

IFGE Newsletter

Summer Issue

Volume 5

Number 1

INTERNATIONAL FOUNDATION FOR GENDER EDUCATION

IFGE WELCOMES SÀRA HERWIG TO THE STAFF

Sàra J. Herwig joined the Staff at IFGE on April 26, 1999. Ms. Herwig is taking on the role of Director of Operations, a position formerly held by Executive Director Nancy J. Cain. Born and raised in Wichita, Kansas, Ms. Herwig brings a diverse background in education and work experience to her new role. She holds a B.A. in English Literature and Religious and Philosophical Studies from Sterling College, a small liberal arts college in central Kansas. In 1979 she came to New England to attend graduate school and earned a Master of Divinity with a concentration in Historical Theology and New Testament Studies from Gordon-Conwell Theological Seminary. She did not continue her track toward ordination, however. She instead spent 12 years in retail banking. During that period and following, Ms. Herwig actively dealt with her gender identity issues and in 1998 she transitioned as a male-to-female transsexual.



Photo by Lisa LeBlanc

Over the last seven months she has worked in her female role for a local computer company, managing inventory and order shipments, until accepting the position with IFGE.

An active member of The Tiffany Club of New England, where she can be found most Tuesday evenings running the front office at the Club's Open Meetings, Ms. Herwig has a commitment to the transgender community. When asked why she accepted the position at IFGE, she replied, "I believe it will give me a chance to have a broader range of influence not only in the transgender community but in the general public. I see education as the primary function of IFGE and as the primary means of gaining understanding, acceptance and equal treatment and rights for all transgender people in society as a whole. That education has to take place at all levels. IFGE is moving in the right direction to help accomplish this."

IFGE Gets New Mailing Address, Again

Effective immediately IFGE's PO Box number will be as follows:
PO Box 540229, Waltham, MA 02454-0229

ifge Newsletter

Executive Director:
Nancy J. Cain

Director of Operations:
Sara J. Herwig

Editor:
Mykael Hawley

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Honorary members:
Virginia Prince, James Green, Pat Conover, Jane Ellen Fairfax.

The IFGE Newsletter is published quarterly by the International Foundation for Gender Education, P.O. Box 540229, Waltham, MA 02454
Tel: 781-899-2212,
Fax: 781-899-5703,
email: Office@ifge.org

About IFGE Membership

Basic Membership:
\$35.00 per year
Includes: Membership, IFGE ID, BOD voting privileges, and 10% discount on products.

Student/Low Income:
\$20 per year
Same benefits as above.

Supporting membership:
\$100.00 per year
Basic Membership, 10% discount on IFGE products, and a 5% discount on IFGE sponsored events.

Benefactor Membership
\$500.00 per year

Life Membership
\$2,500.00
Based on accumulated contributions

Hellooo...

Is there anyone at home?
Have you been deleted?

If you are a member of any active social support group, take a look at the group listings in the latest issue of *Transgender Tapestry*. Is your group listed? NO? Do you know why? There are two reasons:

1. When IFGE made it's last mailing to listed clubs, your mail was returned for incorrect address .. or ..
2. When we tried to call the number listed for the group it had been disconnected.

The life-blood of any organization is to recruit new members, retain old members and welcome inquiries from prospects, professional community and traveling friends. First of all, they need to know where you are, that your group does exist and you need to know what is going on in the greater community. Too many times the IFGE staff, the convention management company and the traveling public have tried to contact you via phone or mail and not had any response.

The Congress of Transgender Organizations is working on several programs to help organizations expand

and grow, but even that effort is fruitless because they can not find you. We try to refer the hundreds of phone calls that we get at the IFGE office to you, but we either don't know where you are ... or ... you never answer the phone or respond to the mailing sent to you.

ACTION POINTS:

1. Check your listing in *Transgender Tapestry*. If it is incorrect, contact IFGE by mail and give us the proper information. If it is not listed at all, contact IFGE by mail and get your organization listed.
2. When listed, make sure that someone reads and responds to all mail received in a reasonable manner (at least every five days) and that all telephone messages are returned within a maximum of 48 hours. If possible, advise the IFGE office of a responsible person to contact for immediate action on items that need quick answers.

IFGE and the CTO stand ready to assist you and the community in any way possible ...but ...we can't do it without your help. Δ



S. Kristine James

13TH ANNUAL IFGE CONVENTION "STANDING UNITED" A GREAT SUCCESS!

Who said "IFGE should get out of the convention business?" Who said "you can't put together a convention in six months?" Who said "all conventions need to be major events?" Who ever made those statements, has just been proven wrong by Alison Laing and S. Kristine James, convention managers and IFGE board members.

The IFGE '99 Convention challenge was made at the 1998 BOD meeting during the Southern Comfort Conference in Atlanta, GA. Our management company combined with Dawn Wilson and the Blue Grass Belles of Louisville, KY made this successful event happen. Workshop presenters brought some new and controversial subjects to the Conference. Issues were addressed concerning the special needs of people who wish to transition. Programs by Drs. Schrang and Ousterhout (Dr. Ousterhout spent considerable

time performing individual interviews after his program) were packed. There were creative and hard hitting workshops for the crossdresser such as; "Heterosexual Dating for the T-Girl" by Jennifer Marquette, "Job Search", and "When is Crossdressing a Sexual Addiction" presented by Dawn Wilson, and Kate Ramsdell. The list goes on for dynamic presenters and diverse topics. Conference attendees were treated with a book signing by Randi Ettner and presentation by Rhonda Holman and Kate Ramsdell.

The Saturday night awards banquet produced by Jennifer Marquette featured Yvonne Cook-Riley as mistress of ceremonies. The program clipped at a fast pace with a rousing response from Phyllis Frye after receiving the Virginia Prince Award.

This convention proved two things:

1. Larger is not better (for some things). With only 87 full or part

time registrants, each person was able to spend quality time with staff, presenters and new friends. The most popular comment heard from the attendees was; "What a wonderful time I had! This small, intimate group of warm, caring people have made a big difference in my life." That, my dear members is what IFGE is all about.

2. IFGE made a profit and paid its expenses, thanks to the stewardship of the astute management company. Our meager treasury is in better shape than it was before. The IFGE board of directors displayed their confidence in our team by continuing their contract for the next three conventions.

If you missed the 1999 convention in Louisville KY, then you missed out on a wonderful event. We strongly suggest that you do not miss the 2000 convention planned for in March 21-26, in Washington, DC. Δ

IFGE CONVENTION SITES SOUGHT

Now that the site for the year 2000 convention has been set, the Convention Management Team is entertaining solicitations for 2001 and 2002. There are some already proposed. The proposal should speak to the advantages of the locale, suggest possible hotels and provide a convincing argument as to why the proposed location would be a good place for this event.

The host organization can assist in local arrangements, provide volunteers, local PR, and help to set up special tours and evening activities as well as to suggest local vendors and outstanding.

Please send your proposals to Alison Laing (AL@LNG.COM), or S. Kristine James (Skristinej@aol.com), or IFGE Convention Management Team, PO Box 61, Easton, PA 18044-0061



Alison Laing

Forward Motion:

Celebrating Cultures, Advocacy, and FTM Lives

October 8-10, 1999

The Hilton Burbank Airport

Southern California's FTM community invites everyone to FORWARD MOTION: Celebrating Cultures, Advocacy, and FTM Lives. FORWARD MOTION is the fourth conference in a series which started with the groundbreaking First All-FTM Conference of the Americas, spearheaded and organized by FTM International in San Francisco, in 1995. Subsequent conferences have been organized by local communities in Seattle and Boston.

FORWARD MOTION will offer three full days of diverse programming primarily for people who were assigned female at birth or in childhood who have masculine self-identifications some or all of the time, and our community (including "questioning," significant others, spouses, partners, family members, friends, allies, supporters, and others). Discover new possibilities for yourself and for our community! Make new Fun-To-Meet friends! Share and receive support! Find out about our history and make a difference by helping to shape our future! Win a night on the fabulous City of Angels on THE DATING GAME hosted by the incomparable Kate Bornstein! Learn more about our arts, family issues, sexualities, politics, health care, and much more! Dance to live bands, swim in the pool reserved exclusively for conference use, enjoy the art exhibit curated by Jordy Jones, and live it up in community!

FORWARD MOTION will take place October 8-10 at the Hilton Burbank Airport. All programs will be in one convenient location right across the street from the Burbank Airport and just a low-cost shuttle ride away from Los Angeles International Airport. Conference rates

are as low \$92 a night (up to 4-person occupancy). You can make hotel reservations by calling 1-800-HILTONS and requesting the special FTM conference rate at the Hilton Burbank Airport. Rooms are limited, so be sure to make your reservation early! Special airfare packages will be available by calling Gunderson Travel at 1-800-899-1944 (or 310-657-3944 from the Los Angeles area); you can also email Gunderson Travel at: gundersontvl@worldnet.att.net

Early conference registration before June 30 is only \$60.00. Full information on registration rates is on the FORWARD MOTION registration form.

Check out our conference website at: <http://hometown.aol.com/conf99ftm/conf.html>. If you have a website, please help us spread the word about the conference by linking our website to yours.

The success of FORWARD MOTION depends on the assistance of trans people and our allies everywhere. Many members of our community -- especially youth, those early in transition and those living without hormones and/or surgery -- are in financial distress. The formation of true community depends on the convergence of our community from all socioeconomic, racial, and cultural groups. Please consider making a donation to ensure low registration costs, high quality programming, and ample scholarships for those needing financial assistance. Checks or money orders should be made out to "FTMCLA." For more information on fundraising, or to organize a benefit to send people in your community to FORWARD MOTION, please email MasenD@aol.com.

To volunteer for FORWARD MOTION, please email AGrasshppr@aol.com.

To make program suggestions, please email suggestions by May 15 to ZeroboyJH@aol.com.

For registration forms or if you have any other questions, you may write to us by U.S. mail to FTMCLA/PO Box922342/Sylmar CA 91392-2343, or by email to Conf99FTM@aol.com.

TransArt '99

Visual Art is seeking submissions in all media. Whether you are a professional artist, a talented amateur or just a hobbyist, we invite you to participate in an exhibit of work produced by FTM transpeople of all varieties and our friends. Preference will be given to work which in some way addresses the issues and experiences of "transness." Because of limited space, we request that the work be kept fairly small - No life-size bronze groupings or murals, please! There will be an arty-party reception for the artists, and the show will run the course of the conference. Please send the following materials by July 1st, 1999:

- 1 A short bio - a paragraph about you and your art;
- 2 Documentation of the work you wish to show - slides, photos, color xerox, gifs or jpgs; and,
- 3 A self-addressed stamped envelope with adequate postage for the return of your materials. Please *do not* send any original artwork or master slides. Please send all initial material to: Jordy Jones/2708 Sunset Ave./Oakland, CA 94601/e-mail: whatever@art-jack.com.



Vanessa Murray

Happy Summer Wishes

To All From Synchronicity Bookstore

It is great to have the sun & fun back as it brings with it excitement and positive energy. That is what is happening here in the bookstore as we anticipate the arrival of some new titles that are expected this summer. Already on the shelves, Dr. Randi Ettner's new book *Gender Loving Care*. It is extremely well done and a must have for professionals as well as any aficionado of transgender literature. It is the first book in many years aimed at Psychologists, Psychiatrists and Therapists that may very well become a textbook offered in universities and medical schools. We have a new autobiography titled *Rhonda* which features full color pictures of 'Rhonda' before, during and after her transition. We are thrilled to announce that

the out of stock book, Kim Harlow, by Bettina Rheims our shelves. And, finally Dr. Sheila Kirk has informed us that the latest expanded version of *Feminizing Hormonal Therapy* is completed and at the printers now. We are expecting delivery by the end of July, so, all of you, who have been waiting for this book, send in those orders!

The Traveling Bookstore was recently on the road to Cleveland for the 1999 Be-All. Many thanks to the Be-All committee and especially Suzie Davis in providing the necessary cooperation that made it possible for us to be there. The outreach was great. Special kudos to the committee for the superb entertainment! Arrangements are already underway for the bookstore to be at next year's Be-All in Cincinnati. For the rest of this year, expect to see the bookstore at the Southern Comfort Conference in Atlanta (expected to be the

biggest ever with projections of more than 700 attendees), then on to Fantasia Fair for their 25th Anniversary Gala in Provincetown, Massachusetts, followed by the New England Transgender Health Conference in Boston. And last, but certainly not least, the Synchronicity Bookstore will be making its debut appearance at the Fall Harvest in Milwaukee. This will be a great chance to meet a whole new group of community members and form new friendships. I am looking forward to seeing all of you while I am on the road, so please make a note to stop by and say hello.

Remember to check out the newest offerings in the latest issue of *Transgender Tapestry*.

Peace & Love

Vanessa C. Murray

IFGE Receives Second Gill Grant

For the second year in a row, the International Foundation for Gender Education has received a grant from the Gill Foundation. This year's grant is for \$10,000. The money received from this grant will be used to pay operating expenses and to upgrade our computer systems.

Nancy J. Cain, Executive Director of IFGE, is extremely pleased that the Gill Foundation recognizes the importance of the work done by IFGE. "This grant will enable us to continue our mission of outreach and education, without having to exist in

total 'survival mode.' We are grateful that the Gill Foundation continues to be one of the leaders in funding transgender community effort. Also, thanks go out to Nancy Nangeroni, for all of her efforts in making this grant a reality for us this year."

The Gill Foundation, founded by Tim Gill in 1994, supports the needs of under-served and underfunded communities in their pursuit of justice and equality. Their focus on giving is aimed at programs for gays, lesbians, bisexuals, transgender people, and issues related to HIV/AIDS. The foundation also has special programs, such as the Out-giving Project which provides technical assistance and other resources to support the communities it serves. Tim Gill and the Gill Foundation have provided over \$10 million to hundreds of community organizations. The Gill Foundation can be reached at (719) 473-4455.

GenderPAC Lobby Days '99:



Impressions from a Novice

By Sara J. Herwig

“So just exactly why do you want this position at IFGE?” Alison Laing’s question seemed reasonable. I responded with what I thought to be a reasonable answer, “I think it would allow me a broader involvement in the transgender community without having to become over-

or third day, during one of our many orientation sessions, Nancy Cain asked if I wanted to go to Washington, D.C. for Gender PAC’s Lobby Days. I responded this time with a pause, one in which this rather provincial girl from Wichita, Kansas felt the whirling fury of the reality twister unlatching the foundation from my little non-political house on the prairie. (I keep forgetting I’m not in Kansas any more!) After several days of agonizing over the prospect of landing in a land of political double speak and slight-of-hand, I told Nancy I would go, but only to observe, as I had no experience in dealing with the political wizards on Capital Hill.

Anne Wilchins, Executive Director of GenderPAC, we heard in more detail what the main issues were for our upcoming sortie into the heart of the legislative machine. The most immediate and important issues for transgender people were the federal Employment Non-Discrimination Act (ENDA) and the Hate Crimes Prevention Act (HCPA). Regarding the first issue of ENDA, which seems to have stalled in the process, the primary concern is that it includes nearly all minority groups from women to people of color to gays and lesbians and ensures for them equal protection from discrimination in the workplace. The catch is the absence of any language ensuring the same protection for transgender people or people of nonconforming gender presentation. This is, of course, unacceptable. All transgender people must be included in ENDA. End of story.

Regarding the second bill, the HCPA, the issue which is of direct concern to the transgender community is the interpretation of the term “gender”. What we want is to ensure that “gender” in this bill is interpreted to mean not just sex, but also gender identity and nonconformity. This was the way “gender” was construed by the Supreme Court in their decision in Price Waterhouse. So there is already precedence for this interpretation.

These, then, were the main objectives. The following morning,

So it was that I found myself in the Nation’s Capital along with Nancy, Alison, and a small army of people from all over the nation involved in the transgender community, most of whom are transgendered, some of whom are not, and all of whom desire justice to be done.

Sunday evening we all gathered in a conference room at a Holiday Inn, only a ten minute walk from Capital Hill. Lead by Riki



Lobby Day participants

ly political.” I meant it at the time. I have never thought of myself as a political person, let alone a political activist. And it was with this attitude that I assumed my role as Director of Operations at IFGE. (Okay. I admit that the chance to give Nancy Cain a hard time nearly everyday was pretty attractive.) I began learning the ins and outs of my new role. About the second

with the threat of rain looming over Capital Hill, we all, transgendered and not, gathered on the steps of the Capital Building for a photo op, then broke into various delegations and set off for the depths of the House and the Senate. Many Legislative Assistants and Counsels were visited by these delegations armed with a well organized portfolio of information prepared by GenderPAC. I can't speak for the other delegates and so will relate only my personal experience.

As Nancy, Alison and I went from appointment to appointment with Legislative Assistants, Senators and Congressmen from Rhode Island and Massachusetts, we met with little opposition to our concerns, but were welcomed, listened to with polite respect and given the assurance that our concerns would be passed on. One energetic Legislative Correspondent for James McGovern, (third district of Massachusetts) received us enthusiastically and began to tell us that Mr. McGovern is in favor of more rather than less inclusion in legislation. He even produced a large poster board filled with signatures in support of the HCPA and proudly pointed out Mr. McGovern's signature at the top. This meeting was the last before our appointment with Congressman Frank's Counsel.

For the final appointment of the day, our IFGE delegation was joined by Nancy Nangeroni, Gordene MacKenzie and Steve Hocker. We were also joined by Kathy St. Pierre, a former Lawrence, Mass police officer and the niece of Deborah Forte, a pre-operative transgendered woman from Haverhill, Mass who was brutally beaten and

stabbed to death in May of 1995. Kathy had joined Nancy Nangeroni and friends in order to share the story of her Aunt's brutal murder, the questionable integrity of its investigation and the sometimes disrespectful attitude of the investigating officer. With our ranks now swelled to seven people of diverse backgrounds but singleness of intent, we embarked on the most difficult, but perhaps the most honest and forthright meeting we had that day.

Marcia Kuntz, Counsel for Congressman Frank, was professional and respectful in her meeting with us. She was also blunt and to the point concerning the Congressman's position on ENDA. He will not support the inclusion of transgender language in this bill. He is convinced that were such language added to the bill it would die on the floor in debate. This quickly became the focus of our discussion. Nancy Nangeroni explained that there is a large contingent of the transgender community who are very closeted and live in constant fear of being discovered and consequently losing their jobs, their homes, and their families. There are many others who have experienced discrimination and harassment not for their gender identity, but for their nonconforming gender presentation. Seeking some compromise on this issue, one of our delegation asked if Congressman Frank would support an amendment to ENDA that would include protection for transgender people should the bill be passed in its current form. Ms. Kuntz rightly re-

fused to speak to this as she did not know the Congressman's position. We left the meeting feeling the sting from this slap of reality. Nancy Cain and I looked at each other as she commented, "I thought things were going a little too easy." But there was also the sense that a line of honest dialog had been established with Congressman Frank's office.

Nancy Cain and I looked at each other as she commented, "I thought things were going a little too easy." But there was also the sense that a line of honest dialog had been established with Congressman Frank's office.

The long day of striding back and forth between the House and Senate offices on either side of the Capital Building ended with a reception sponsored by the Human Rights Campaign in their office. At the previous evening's briefing, we had been assured of their support. We also had been given the full support of the National Gay and Lesbian Task Force (NGLTF), PFLAG (Parents, Families and Friends of Lesbians and Gays), and NOW (National Organization of Women).

Although it is difficult to gauge the effect Lobby Days '99 has had regarding ENDA, HCPA, and other issues involving transgender people, I returned to Boston with a tentative confidence that a dialog about transgender concerns was established with many of those who take part in the legislative process that af-

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ENDA (EMPLOYEE NON-DISCRIMINATION ACT) TRANSPeOPLE NOT INCLUDED



Nancy J. Cain

This year I had the pleasure to attend GenderPAC's Lobby Day in Washington, DC. Having not been very involved with politics (at least not since the late sixties), this was an exciting experience. After visiting several state representatives and senators from Rhode Island and Massachusetts, I couldn't help but think, "this is going too well." The reception we received from all the offices we visited was polite and respectful. The people we talked to seemed concerned about our request for transgender inclusion in the Hate Crime Bill and the Employee Non Discrimination Act (ENDA). However, I couldn't help feeling suspicious.

Granted, this was my first time going to Lobby Day, so I did not really know how hard some of the earlier Lobby Day visits had been, but I had this nagging thought that we were just being placated. That is, of course, until we spoke with a representative from Barney Frank's office, who point blank told us that Congressman Frank would not support transgender inclusion in ENDA. I appreciated the candor and honesty with which the answer was presented, yet I could not agree with the conclusion. The good news was that we were covered under the Hate Crimes bill. (Please see

Sara Herwig's article for a more detailed description of our visit to "the hill." One of the pieces of information that would help us to further our goal of transgender inclusion is, which companies now have transgender inclusion in their Equal Employment Opportunity policies.

This was a serendipitous touch of synchronicity. Riki Wilchins and I had been talking about a plan. We would contact as many of the Fortune 500 companies as possible, determine if they have an Equal Employment Opportunity policy which addresses transgender issues, and if not, provide them with language from other companies who have transgender inclusion in their policy. Riki and I are asking for your help. Please read the following questions, and if you can provide any of the information requested, we will be that much closer to accomplishing our goal. If you do not work for a Fortune 500 company, but your company does have an EEO policy that covers transgender inclusion, we would like to know that as well. And of course, funding is always appreciated. We need \$5,000 to get this project up and underway. So, whatever you can do to help will be greatly appreciated! Thank you in advance for your support. I know the members of IFGE will come through on this!

1 Do you work for a Fortune 500 company?

2 Are you out as a transgender, transexual, or otherwise gender variant person at your company?

3 Do you know if your corporation has an Equal Employment Opportunity (EEO) policy containing wording which covers transgender, transexual, or otherwise gender variant people? If so, will you either get a copy of the policy for our records, or let us know who we should contact about getting a copy?

If not, will you get us a contact name and telephone number, so that we may approach your Human Resources Department about including such wording in your company's EEO policy?

4 Would you please consider donating toward this project? Any amount will be appreciated. Thanks for your help.

Please contact me at:
NancyJC@ifge.org or call
(781) 899-2212, or write to me in
care of IFGE, PO Box 540229,
Waltham, MA 02454-0229 with
any information you may have.

NOTICE: Effective June 1, 1999, we once again have a new mailing address. This time the PO Box number has been changed. The new mailing address for IFGE is: PO Box 540229, Waltham, MA 02454-0229. Please update our new address in your records.

BUT THERE IS ANOTHER WAY! THE FORTUNE 500 PROJECT

Riki Anne Wilchins

By now it is obvious to everyone in this community that we desperately need employment protection on the job. The first weapon used against those who want to be honest and live openly with our gender is our right to work.

Yet it is also apparent that gender protection in the Employment Non-Discrimination Bill, or ENDA, is not forthcoming. Nor, since it is still short over a hundred sponsors, does it appear that Congress is going to pass it any time soon.

But there is another way. A small handful of the country's largest

corporations, lead by companies like American Airlines, Xerox, Lucent Technology and others have been quietly enacting Equal Employment Opportunity (EEO) policies which include protection for their gender-variant and transgender employees. This parallels protection for sexual orientation -- still not enacted by Congress but already in the EEO policy of almost every major company in the United States, protecting millions of gay and lesbian workers.

Why don't we have this for transgender employees? In a single word: money. To date we have simply lacked the resources to mount a structured, aggressive initiative to lobby Fortune 500 companies to protect their trans-

gender employees on the job.

But all that is about to change. GenderPAC and IFGE are joining up to launch a Fortune 500 Project, and you can help. Just by donating fifty, a hundred, or a thousand dollars, you can help us launch a year-long initiative to gain coverage for tens of thousands transgendered Americans on the job. Please return the enclosed donation form with your donation. Thank you.

Riki Anne Wilchins
Executive Director, GenderPAC

Nancy J. Cain
Executive Director, IFGE

Lobby Day continued from page 7

fects all Americans. And it was plainly put, and hopefully understood, that what we are asking for is not special or preferential treatment, but rather fair and equal protection under the law for all American citizens, transgendered and nontransgendered, to be able to live their lives openly and without fear of discrimination, ridicule, harassment, violent attacks and even murder for giving expression to our true selves.

This rather provincial girl from Kansas will never view political involvement in the same way as before this whirlwind journey to Washington. We each have a responsibility to stand up and speak out for justice for all Americans. I returned to Boston perhaps a little less provincial and definitely a little more politically minded. And I expect that should I ever have opportunity to visit the home of my youth again, even Kansas will not seem the same. From Kansas to Washington, D.C. and throughout

America and the world, it is my fervent prayer that we as a nation will do justice and treat all individuals with the respect we each desire for ourselves.

Δ



Serious Lobbying Going On

Call For Nomination Of Canadates For The:

Virginia Prince Lifetime Contribution Award • Trinity Award • Partners in Diversity Award

Dear IFGE members and friends of the transgender community:

The IFGE Awards Committee is seeking your help in searching for candidates for the year 2000 Virginia Prince Award, the Trinity Award, and the Partners in Diversity Award. These awards will be presented during the 14th Annual IFGE Convention to be held in Arlington, VA, March 21-26, 2000.

THE VIRGINIA PRINCE LIFETIME CONTRIBUTION AWARD: is the transgender community's top award, and is given to a person who has made a significant lifetime contribution to our community.

THE TRINITY AWARDS: honor our heroes and heroines, people who have preformed extraordinary acts of courage and love.

THE PARTNERS IN DIVERSITY AWARD: recognizes a company, corporation or government agency that has adopted comprehensive policies of diversity regarding employment and service to customers or clients.

Your participation in the awards process by nominating worthy candidates is very important. You will find information and forms to guide you in your consideration of candidates for these awards. Please read the guidelines carefully, and fill out the nomination form and return it by August 20th, 1999 to:

IFGE Awards Committee
PO Box 540229, Waltham, MA 02454-0229

Or you can email your nominations to: roser@ifge.org. Please include the words "Awards Nominations" in the subject field. You may also FAX your nominations to: (781) 899-5703.

The forms may be copied for anyone who wishes to make a nomination. Thank you for your participation in this process and we hope to see you at the convention in 2000!

IFGE Awards Committee 1999-2000

THE AWARDS SELECTION PROCESS

The Virginia Prince and Trinity Awards are the transgender community's highest awards. Although these awards are sponsored and coordinated by IFGE, they are not intended to be IFGE's awards. Nominations are open to the entire transgender community. The final selection is made by a committee of respected members and friends of the community who have agreed to serve on the Selections Academy and vote for the recipients. The members of the Selection Academy are not necessarily members of IFGE, and must not be a current Director of IFGE. Since the nominations are made by the transgender community at large, and the final selections are made by the Academy, these awards are truly the Transgender Community Awards.

SCHEDULE FOR PROCESSING THE VIRGINIA PRINCE & TRINITY AWARDS:

1. Eight months before the Annual IFGE Convention, a call for nominations is sent to IFGE members and members and friends of the transgender community. Nominations are returned to the Chair of the Awards Committee.
2. Six months prior to the Convention, the Awards Committee prepares and mails ballots for the two awards to the Selection Academy.
3. Each member of the Selection Academy completes their ballot and returns it to the Awards Committee. The votes are counted and the recipients of the awards are notified prior to the Convention.
4. The Awards are presented at ceremonies during the Annual Convention.

CRITERIA OF ELIGIBILITY FOR VIRGINIA PRINCE LIFETIME CONTRIBUTION AWARD

The Virginia Prince Award is given to a person who has made a lifetime contribution to our community. The recipient must:

1. Be a living member of the transgender community.
2. Be a leader or pioneer who has been instrumental in the development of the community.
3. Have actively served the transgender community for a minimum of ten years.

Previous recipients:

- 1987 Virginia Prince
- 1988 Merissa Sherrill Lynn
- 1989 Ariadne Kane
- 1990 Sister Mary Elizabeth
- 1991 Betty Ann Lind
- 1992 Naomi Owen
- 1993 Carol Beecroft
- 1994 Ellen Summers
- 1995 Yvonne Cook-Riley
- 1996 Sheila Kirk, M.D.
- 1997 Eve Burchere
- 1998 Jamison Green
- 1999 Phyllis Frye

CRITERIA OF ELIGIBILITY FOR A TRINITY AWARD

The Trinity Award acknowledges heroes and heroines of the transgender community, people who have preformed extraordinary acts of love and courage. Everyone is eligible to receive this award; they need not be transgendered themselves. They can be any living individual or couple. Look for little known or un-acknowledged people who have done something extraordinary.

Previous recipients:

- (1991)
Mariette Pathy Allen, Stanley Biber, M.D., The Boulton & Park Society*, Yvonne Cook Riley, Sheila Kirk M.D., Ellen Summers

(1992)

The Be All You Want To Be Convention*, Eve Burchert, Richard F. Docter, Ph.D., Wendi Danielle Pierce, Jennifer Richards, Janice Van Cleve

(1993)

Holly Cross, Jane Ellen Fairfax, Phyllis Randolph Frye, Rev. Canon, Clinton R. Jones, Peggy Rudd, Christina Young

(1994)

Marsha Botzer, Marilyn Irving, Ginny Knuth, Alison Laing, JoAnn Roberts, Wendy Parker

(1995)

Laura Caldwell, Dallas Denny, Leslie Feinberg, James Green, Linda Peacock, Sharon Ann Stuart

(1996)

Sandra Cole, Jane Fee, Joan Sheldon

(1997)

Linda Buten, Nancy R. Nangeroni, Vern Bullough, RN, Ph.D.

(1998)

Holly Boswell, Judy Osborne, Sharon & Abby Saypen

(1999)

JoAnne Law, Maxwell Anderson, Kate Bornstein

*Groups and events are no longer eligible for this award

CRITERIA OF ELIGIBILITY FOR A PARTNERS IN DIVERSITY AWARD

This award was established to recognize companies, corporations and government agencies that have adopted comprehensive policies of diversity regarding employment and service to customers or clients. The policy must be all-inclusive, specifying non-discrimination on the basis of race, ethnicity, religion, sex, sexual orientation, disability, as well as transgender. The Awards Committee will seek documentation to verify the eligibility of any nominees and make recommendations to the IFGE Board of Directors, who will determine the final selection.

Previous recipients:

- 1996 American Airlines, The State of Minnesota;
- 1997 Xerox Corporation;
- 1998 MAC Corporation (Canada);
- 1999 Lucent Technology

IFGE BOARD OF DIRECTORS CALL FOR NOMINATIONS DUE BY OCTOBER 1, '99

Each year IFGE members (YOU!) have the opportunity to nominate individuals for the IFGE Board of Directors. You have the ability to directly influence your organization's policy, as well as the services it provides to the TG community, through nominating and voting for qualified individuals who you feel best represent your constituency, perspective and desires for IFGE's present and future course.

Board members are elected to a three year term and must be members of IFGE. They serve without compensation. The Board oversees and directs IFGE affairs, establishes policy and provides for overall operation and management of the organization.

Board members may serve as chairpersons of IFGE's action committees, including Finance, Fundraising, Nominations, Awards, Publications, Programs and Conventions committees.

IFGE holds four board meetings each year at different TG events around the country. IFGE board members must attend a minimum of two of these board meetings each year at their own expense.

The person you nominate should be someone you know well enough to endorse their ability to work constructively within IFGE. When reviewing potential nominees, please consider whether they meet the following qualifications:

- A.** Be a member in good standing of IFGE.
- B.** Have experience and/or competency in managing the policies of a growing non-profit organization.

- C.** Have a commitment to the welfare of and service to the transgender community without consideration for personal gain.
- D.** Have a pro-diversity attitude and a commitment to serving the community without bias.
- E.** Be willing to learn, have sufficient self-awareness to recognize and avoid personal agendas.
- F.** Have the ability to exercise patience and diplomacy in the forging of consensus.

Once you have determined whom you wish to nominate:

- 1** Send the nomination form to the IFGE Nominations Committee at the address below.
- 2** State why you feel they are qualified.
- 3** Include information on how we can contact the nominee.

Nominations without contact information for the nominee will not be eligible for inclusion on the ballot as we must confirm their acceptance of the nomination. Remember that individuals who represent your views and interests can't be elected to next year's board if you don't nominate them.

Please send your nominations to:

IFGE Board Nominations Committee,
P.O. Box 540229, Waltham, MA 02454-0229
or e-mail your nominations to: nancyjc@ifge.org.
Please include the words "Board Nominations" in the subject field. You may also FAX your nominations to: (781) 899-5703, Attn: Nancy Cain

Please use the form included, one for each nomination. The form may be copied for additional nominations. Thank you for your participation in this process.

IFGE Board Nominations Committee 1999-2000

NOMINATION FOR TRINITY AWARD 2000

Your name: _____ Date: _____

Your address: _____

Phone: _____

email: _____

(your name will be listed on the ballot as a supporter of your candidate)

**Nominations without contact information for the nominee will not be eligible for inclusion on the ballot,
as we must confirm acceptance of the nomination.**

For the one nominee whom you believe is most deserving, please supply:

Name: _____

Address: _____

Phone: _____

Email: _____

Submit 1-3 paragraphs in support of your nominee.

**Return to: IFGE Awards Committee, PO Box 540229, Waltham, MA 02454-0229 OR FAX your nominations to:
(781) 899-5703**

NOMINATION FOR VIRGINIA PRINCE LIFETIME CONTRIBUTION AWARD 2000

Your name: _____ Date: _____

Your address: _____

Phone: _____

Email: _____

(your name will be listed on the ballot as a supporter of your candidate)

Nominations without contact information for the nominee will not be eligible for inclusion on the ballot, as we must confirm acceptance of the nomination.

For the one nominee whom you believe is most deserving, please supply:

Name: _____

Address: _____

Phone: _____

email: _____

Submit 1-3 paragraphs in support of your nominee.

Return to: IFGE Awards Committee, PO Box 540229, Waltham, MA 02454-0229 or FAX your nominations to:
(781) 899-5703



NOMINATION FOR THE PARTNERS IN DIVERSITY AWARD 2000

Your name: _____ Date: _____

Your address: _____

Phone: _____

email: _____

(your name will be listed on the ballot as a supporter of your candidate)

Nominations without contact information for the nominee will not be eligible for inclusion on the ballot, as we must confirm acceptance of the nomination.

For the one nominee whom you believe is most deserving, please supply:

Company Name: _____

Company Contact Name: _____

Address: _____

Phone: _____

email: _____

Website: _____

Submit 1-3 paragraphs in support of your nominee and also submit documentation verifying the company's diversity policy.

**Return to: IFGE Awards Committee, PO Box 540229, Waltham, MA 02454-0229 or FAX your nominations to:
(781) 899-5703**

Submit 1-3 paragraphs in support of your nominee.

**Return to: IFGE Board Nominations Committee, PO Box 540229 Waltham, MA 02454-0229, or FAX your nominations to:
(781) 899-5703**

NOMINATION FOR THE INTERNATIONAL FOUNDATION OF GENDER EDUCATION BOARD OF DIRECTORS 2000

Your name: _____ Date: _____

Your address: _____

Phone: _____

Email: _____

**Nominations without contact information for the nominee will not be eligible for inclusion
on the ballot as we must confirm acceptance of the nomination.**

For the nominee, please supply:

Name: _____

Address: _____

Phone: _____

Email: _____

FORTUNE 500 PROJECT

Yes, I want to help get the employment protection we need and deserve today!

Enclosed is my tax-exempt contribution of:

\$50

\$250

\$100

\$1000

Other

I WANT TO HELP OUT WITH MORE THAN A DONATION!

I work at a Fortune 1000 company.

I am active in my company's employee group.

I am out at work.

I am willing to be out at work to lobby for gender protection.

My name and address are:

Name: _____

Memb. #: _____

Address: _____

City: _____ State: _____ Zip: _____

Please make checks out to IFGE and send to:
FORTUNE 500 PROJECT
c/o IFGE, PO Box 540229
Waltham, MA 02454-0229
781-899-2212

IFGE is a registered 501(c)(3) non-profit organization. All donations are fully tax-deductible under applicable federal and state tax law.