

# Proceedings

FROM

## The Third International Conference on Transgender Law and Employment Policy

**TRANSGEN '94**  
AUGUST 1994  
HOUSTON, TEXAS, U.S.A.  
First Printing Edition

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## ABOUT THE COPYRIGHT

(Opening remarks, Thursday Luncheon, 18 August, 1994)

by Laura Elizabeth Skaer:

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Message that has appeared on Hilton Southwest marquee at all three annual TRANSGEN conferences

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# TABLE OF CONTENTS

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MINIMUM CONTINUING LEGAL EDUCATION .....	1
THE INTERNATIONAL BILL OF GENDER RIGHTS .....	2
FOIBLES OF FLYING ELVI .....	6
KEYNOTE LUNCHEON .....	7
A SUCCESSFUL AND OPEN TRANSITION WITHIN THE OIL AND GAS INDUSTRY .....	7
<i>Laura Elizabeth Skaer, Attorney, Employment Law and Policy Director, ICTLEP, Inc.</i>	
WHAT CAN ONE PERSON DO? WHAT CAN YOU DO? .....	9
<i>Dianna Cicotello, Author, <u>The Employer's Guide: Gender Transition on the Job and The Co-Worker's Guide</u></i>	
MINNESOTA: THE FIRST STATE TO ENACT LEGISLATION THAT EXPLICITLY PROTECTS THE TRANSGENDERED FROM DISCRIMINATION .....	14
<i>Jane Fee, Equal Rights Activist, State of Minnesota Non-Discrimination Act of 1992</i>	
WHAT ONE PERSON CAN DO! WHAT YOU CAN DO! .....	21
<i>Laura Elizabeth Skaer, Attorney, Employment Law and Policy Director, ICTLEP, Inc.</i>	
CIVIL RIGHTS STRATEGY LUNCHEON .....	23
HOW THIS CONFERENCE AFFECTS FIRST TIME ATTENDEES .....	23
<i>Melinda Marie Whiteway, Attorney, Luncheon Moderator and Documentation Law Director, ICTLEP, Inc.</i>	
TAKE REFUGE IN YOUR LOCAL LEAGUE OF WOMEN VOTERS .....	24
<i>Phyllis Randolph Frye, Attorney, Executive Director, ICTLEP, Inc.</i>	
GOALS, STRATEGIES, FUNDING AND GRASSROOTS ORGANIZATION AND A TIP FOR THOSE WHO REMAIN CLOSETED .....	25
<i>Jessica M. Xavier, Activist</i>	
DEALING WITH QUISLINGS, COALITIONS, AND FEDERAL LEGISLATION .....	30
<i>Karen Ann Kerin, Law Student, Newsletter Editor, ICTLEP, Inc.</i>	
PERHAPS WE ARE AT THE END OF THE BEGINNING OF OUR FREEDOM .....	39
<i>Melinda Marie Whiteway, Attorney, Luncheon Moderator and Documentation Law Director, ICTLEP, Inc.</i>	
TRANSGENDER PIONEER AWARD DINNER .....	43
A SUCCESSFUL TRANSITION IN THE AEROSPACE ENGINEERING INDUSTRY .....	43
<i>Martine Aliana Rothblatt, Attorney, Past Director and Moderator of Health Law Project, ICTLEP, Inc.</i>	
COMMENTS ON 501(c)(3), LOBBYING AND THE ENDA BILL .....	46
<i>Phyllis Randolph Frye, Attorney, Executive Director, ICTLEP, Inc.</i>	
PERSPECTIVE FROM A TRANSGENDERED MAN .....	46
<i>Michael Hernandez, Attorney</i>	
WE MUST ACTIVELY RECRUIT OUR TRANSGENDERED MEN TO JOIN WITH US .....	53
<i>Phyllis Randolph Frye, Attorney, Executive Director, ICTLEP, Inc.</i>	
THE FIRST TRANSGENDER PIONEER AWARD: A SUCCESSFUL TRANSITION WITH THE U.S. AIR FORCE CIVIL SERVICE .....	54
<i>Cissy G. Conley, Transgender Pioneer Award Recipient</i>	
REPORT FROM EMPLOYMENT LAW AND POLICY PROJECT .....	59
<i>Laura Elizabeth Skaer, Attorney, Employment Law and Policy Director, ICTLEP, Inc.</i>	
THE GOOD SAMARITAN—A TRANSGENDERED PERSON .....	70
<i>Dianna Cicotello, Author, <u>The Employer's Guide: Gender Transition on the Job and The Co-Worker's Guide</u></i>	
REPORT FROM THE RIGHTS PROJECT: MILITARY LAW, THE BILL OF GENDER RIGHTS, THE IMPRISONMENT WATCH AND FAMILY LAW .....	75
MILITARY LAW PROJECT .....	75
<i>Sharon Ann Stuart, Attorney, Gender Rights and Military Law Director, ICTLEP, Inc.</i>	

BILL OF GENDER RIGHTS .....	78
<i>Sharon Ann Stuart, Attorney, Gender Rights and Military Law Director, ICTLEP, Inc.</i>	
IMPRISONMENT LAW WATCH .....	83
<i>Sharon Ann Stuart, Attorney, Gender Rights and Military Law Director, ICTLEP, Inc.</i>	
FAMILY LAW PROJECT .....	86
<i>Phyllis Randolph Frye, Attorney, Executive Director, ICTLEP, Inc.</i>	
LEGAL ETHICS LUNCHEON .....	89
COMMENTS OF THE <u>NON-ATTORNEY</u> ICTLEP DIRECTOR .....	89
<i>Dee S. McKellar, Secretary-Director, ICTLEP, Inc.</i>	
A MAYORAL PROCLAMATION: TRANSGENDER LAW CONFERENCE WEEK IN THE CITY OF HOUSTON .....	91
<i>Felix Fraga, Houston City Council, representing the Mayor of Houston</i>	
THE AUTHOR OF <u>TRANSGENDER NATION</u> : GENDER BIPOLARITY KILLS, AND SEX IS NOT THE SAME AS GENDER .....	92
<i>Gordene Olga MacKenzie, Ph.D., Author, <u>Transgender Nation</u></i>	
IN EQUAL PROTECTION AND DUE PROCESS, THE BLACK EXPERIENCE AND THE TRANSGENDER EXPERIENCE ARE THE SAME .....	96
<i>Ken Okorie, Attorney</i>	
NON-LAWYER CHECKLIST FOR TRANSGENDERS WHO CONSUME LEGAL SERVICES .....	102
<i>Phyllis Randolph Frye, Attorney, Executive Director, ICTLEP, Inc.</i>	
YOUR HEALTH PROJECT REPORT .....	107
INSURANCE, THE DSM, A NEW TORT, GATEKEEPERS, NO DIVORCE, APARTHEID OF SEX, VIOLENCE, AND THE NON-OP OPTION .....	107
<i>Martine Aliana Rothblatt, Attorney, Past Director and Moderator of Health Law Project, ICTLEP, Inc.</i>	
DOCUMENTATION LAW PROJECT REPORT .....	119
PHILOSOPHY AND HOW-TO'S OF DOCUMENTATION CHANGES .....	119
<i>Melinda Marie Whiteway, Attorney, Documentation Director, ICTLEP, Inc.</i>	
TRANSGENDER ADVOCATE AWARD DINNER .....	137
A RESOLUTION TO BE PRESENTED TO THE UNITED STATES CONGRESS BY "IT'S TIME, AMERICA" .....	137
<i>Phyllis Randolph Frye, Attorney, Executive Director, ICTLEP, Inc.</i>	
ADOPTION OF THE REVISED INTERNATIONAL BILL OF GENDER RIGHTS .....	140
<i>Phyllis Randolph Frye, Attorney, Executive Director, ICTLEP, Inc.</i>	
ICTLEP NEEDS YOUR MONTHLY PLEDGE .....	140
<i>Phyllis Randolph Frye, Attorney, Executive Director, ICTLEP, Inc.</i>	
NOT A COMING OUT STORY; BUT INSTEAD, MY ACTUAL COMING OUT .....	142
<i>Thomas R. Heitz &amp; Sharon Ann Stuart, Attorney, Gender Rights &amp; Military Law Director, ICTLEP, Inc.</i>	
THE FIRST TRANSGENDER ADVOCATE AWARD: CHALLENGING THE SYSTEM, HONESTLY AND OUT! .....	150
<i>Connie Moore, Attorney, Family Law Moderator, Transgender Advocate Award Recipient</i>	

---

<b>Appendix A</b> .....	<b>A-1</b>
<b>THE EMPLOYMENT NON-DISCRIMINATION ACT - ENDA</b>	
<b>Appendix B</b> .....	<b>B-1</b>
<b>"IS HE OR ISN'T SHE", REGARDIE'S, MAY-JUNE 1994</b>	
<b>Appendix C</b> .....	<b>C-1</b>
<b>IRS 501(c)(3) TAX EXEMPTION LOBBYING LIMITATIONS</b>	
<b>Appendix D</b> .....	<b>D-1</b>
<b>THE LARGE "n", NON-CLINICAL SURVEYS OF BOULTON &amp; PARK SOCIETY</b>	
<b>Appendix E</b> .....	<b>E-1</b>
<b>UNISEXUALITY: THE WAVE OF THE FUTURE</b>	
<b>Appendix F</b> .....	<b>F-1</b>
<b>INSURANCE AND THE REIMBURSEMENT OF HEALTH CARE</b>	
<b>Appendix G</b> .....	<b>G-1</b>
<b>DOCUMENTATION LAW WORKSHEETS</b>	
<b>Appendix H</b> .....	<b>H-1</b>
<b>A NETWORK EXPLANATION OF THE TRANSGENDER MOVEMENT IN RELATION TO THE HOMOSEXUAL RIGHTS MOVEMENT</b>	
<b>Appendix I</b> .....	<b>I-1</b>
<b>WRITING OURSELVES (copyrighted document under license to ICTLEP — may not be reproduced by any means)</b>	
<b>Appendix J</b> .....	<b>J-1</b>
<b>AMBI-GENDERED: GOD'S SPECIAL GIFT (copyrighted document under license to ICTLEP — may not be reproduced by any means)</b>	
<b>Appendix K</b> .....	<b>K-1</b>
<b>INTERNATIONAL: FROM NON-U.S. SOURCES</b>	
<b>Appendix L</b> .....	<b>L-1</b>
<b>RECENT MEMO FROM HOUSTON'S POLICE DEPARTMENT</b>	
<b>Appendix M</b> .....	<b>M-1</b>
<b>SAN FRANCISCO HUMAN RIGHTS COMMISSION ANNOUNCES FINDINGS AND RECOMMENDATIONS ON DISCRIMINATION AGAINST TRANSGENDERED PEOPLE</b>	

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**ICTLEP, Inc. Resource Directory** ..... **Inside Back Cover**

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# MINIMUM CONTINUING LEGAL EDUCATION

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## STATE BAR OF TEXAS



### Minimum Continuing Legal Education

P.O. BOX 13007 / CAPITOL STATION / AUSTIN, TEXAS 78711 / (512) 463-1382



6/02/94

ATTN: Phyllis Randolph Frye  
International Conference on Transgender Law and Employment  
5707 Firenza Street  
Houston, TX 77035-5515

COURSE TITLE: 3rd Annual Transgender Law Conference  
COURSE DATE(S): 8/17/94 TO 8/21/94 COURSE LOCATION: Houston, TX  
COURSE NO.: 297500003 SPONSOR NO.: 2975 EXP. ATTEND.: 20

#### NOTIFICATION OF ACCREDITATION OF CLE ACTIVITY

The above referenced CLE activity that your organization submitted for accreditation in Texas has been reviewed and ACCREDITED as follows:

	PARTICIPATORY HOURS	ETHICS HOURS
MCLE and State Bar College	13.50	1.00

The application shows Option B as the method for calculating the MCLE Accreditation fee. Under this option, the fee is calculated at the rate of \$5 per Texas attorney attending the course with a minimum, non-refundable fee of \$25.00. As of this date, our records show the following payment information toward this fee, and the late filing fee (if applicable):

ACCRED. FEE	LATE FEE	AMOUNT PAID	BALANCE DUE
To Be Determined	\$0.00	\$60.00	To Be Determined

After the course is completed, calculate the remaining fee due (if any) by multiplying the actual number of Texas attorneys in attendance times \$5 and subtracting the amount already paid. If a balance is due, enclose a check for the remaining fee with the completed Course Attendance forms.

Enclosed are the Course Attendance forms that are to be distributed to each Texas attorney attending this course. The signed and completed forms should be returned to the MCLE Department of the State Bar immediately after the course is completed.

## THE INTERNATIONAL BILL OF GENDER RIGHTS

*(As adopted August 20, 1994, Houston, Texas, U.S.A.)*

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The restatement of "The International Bill of Gender Rights" was first drafted in committee and adopted by the International Conference on Transgender Law And Employment Policy, Inc., (ICTLEP) at that organization's second annual meeting, held in Houston, Texas, August 26 -29, 1993.

The International Bill of Gender Rights was reviewed and amended as set forth below in committee, and adopted by ICTLEP at its TRANSGEN '94 Conference, August 17 - 21, 1994, in Houston, Texas.

Please note that this document is subject to review and revision at each annual meeting of ICTLEP.

This document, though copyrighted, may be reproduced by any means and freely distributed by anyone supporting the principles and statements contained in the International Bill of Gender Rights.

Comments and proposed revisions are invited and should be addressed to: International Bill of Gender Rights Project, P.O. Box 930, Cooperstown, NY 13326. Telephone: (607) 547 - 4118.

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### THE RIGHT TO DEFINE GENDER IDENTITY

*All human beings carry within themselves an ever-unfolding idea of who they are and what they are capable of achieving. The individual's sense of self is not determined by chromosomal sex, genitalia, assigned birth sex or initial gender role. Thus, the individual's identity and capabilities cannot be circumscribed by what society deems to be masculine or feminine behavior. It is fundamental that individuals have the right to define, and to redefine as their lives unfold, their own gender identities, without regard to chromosomal sex, genitalia, assigned birth sex, or initial gender role.*

Therefore, all human beings shall have the right to define their own gender identity, regardless of chromosomal sex, genitalia, assigned birth sex, or initial gender role; and further, no individual shall be denied Human or Civil Rights by virtue of a self-defined gender identity which is not in accord with chromosomal sex, genitalia, assigned birth sex, or initial gender role.

### THE RIGHT TO FREE EXPRESSION OF GENDER IDENTITY

*Given the right to define one's own gender identity, all human beings have the corresponding right to free expression of their self-defined gender identity.*

Therefore, all human beings have the right to free expression of their self-defined gender identity; and further, no individual shall be denied Human or Civil Rights by virtue of the expression of a self-defined gender identity.

### THE RIGHT TO SECURE AND RETAIN EMPLOYMENT AND TO RECEIVE JUST COMPENSATION

*Given the economic structure of modern society, all human beings have a right to train for and to pursue an occupation or profession as a means of providing shelter, sustenance, and the necessities and bounty of life, for themselves and for those dependent upon them; and to secure and retain employment regardless of gender identity or the exercise of gender rights; and to receive just compensation for their labor.*

Therefore, individuals shall not be denied the right to train for and to pursue an occupation or profession; nor shall individuals be denied the right to secure and retain employment, or to receive just compensation for their labor, by virtue of their chromosomal sex, genitalia, assigned birth sex, initial gender role, or exercise of gender rights.

### THE RIGHT TO CONTROL AND CHANGE ONE'S OWN BODY

*All human beings have the right to control their bodies, which includes the right to change their bodies cosmetically, chemically, or surgically, so as to express a self-defined gender identity.*

Therefore, individuals shall not be denied the right to change their bodies as a means of expressing a self-defined gender identity; and further, individuals shall not be denied Human or Civil Rights on the basis that they have changed their bodies cosmetically, chemically, or surgically, or desire to do so as a means of expressing a self-defined gender identity.

## THE RIGHT TO COMPETENT MEDICAL AND PROFESSIONAL CARE

*Given the individual's right to define their own gender identity, and the right to change one's own body as a means of expressing a self-defined gender identity, no individual should be denied access to competent medical or other professional care on the basis of the individual's chromosomal sex, genitalia, assigned birth sex or initial gender role.*

**Therefore, individuals shall not be denied the right to competent medical or other professional care, when changing their bodies cosmetically, chemically or surgically, on the basis of chromosomal sex, genitalia, assigned birth sex or initial gender role.**

## THE RIGHT TO FREEDOM FROM PSYCHIATRIC DIAGNOSIS OR TREATMENT

*Given the right to define one's own gender identity, individuals should not be subject to psychiatric diagnosis or treatment solely on the basis of their gender identity or role.*

**Therefore, individuals shall not be subject to psychiatric diagnosis or treatment as mentally disordered or diseased, solely on the basis of their expression of a self-defined gender identity.**

## THE RIGHT TO SEXUAL EXPRESSION

*Given the right to a self-defined gender identity, every consenting adult has a corresponding right to free sexual expression.*

**Therefore, no individual's Human or Civil Rights shall be denied on the basis of sexual orientation; and further, no individual shall be denied Human or Civil Rights for expression of a self-defined gender identity through sexual acts between consenting adults.**

## THE RIGHT TO FORM COMMITTED, LOVING RELATIONSHIPS AND ENTER INTO MARITAL CONTRACTS

*Given that all human beings have the right to free expression of self-defined gender identities, and the right to sexual expression as a form of gender expression, all human beings have a corresponding right to form committed, loving relationships with one another, and to enter into marital contracts, regardless of their own or their partner's chromosomal sex, genitalia, assigned birth sex, or initial gender role.*

**Therefore, individuals shall not be denied the right to form a committed, loving relationship with one another or to enter into marital contracts by virtue of their own or their partner's chromosomal sex, genitalia, assigned birth sex, or initial gender role.**

## THE RIGHT TO CONCEIVE, BEAR, OR ADOPT CHILDREN; THE RIGHT TO NURTURE AND HAVE CUSTODY OF CHILDREN AND EXERCISE PARENTAL RIGHTS

*Given the right to form a committed, loving relationship with another, and to enter into marital contracts, together with the right to sexual expression of one's gender identity, individuals have a corresponding right to conceive, bear, or adopt children, to nurture children and have custody of children, and to exercise parental rights with respect to children, natural or adopted, without regard to chromosomal sex, genitalia, assigned birth sex, or initial gender role.*

**Therefore, individuals shall not be denied the right to conceive, bear, and adopt children, nor to nurture and have custody of children, nor to exercise parental rights with respect to natural or adopted children, on the basis of their own, their partner's or their children's chromosomal sex, genitalia, assigned birth sex, or initial gender role.**

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### NOTES:

The International Bill of Gender Rights (IBGR) is based in part on two preceding documents, each drafted independently, one by JoAnn Roberts of Pennsylvania and another by Sharon Ann Stuart of New York.

The International Bill of Gender Rights is distributed by The International Bill of Gender Rights Project, an activity of the International Conference on Transgender Law and Employment Policy, Inc. Individuals and organizations are invited to consider and adopt this statement as their own expression of principles and truths with respect to the gender rights of all human beings.



# Proclamation

## Transgender Law and Policy Conference Week

The International Conference on Transgender Law and Policy Conference, Inc., is a non-profit organization whose purposes are to undertake educational activities relating to laws as they relate to the transgender community; to study existing laws and provide strategies for progressive changes which would provide relief from discriminatory legislation as it relates to the transgender community; and to provide information in order to educate the general public, as well as the legal profession, about the special problems unique to the transgender community.

The International Conference on Transgender Law and Policy Conference, Inc. will hold its third annual Transgender Law and Policy Conference, entitled

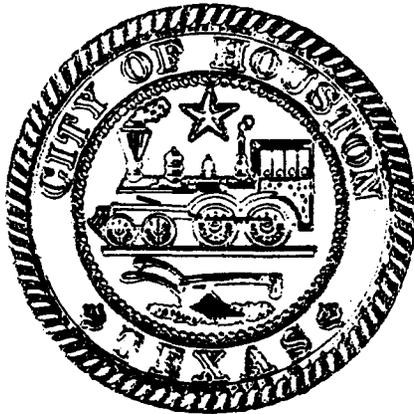
The International Conference on Transgender Law and Policy Conference, Inc. will hold its third annual **Transgender Law and Policy Conference**, entitled *Transgen '94: Your Jobs, Your Health, Your Rights, and Your Documents* in Houston on August 17 - 21, 1994. *Transgen '94* and its predecessor events have each brought pride into the local transgender/lesbian/gay/bisexual community, celebrated diversity for the community at large, generated economic support for Houston, and provided transcripts and bound proceedings for area legal libraries. The State Bar of Texas has awarded the **International Conference on Transgender Law and Policy Conference** with continuing legal education credits for each of its annual conferences.

The City of Houston extends best wishes to the **International Conference on Transgender Law and Policy Conference** for a successful *Transgen '94*.

Therefore, I, Robert C. Lanier, Mayor of the City of Houston, hereby proclaim the week of August 17 - 21, as

### **Transgender Law and Policy Conference Week**

in Houston, Texas.



In Witness Whereof, I have hereunto set my hand and have caused the Official Seal of the City of Houston to be affixed this 11th day of August, 1994, A.D.

Bob Lanier  
Mayor of the City of Houston

## FOIBLES OF FLYING ELVI

The Houston Post / Friday, November 18, 1994 / A-19

### Parachuting Elvises to battle it out in court over trademark rights

ASSOCIATED PRESS

LAS VEGAS — The flying Elvi and the Flying Elvises are all shook up and have gone to court for the right to dive out of planes in Elvis garb.

The Flying Elvi sued the Flying Elvises in federal court Wednesday, claiming unfair trademark infringement and deceptive trade practices.

Flying Elvi manager Richard Feeney claims he

was marketing the concept before the Flying Elvises formed.

But the Elvises say credit for the idea should go to the 1992, movie *Honeymoon in Vegas*, which features skydiving Elvises.

In my personal opinion, the news article, above, needs to be placed within the covers of this scholarly book. It puts into perspective the stupidity and hypocrisy of our society in its mistreatment of us, the transgendered.

The Flying Elvi and the Flying Elvises are fighting in federal court over the right use a name directly associated with the wearing of clothing or costume that copies or impersonates a sex symbol. I seriously doubt that any member of the Flying Elvi or any member of the Flying Elvises will risk their jobs, risk their insurance coverage or see it severely limited, risk their access to health care or see it restricted, or risk losing any of their other rights because their family, employers, friends, clergy or police know that they wear Presley attire.

Why can't we similarly be who we are or simply let others know who we are without taking those risks? Well, we can. We can when you decide to shed your guilt, be proud of who you are and come out of your closet.

Phyllis Randolph Frye  
Executive Director  
International Conference on Transgender Law and Employment Policy, Inc.