. The rent runs $600 per month, plus utilities, and we pay our Secretary, Dee McKellar, $500 per month. She lives at the office rent free (we rented a house) so we're not as cheap as we look. Add in telephones, start-up costs for office equipment, and you have a significant spike on the bar chart. That is why the monthly pledges are so important.



WHAT DOES THE TRANSGENDER COMMUNITY GET FROM ICTLEP?

Plenty. The requests for assistance have become a flood. There is so much to do that it overwhelmed my private law practice. For me to continue doing it all would have meant quitting my professional career and giving up my livelihood. Totally! So we had to open the office and shift the load to a paid staffperson, poorly paid, but paid nonetheless.

It is incredible, the requests that come in every day. The transgender community knows about us now, and people in trouble ask for help. They've lost their jobs, their children are being taken away, their insurance companies are refusing payment for each and every illness by claiming them all to be gender related, the courts are being unreasonable, military concerns, prison issues, and so forth. It is a flood of need and despair coming in on a daily basis. Not only is it time consuming, but it is very depressing.

Many of these callers expect us to drop whatever we're doing and jump to their defense and solve all of their problems. Few offer any kind of donation, apparently feeling that we are under some obligation to any transperson who might need help.

We've even been asked to review appellate briefs for people who lost in trial because they didn't hire an attorney. There isn't much we can do for these folks, not yet, but telling them that takes a lot of time per each inquiry. What we often offer is a shoulder to cry on, a little common sense advice, some general legal knowledge, references to where much of their problem is addressed in the Proceedings, and reference to a T-friendly attorney in their area, if we have one in our data bank. Sometimes a caller will then bad mouth us and make their problems seem to be our fault because our resources are still so few. As I stated before, it is time consuming and very depressing. There is a huge need out there, and it isn't being fully met.

But imagine along with me my dream of the huge need being met. As I stated, ICTLEP currently has fewer than a hundred regular monthly contributors. This newsletter is mailed to over a thousand ICTLEP interested people who each know several transgendered folks, who in turn know several others. My dream, if you will imagine with me, is that 4,000 folks will consistently contribute at least $10 per month. Do the math, and you will see that ICTLEP could kick some serious butt.

If we had 4000 transgenders and tg friendly folks and T-friendly attorneys who gave at least $10 each and every month by check mailing, check draft or credit card debit, we could do the following:

--- respond quicker and better to inquiries with a larger office and a larger, paid professional staff;
--- respond quicker and better to inquiries by dissecting the five Proceedings to send the selected pages to the inquirer for a nominal postage and handling fee;
--- travel to many, many more transgender conferences (without having to ask for them to pay for our travel) and present more transgender legal workshops;
--- develop and present transgender legal workshops at judicial conferences;
--- get the Proceedings into WestLaw and Lexis and other legal citation systems;
--- develop a more extensive attorney referral network;
--- assist in legal reform with amicus briefs on winnable and relevant appellate cases;
--- assist with cash grants to attorneys who will take on difficult but winnable and precedent setting trail cases;
--- continue to educate and update through an expanded "ICTLEP Reporter"
--- testify at local, state and federal levels as to the effects of present and proposed transgender legislation;
--- hire a part-time DC lobbyist to monitor transgender legal issues;
--- expand the presently small but effective working relationship with lesbian, gay, bisexual, feminist, people of color and other legal organizations for the inclusion of transgender issues in planning and moving towards greater freedom; and
--- so much more as the need arises.

Consider that $10 per month is less than 35 cents per day, less than the cost of a can of soda. Could you give up one of you sodas per day to help your transgendered sisters and brothers? Would you still enjoy that daily can of soda if you don't?

We hope that this gives you a better view of ICTLEP and that you come to see that (1) ICTLEP is not the rich, fully staffed organization that some people think we are, (2) ICTLEP is working very hard to get the biggest bang for your donation, (3) the generous donors and the less than 100 monthly pledgers have their money spent wisely, and (4) ICTLEP has some big plans if 4000 of you will just help with $10 or more per month.

ICTLEP can accept donations via cash, check, money order or VISA/MasterCard mailed to PO Drawer 35477, Houston, Texas 77035-5515 USA, 713/777-TGLC (8452), ictlep@aol.com. See the form below.

ICTLEP can also do a monthly check que or a monthly VISA/MasterCard debit. See the form below.

Thank you, the soon to be, 4000 monthly pledgers of $10+/month,

-- Phyllis Randolph Frye

SPECIAL INSERT

FORM: MONTHLY CHECKING QUE

(complete and mail with start-up contribution or voided check to ICTLEP at PO Drawer 35477, Houston, Texas 77035-5515 USA)

To My Below Named and Addressed Bank,

Please pay ICTLEP the amount indicated below in accordance with the terms and conditions indicated on the bottom of this form.

Amount per month: $_____

My name is _____

My address is _____ City _____ State _____ Zip _____

Name of my Bank is _____

Address of my Bank is _____ City _____ State _____ Zip _____

My Account # with My Bank _____

Signature _____ Date _____

The authorization to charge the Contributor's account at Bank shall be the same as if Contributor had personally signed a check to ICTLEP. This authority is to remain in full force and effect until Bank has received written notification from Contributor of its termination and Bank has had reasonable opportunity to act on it or until Bank has sent Contributor ten (10) written days' notice of Bank's termination of this agreement.

A record of charge will be included in Contributor's bank statement. This record will serve as Contributor's receipt.

Contributor has the right to authorize Bank to reverse any charge. This must be done within fifteen (15) days of the date of the bank statement or within forty-five (45) days after the charge was made.

It is understood and agreed that Bank shall have no responsibility for the correctness of any charge contemplated and that any dispute involving the amount thereof shall be handled by the Contributor directly with ICTLEP.

FORM: VISA OR MASTERCARD MONTHLY DEBIT

(complete and mail or e-mail to ICTLEP at PO Drawer 35477, Houston, Texas 77035-5515 USA, ictlep@aol.com)

My credit card is (circle one) VISA MASTERCARD

My card number is _____ - _____ - _____ - _____ Expiration date _____

Full name as is appears on the card _____

My name is _____

My address is _____ City _____ State _____ Zip _____

My phone number is _____

I authorize ICTLEP to debit $_____ from my credit card each month.

Beginning date _____ and until I request stop in writing.

Signature _____ Date _____