

# Appendix 13

## COMPILATION OF 1993 CONFERENCE ATTENDEE SURVEYS

### WHAT DID YOU LIKE MOST ABOUT THE CONFERENCE?

- Does my heart good to see a forum for positive action in this largely apathetic community. It is exciting to be on the "cutting edge."
- Serious work on policy issues; chance to meet TG community leaders; supportive setting for my 1<sup>st</sup> time in public.
- See my comments in Board minutes (assumes Frye took detailed minutes which she did not).
- Having a computer available to draft documents on; hearing speakers—judges, lawyers, etc.
- The superb audio quality; Intn'l Bill of Gender Rights; everything else.
- The wonderful people, the fantastic speakers, excellent programs, good facilities.
- The basic purpose of the conference; its potential to actually change law and thence society; and the opportunity to meet others.
- The focus.
- Speakers, "all."
- It was educational, informative and also friendly.
- The addressing of issues that are relative and important to the TS community.
- That I found ways that I could contribute.
- When I was able to attend, I was very impressed by the talent, energy, and intelligence of the attendees. The non-transgendered jurists and lawyers who were guests were remarkable in the content of their addresses, and in fact some were exciting!
- Active workshops—group's effective participation; selection of topics—covering needed actions/areas; capability, skills, effectiveness of chairs/moderators; publication of proceedings in multi-media.
- Insurance discussion/panel; and Justice Alice!!!!
- The speakers.
- I like the speakers, the ideas that came out of the group meetings and the great people I came to love.
- Excellent and thorough sessions.
- My full acceptance by all I have shared with, as an integral participating member of the proceedings.
- The people.
- The speakers.
- Thursday and Friday lunch and dinner speakers.
- The speakers and meeting people that I have, up to now, only corresponded with.
- The energy level of all of the participants that has been channelled to a much needed, defined goal. Also, the quality of the speakers and their focused input into our community was incredible.
- There was an opportunity for each attendee, lawyer or non-lawyer, to participate and even to volunteer to whatever extent they felt comfortable for after-conference duties.

### WHAT DID YOU LIKE LEAST ABOUT THE CONFERENCE?

- (staffer) Didn't get to participate in workshops to the level that I would have liked. (That's OK though, I enjoyed my job.)
- My sense of disjunction between the CLE type of lawyers process and the work of policy formation. For example, no plenary discussions of action.
- See my comments in Board minutes (assumes Frye took detailed minutes which she did not).
- The distance from the airport; not having enough time to do everything.
- Noisy Saturday AM "rah-rah" meeting in room next door.
- Humidity, not enough time to deal with complex issues.
- The conference was too intensive. Not only is it unnecessarily draining, it forecloses adequate opportunity to discuss issues informally. Increase the number of breaks, and the amount of "downtime." I also suggest decreasing the number of meal speakers. A single outstanding speaker is preferable to five.
- Too intense, need more breaks. Too many speakers at each meal.
- Date.
- My own unfamiliarity with where attorneys "come from."
- I could not make the first two days. I also wish the meals were not as expensive. I had to make a choice on eating or buying the transcript. I would also like to see an inclusion of personal progress in the discussion. There should be resource managers who have successfully worked with TS transitions on the job.
- No info to read/review in advance.
- Nothing.
- Parallel sessions, where I wanted to do both.
- Health taking a "surgery/hormones" on demand direction. This is a tragic mistake which will ultimately cost lives. I was needless to say frustrated by scheduling which did not allow me to participate in that discussion.
- Not enough attendance.
- The food at the Courthouse Club.
- Nothing.
- My own shortcomings—need to get up to speed with issues and terminology.
- Couldn't be in 2 or 3 places at the same time.
- The luncheon on Saturday.
- (staffer) Running around like a chicken with its head cut off trying to accomplish all the tasks required that had not been anticipated. (But I survived!)
- Welcoming new lay persons.
- Being overwhelmed by the intensity of the conference, I had little time to accumulate the information. This is my challenge not yours.
- Angry that, for the most part, the self-appointed "beautiful people" from our community didn't support this. Dummies!!

**WHAT CHANGES WOULD YOU LIKE TO SEE MADE?**

- To those whom I have heard complain of the intensity, activity and speakers, I **strongly** disagree. Every possible minute was **productive!** I would make it even more intense!
- If the biggest work of the conference is to respond to detailed documents, then participants should have the documents in advance.
- See my comments in Board minutes (assumes Frye took detailed minutes which she did not).
- I'll write you later.
- Not much.
- Extend to 7 days, a full week.
- The conference would be more successful in attracting lawyers if moved to January or February. Concurrent sessions with the IFGE and Tea Party might attract more lawyers, broaden our base, and provide public service. Concurrent sessions at the conference for personnel managers and others might be useful.
- More time between seminars. Fewer luncheon and dinner speakers.
- None.
- Is it possible to have a pre-conference or first day introduction to law type session before plunging into issues?
- I would like to see specific projects that would be completed at the end of the conference. An excellent example was the employer's guide. It would have been great if the conference had provided something like that with the proceeds going to the conference. I would also like to see more "practical" information about dealing with legal challenges.
- None.
- None.
- Group moderators- better trained to manage the process of sub-group consensus. I heard a lot of cute stories, preaching to the choir and re-hashing of old causes.
- Expand the agenda/schedule distributed **before** the meetings, with more specific goals and targets, and background, to move more quickly into **progress** mode from "history" mode.
- Conference was well organized. As always, Phyllis, you and your staff have done a wonderful job. I would change little, if anything.
- Co-locate conference with Texas 'T' in San Antonio, starting February 1994.
- I would like to see more input from the medical and legal communities (like aides or clerks) to work at the group meetings and meet us face to face. They are the ones that do the leg work in the legal communities.
- None.
- Possibly another night out in Houston.
- More good people.
- Hospitality room open longer on last day.
- More lay person involvement. Possible change of location.
- More international involvement.
- None.
- If it ain't broke, don't fix it. The conference is definitely not broke. Don't fix it yet. But be prepared to change in the future as our needs become defined and **energized**.
- More lawyers, more lay people, more self-defined "beautiful people," more willing-to-volunteer for post-conference work assigned by Phyllis, less worrying about closets, and more cash donations. **QUIT TALKING THE TALK; START WALKING THE WALK.**

**OTHER COMMENTS:**

- I volunteer for next year. Too important a conference to miss.
- Because I'm so new, this comment is tentative, but I worry that there won't be broad ownership of the policy being developed by the broad TG community because the Conference is not representative. I don't think lawyers have the special dispensation to make policy for everyone.
- See my comments in Board minutes (assumes Frye took detailed

minutes which she did not).

- I'm psyched.
- None.
- If this continues in future years, which I'm sure it will, consider alternate locations, either in the continental US or possible vacation designations (Hawaii, Virgin Islands, etc.). This might inspire greater participation, either to combine business with pleasure of to decrease travel costs to those closer to the conference. Houston is, of course, reasonably centrally located.
- The conference is likely the most important element of our gender movement/culture. All suggestions for change should be considered against that backdrop.
- We appreciate your work.
- None.
- A totally different experience than any other "T" get together. Very constructive- with a purpose!
- I hope to have an opportunity to be able to help more in the future. I feel very strongly about the need for such a conference.
- Some form of orientation to the law on Wednesday evening would be helpful.
- My attendance at the various law sessions was limited due to other business that I had scheduled. I regret that very much. I can't allow that to be next year!!
- None.
- Well done!
- If February 1994 is too soon, skip August 1994 and hold 3<sup>rd</sup> conference in February 1995 at Texas 'T'; with regional planning meetings Nov 93 (Wash DC), March 94 (portland), Oct 94 (UK).
- None.
- None.
- Well planned and well run.
- Add a day for socializing w/events and only one committee at a time.
- Need more participants.
- In ICTLEP 1 we learned to crawl. In ICTLEP 2 we learned to walk. Hopefully, in ICTLEP 3 we can begin to run.
- None.
- Thank you for making me (and you did **make** me) become proud of the woman I am. God bless you all. An outreach needs to be created to other professions that have impact on our lives, namely, medical, psychological and religious professionals in conferences in their fields. With the beautiful role model they have in PRF, challenge them and encourage them to come out of their professional closets and make themselves known to the world. **We need role models.** Thank you Laura, Martine, Sharon and of course Phyllis. We have a Bill of Gender Rights. How about a Declaration of Independence that frees us from the bondage of an unreasonable power that is taxing us mentally, physically and spiritually without our representation in society.
- Until we, each person individually, gets over our guilt and shame that keeps us closeted rather than out and proud-to-be, this conference and everything else our community does is simply organized efforts at "spitting into the wind."

**ADDITIONAL:**

1. WHAT DID YOU LIKE MOST ABOUT THE CONFERENCE?
2. WHAT DID YOU LIKE LEAST ABOUT THE CONFERENCE?
3. WHAT CHANGES WOULD YOU LIKE TO SEE MADE?
4. OTHER COMMENTS

*...are requested from you who attended but left no surveys!*

# THIRD ANNUAL INTERNATIONAL CONFERENCE ON TRANSGENDER LAW AND EMPLOYMENT POLICY

Wednesday through Sunday  
August 17-21, 1994

Houston, Texas, U.S.A.

- ☆ Mark your calendars now for the 3<sup>rd</sup> Annual International Conference on Transgender Law and Employment Policy!
- ☆ This conference is a **MUST** attend for **EVERYONE!** Input from non-lawyers (as in every transgendered person out there) is needed for this conference! **IT'S OUR FUTURE!**
- ☆ For more information or to order 1992 or 1993 conference proceedings, please write to **Phyllis Randolph Frye, Attorney, Executive Director ICTLEP, 5707 Firenza St., Houston, Texas, 77035-5515, U.S.A.** Answering machine: (713) 723-8368 FAX: (713) 723-1800
- ☆ A **MUST** for your library! 1992 or 1993 written or audio proceedings, \$65 each; 1993 VHS video proceedings, \$95 each. Make check or money order payable to ICTLEP, Inc.

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#### Attend your regional mini-conferences too!

- Saturday, November 6, 1993, from noon to 6:00 pm, cost \$20, at the offices of the Health Law Project Director in the Washington, DC area. Contact Martine Aliana Rothblatt, Attorney, 1101 Woodside Parkway, Silver Spring, MD 20910, U.S.A., (301) 495-0172 or FAX 495-8987.
- Friday, February 26, 1994, time and cost yet undetermined, at and as courtesy of the Sixth Annual Texas T'Party, in San Antonio Texas. Contact Texas T'Party, P.O. Box 700042, San Antonio, Texas 78270-0042, U.S.A.
- Thursday or Friday, March 17 or 18, 1994, date, time, and cost yet undetermined, at and as a courtesy of "Coming Together- Working Together" Convention of International Foundation for Gender Education (IFGE) in Portland, Oregon. Contact Phyllis Randolph Frye, Attorney, Executive Director ICTLEP, 5707 Firenza St., Houston, Texas 77035-5515, U.S.A., (713) 723-8368 or FAX (713) 723-1800.

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#### **YOUR 1993 International Conference on Transgender Law and Employment Policy at work!**

- ✓ Formulation of and ongoing project to place International Bill of Gender Rights into appropriate United Nations agency
- ✓ Formulation of and ongoing project to present "Health Care Principles/Standards of Care" to Harry Benjamin Society
- ✓ Formulation of and ongoing project to place "Policy for the Transgendered, Imprisoned" with jail and prison officials
- ✓ Ongoing project to channel requests of the transgendered imprisoned to a strong and central repository
- ✓ Ongoing project to educate as to the need for transgender inclusion into federal civil rights laws
- ✓ Ongoing project to update listing of laws on changing name and birth certificate in various states and nations
- ✓ Ongoing project to educate on harm to transgendered if changes of name and sex are placed on national driver's license
- ✓ Ongoing Military Law Project gathering data and legal referral

**WE'LL SEE YOU IN 1994 AT ICTLEP!**

# YES !!!

I WANT TO KNOW MORE AND  
HELP SUPPORT THE

## INTERNATIONAL CONFERENCE ON TRANSGENDER LAW AND EMPLOYMENT POLICY

### Count on me for support!

- I support the work being done by ICTLEP and wish to be put on your mailing list for your newsletter and other information.
- I want to participate in the 1994 ICTLEP in Houston, Texas, U.S.A., August 17-21, 1994
- I have enclosed the following contribution to support the efforts of ICTLEP. (Payable to ICTLEP, Inc.)
- \$10.00     \$25.00     \$50.00     Amount: \$ \_\_\_\_\_

### I want my copy of 1992/1993 ICTLEP proceedings— THE transgender law *Hornbooks!*

Please enter number of copies of each. Don't forget to donate a copy to your local law school library, medical school library, major employer, or EEOC office!

- 1992 written proceedings, \$65 each
- 1992 audio proceedings, \$65 each
- 1993 written proceedings, \$65 each
- 1993 audio proceedings, \$65 each
- 1993 VHS proceedings, \$95 each

Total amount enclosed (including any contribution to ICTLEP): \$ \_\_\_\_\_  
(Please make check/money order payable to ICTLEP, Inc.)

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Sharon Ann Stuart, Attorney ..... Military Law Director, and  
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