

## IFGE Begins Youth Outreach Program

There is a desperate need for outreach to TG youth, both male and female. It seems that for all our organization and intelligence we have no way to reach out to the TG boy or girl younger than 18—no way that is effective and reassuring—no way that tells them they are “all right.” We are bound by the rigid constraint society imposes on all the TG community, unacceptance. And in spite of that constraint, if we reach out properly to youth with genuine interest, we are considered perverted and pedophillic, and we could be subject to legal action. Parents and educators together rise against us and condemn us for our interest in helping the child whose spirit is like ours—transgendered.

The medical literature on TG children and childhood and the number of mental health care providers who understand and assist them is very small. The number of parents who have information or even try to gather it is smaller. Educators know nothing and make no provision for the TG person in school systems.

The cards are stacked very high against the young TG person. Many of these turn to the streets and are exposed to poverty, prostitution and disease. Their honest declaration of who they are often earns them abandonment by parents and family. Many live lives of

secretiveness and hiding, struggling with the need to express their TG spirit. They carry the burden of guilt, shame and despair into their adult lives. They make grave errors in careers and in marriages because of it. Many ill-chosen pathways are taken because of it. No one is there to tell them they are “all right.”

There are organizations throughout the US that offer education and assistance to TG youth who are open and in view—prostitutes and those infected with HIV, living marginally, taking drugs and street hormones, and will soon cease to exist. In Boston, there is GISST. In Minneapolis, there is District 202. In many other major cities, groups that are functioning under Gay/Lesbian auspices are dealing with the great need for education and support of this population.

But not all TG youth are served by these organizations. Or some support and assistance is there, but it is not always enough or of the right kind. Often, even inadequate help is unavailable.

The TG community has the obligation to help its own. Until now, it has been chained to the premise that it can't help those below the age of 18 who reach out for support. Until now we have done little to help and to educate—to find ways to reach out to them and to provide ways for them to reach out to us.

With this in mind—with this

mandate beginning to take form—IFGE has created a committee that will work with other groups throughout the US to reach out to TG youth. Dr. Sheila Kirk, who chairs this committee, has already begun identifying programs and organizations whose focus is on youth. She will learn from them and formulate with them methods for bringing education and support to TG youth, both those already in the open and those still living under cover. Several individuals will be asked to join with her in this effort. Reporting of their progress will be made in IFGE publications in the near future.

All of us were TG adolescents and teens. Many of us experienced as much as they but without the pressures and influences that weigh upon the youth of this age. Nonetheless, we were there, and now we must find ways to be there again—for them. ▼

### CONTENTS

IFGE YOUTH OUTREACH	1
NOTES FROM THE CHAIR	2
IFGE FINANCIAL REPORT	3&4
IFGE AT THE APA	5&6
TRAVELING BOOKSTORE FUND	6
IFGE BOOKSTORE ON THE ROAD	6
IFGE INTERNATIONAL OUTREACH	6
TORONTO SITE IFGE 98 CON.	6
HELP! IFGE NEEDS PCs!	7
VOTE!	7
ALISON LAING	7



## IFGE Newsletter

### Executive Director:

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### Publications Director:

Jean Marie Stine

### Director of Graphic Arts:

Mykael Hawley

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The *IFGE Newsletter* is published quarterly by the International Foundation for Gender Education (IFGE), P.O.Box 229, Waltham, MA 02254-0229; voice (617)899-2212 fax (617)899-5703 e-mail IFGE@WORLD.STD.COM

### IFGE Membership

#### Basic Membership:

**\$25.00 per year.**

Membership newsletter, IFGE ID, BOD voting privileges, and 10% discount on products.

#### Supporting Membership:

**\$100.00 per year.**

Basic membership, 15% discount on IFGE products, and 10% discount on IFGE sponsored events.

#### Benefactor Membership

**\$500.00 per year.**

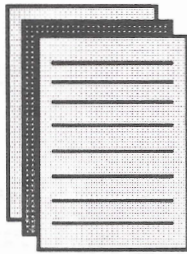
Supporting membership, 15% discount on IFGE sponsored events. **\$400.00** will be treated as a contribution, and will be applied towards a life membership.

#### Life Membership:

**\$2,500.00.**

A supporting membership for life, and is based on accumulated contributions.

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# NOTES FROM THE CHAIR

by Linda Buten

Chair, IFGE Board of Directors

**N**inety-eight per cent of the individuals who have interacted with IFGE have never been to our headquarters in Waltham. If one could spend a week with the staff, and work in each of the different work areas, they could get a fair idea of how the machine runs.

Every so often, a spokesperson takes the bench to serve judgment on the IFGE office, its staff, or certain members of the board. Sentencing is usually carried out in a public forum like the Internet, a newsletter, or a magazine. The media have always been a great place for an individual with limited knowledge to become an authority on gender and IFGE. Consequently, when there is no one to challenge allegations or to fill in the blanks, one increases their chances of sounding intelligent.

Recently, a nationally distributed gender publication published an "open letter" to the members of the IFGE Board. As expected, many statements were derogatory in nature and innuendoes and insinuations made up the bulk of the letter. The author served up a feast of allegations about IFGE and myself, as Chair. This whole conglomeration of statements strongly suggests the reader look for a smoking gun.

My first thoughts were, if this person is really a concerned individual, why did they neglect to send a copy of the letter to the board members. To my knowledge, there wasn't even a copy sent to the office. Accordingly, if an acquaintance hadn't sent me a copy, I may never have known of its existence.

If you read the letter, and you're waiting for the official response from IFGE, wait no longer, because it's not coming. IFGE has an unwritten

policy: We do not officially defend ourselves in a public forum. Most articles of this nature are composed with the intent of creating controversy, or perhaps they just love to see their name in print. They are printed because controversy creates copy, piques interest, and increases readership.

If an individual like yourself has questions or concerns, or would like information on any matter concerning IFGE affairs, the staff or board members will be happy to address them. I spend much of my time at gender conventions speaking with people about anything and everything concerning IFGE. We have no secrets, so you only need to ask.

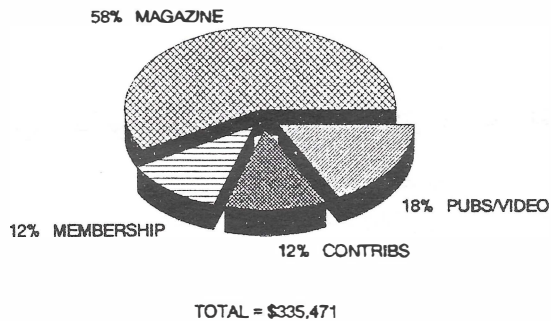
You may also notice that in *Transgendered Tapestry*, or any of the IFGE publications, we never print negatives about other groups or individuals. You will not see a list of arguments showing why we are better than the other guy. We will not print an article filled with innuendoes that are sure to spark fire, then on the next page print an article on why can't the gender community work together.

Our goal has always been to work together for the good of all. Our annual Coming Together, Working Together convention is designed to let everyone become involved. The latest, in Minneapolis, was a perfect example. We not only had participation from all gender organizations, but we stepped out of the gender closet to incorporate gay and bi-sexual issues. We also reached out to Corporate America, and they responded with positive results. All individuals and groups, regardless of their ideas or philosophy, are always welcome. IFGE has always been the melting pot for the community. After all, working together is important, since Genderland is not a very big place. ▼

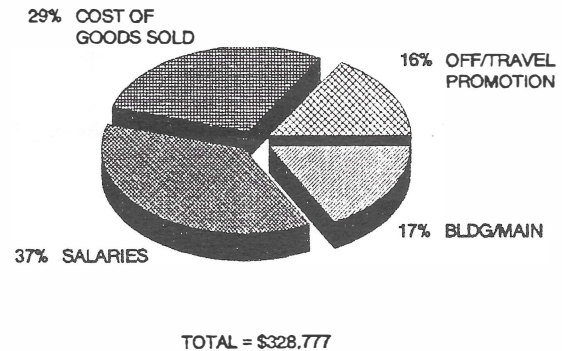
**IFGE ANNUAL REPORT FOR 1995  
(UNAUDITED)  
JUNE 30, 1996**

**THE YEAR IN REVIEW**

**GENERAL FUND REVENUE  
FOR 1995  
(ACCRUAL BASIS)**



**GENERAL FUND EXPENSE  
FOR 1995  
(ACCRUAL BASIS)**



Our revenue pie comes in four parts, with Transgender/Tapestry magazine plus publications/videos accounting for three-quarters of our revenue stream, and membership/contributions the final quarter. The demands on our revenue were intense in 1995, and it is no exaggeration to say that without our new membership program and your contributions, it would have been extremely difficult to survive. Our expenses also come in four pieces, with salaries and costs to produce the magazine and purchase publications/videos two-thirds of the pie.

Several major changes took place this past year, impacting our revenue stream:

- First, was the departure of our Executive Director, Merissa Lynn and the arrival of Alison Laing as our new Exec. Merissa is our founder, and in deference to her long years of service, our Board of Directors approved a generous separation package of \$25,000, \$16,300 of which was paid in 1995. We still owe Merissa \$9,000, and are committed to completing payment which is part of our long term debt.
- Second, was an unfavorable Atlanta Convention outcome, incurring a hotel loss of \$7,000.
- Finally, we lost \$6,500 through bankruptcies of two accounts receivable.

In a word, it is a miracle we are still here. We can never thank all of you in the Community for becoming members and supporting us with contributions. Indeed, our membership program remains our stellar triumph in 1995. We were able to craft our member plan so that those with modest means as well as our more affluent supporters could join and lend support. At year end we had almost 800 members representing \$40,000 in revenue. I can assure all of you those dollars were used critically and prudently to help us through a trying year.

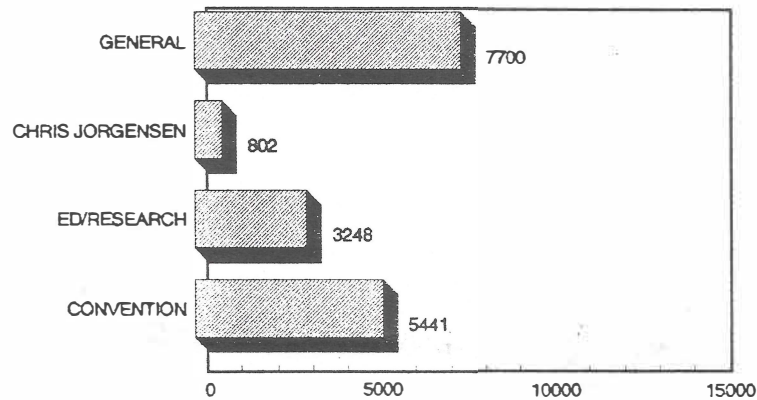
Again, on the positive side, our office staff turned over in 1995, and we brought on board a new editor, Jean Marie Stine, and a new creative designer, Mykael Hawley, who will implement many exciting changes to make our magazine a success.

To complete our financial picture we show the bar chart, which indicates the ancillary funds that we have managed throughout the year, and which, when added to the General Fund summary reviewed above, close the loop on our financial performance for 1995. For any of you who wonder where the money comes from and how it is used, I sincerely hope that this report will answer your questions. We are a completely open organization, and always wish to present an accurate picture of our financial status to the Gender Community and other friends who have supported us, both past and present.



# IFGE ANNUAL REPORT FOR 1995, CONT.

## IFGE FUNDS' STATUS AS OF DEC 31ST, 1995



## OUTLOOK

1996 Has begun on a better note with revenue through July 9% ahead of the year ago period. (Cash basis) Major changes have been positive. Under the able leadership of Jane Fee, we had a terrific Minneapolis Convention. This major event was highlighted by our Saturday evening banquet "magic" and the naming of our first Employment Diversity Award to American Airlines - presented by our own Michelle Martin.

We have started our retail bookstore right here at 123 Moody Street in Waltham. This project has been implemented under the driving force of Vanessa Murray, who has single handedly created a new business and now contributes to our revenue stream in addition to a revitalized travelling bookstore.

The magazine remains our problem area, but as I write we are awaiting important new recommendations for improvement of this operation, stemming from a study of our magazine process, led by Christine James, one of our Board members and experienced in the magazine business. We are determined to make the magazine pay, and we have the staff to make it happen. Already we have secured an able printer who is working closely with us to achieve greater quality and more cost-effectiveness and efficiency in the printing process.

In brief, we have identified the problem areas, and taken the necessary steps to make our Enterprise a success. This process will not come about in one "blinding sunburst". But rather in a way I have long known would be the outcome - slowly, sometimes seemingly "inch-by-inch". Rome was not built in a day, but we are on our way!

We thank all of you for your continued moral and financial support - as we build for a brighter tomorrow.

Respectfully Submitted,

*Laura C. Caldwell*  
Laura C. Caldwell,  
Finance Chairman

# IFGE at the APA

Ken Morris

For the fifth year in a row, IFGE staffed a booth at the American Psychiatric Association convention, providing information to and forming liasons with psychiatric professionals. This year, the conference was held in New York City, from May 3 to May 9. Representing IFGE were Yvonne Cook-Riley, Dr. Sheila Kirk, Dan Duncan, and myself. Mr. Duncan and I also represented the TransMale Task Force, an organization for transsexual and transgendered men. IFGE's Executive Director, Alison Laing, and Mariette Pathy Allen, whose beautiful photographs graced the booth, also made brief appearances.

The team answered questions, handed out hundreds of flyers and back issues of *Transgender Tapestry*. We also took names of psychiatrists interested in IFGE or willing to have their names added to a referral list for TG people seeking psychiatric help. Many of the psychiatrists who visited the booth were looking for books, support groups, and other resources for their clients, or were trying to educate themselves.

For Yvonne Cook-Riley, the convention was also an opportunity to network and follow up on contacts and friendships made over five years of attending the conventions. "We are definitely broadening our base of support. I was heartened, for instance, when Dr. Polansky [a member of the Association of Gay and Lesbian Psychiatrists] made a point of letting us know that he was very upset over the recent exclusion of transgendered people from GLMA (Gay and Lesbian Medical Association). He told us that he was going to bring this up at the GLMA meeting next week."

Asked to comment on her experience of this year's convention, Sheila Kirk replied, "I wouldn't call this an extraordinary convention, but I was impressed that when individuals did come in to be educated, or recount their experiences with transgendered clients, they were extremely enthusiastic. Some of these people are deeply involved with their clients and want to know more about this area of care."

The last four years of staffing booths at the APA conventions have paid

off, Kirk thinks. "People were less mystified about what we are doing, and about transgendered people in general." Dr. Kirk also noted that, compared to past conventions, more psychiatrists seemed to be knowledgeable about transgendered clients who do not identify as transsexual, and who may not feel the need for hormones or surgery. "This indicates that more transgendered people are becoming comfortable going to these professionals and making use of them."

Dan Duncan spoke of his experience. "I thought we were received very positively and people were very interested in what we had to say. A few people avoided us or handed back the flyers after figuring out what they were about, but they were in the minority. Frankly, I didn't expect the information to be as well received as it was."

Some of them were fascinated by us. One fellow talked with us for a while, then came back with a friend—and then came back again and asked if he and his friend could take snapshots with us. They were from India and hadn't had any exposure to F2Ms before.

A number of the conference attendees let us know what they needed from the TG community in order to serve their clients better. We heard from several people that there was a tremendous need for course work and training in gender identity issues for psychiatric professionals. From talking to the psychiatrists, it became clear that many only learn about these issues when a TG person walks into their office—and then they're trying to educate themselves and help their client at the same time.

Duncan added, "I also emphasized the need for sensitivity training for other medical professionals, especially emergency room staff and paramedics. People were shocked to find out that TG people have been refused medical treatment when it is discovered that their bodies don't match their outward presentation."

Several psychiatrists expressed the need for outreach and assistance for TG youth. "The kids are the ones who need help the most," one psychiatrist said. "Very

often they're living on the street—their families kicked them out once they discovered the kid was transsexual. They don't have access to information and good medical care. They're probably at the highest risk for suicide and contracting AIDS."

I told psychiatrists that our community has access to information that isn't in the medical literature. For instance, most of the literature doesn't recognize that fact that gay F2M TSs exist, or else portrays them as extremely rare. In the F2M community we know that this isn't true—that it is simply under reported because transsexual men fear that they won't be given treatment unless they say they're attracted to women. If they really want to know about TG people, they need to talk to as many of us as possible, not just read books.

There were two "take-home messages" that I wanted to get across to the people I talked to. One was the fact that sexual orientation and gender identity are two entirely separate issues. The other is that a person may have a gender expression that is not traditionally masculine" or "feminine," even to the point of living in a cross gender role full-time, yet not be a TS. What makes transsexuals unique is that they possess an internal body image that is at odds with their actual primary and secondary sexual characteristics. It's this discordant body image which creates the urge to change the body through hormones and surgery. Often, therapists focus on issues of gender expression with their TS clients, and overlook the body issues that are the primary source of transsexuals' distress.

The conference was also marked by controversy. On Sunday, May 5, about a dozen members of the Transsexual Menace picketed the Javitz Center, where the convention was held, demanding the removal of GID (Gender Identity Disorder) from the DSM-IV (Diagnostic and Statistical Manual of Mental Disorders 4th edition). Although the protest was peaceful, some psychiatrists expressed anger or confusion about the action.

One psychiatrist who visited the

*Cont. on page 6*



## IFGE TRAVELING BOOK STORE ON THE ROAD

**A**t the invitation of the officers of the Sunshine Club located in Hadley, Massachusetts, Vanessa Murray packed up the book store and took it to their special program on Saturday May 9, 1996. The Club was fortunate to have Dr. Menard of Montreal, Canada present a slide show of his work in sex reassignment surgery. The attendance at the gathering approached close to 100 TG persons and their friends.

Vanessa reports that sales were brisk and several attendees signed up for IFGE membership. Vanessa added, "It's wonderful to see what cooperation between local support groups and IFGE can do to help the community."

Ms. Murray and the book store will be on the road throughout much of the remainder of 1996. Trips are already scheduled for Southern Comfort, Fantasia Fair, and Holiday En Femme. At the present moment, negotiations are also in progress for a possible appearance at Fall Harvest. ▼

## IFGE TO ACT GLOBALLY & EXPAND INTERNATIONAL OUTREACH

**A**s part of the continuing growth of the outreach efforts of IFGE, ideas and opportunities are being sought to expand IFGE's support and service to our international friends. Scheduling the 1998 Convention in Toronto, Ontario, Canada is a start. One idea is to help sponsor a joint convention in Europe, with a major effort of going into getting US participants to attend. Other ideas are to provide an International page for *Transgender Tapestry* (if the international contacts can provide the inputs) and finding a way to publish a mini journal with appropriate articles from *Transgender Tapes* in Spanish, French or German.

To call greater attention to the plight of TG persons being oppressed in some countries, we hope to one day develop stronger alliances with international organizations such as Amnesty International and the international gay and lesbian associations. Who knows? Perhaps we can find some way of getting the United Nations or someone to declare "International Year of the Transgendered."

Please send your ideas, and ways in which you may be able to help in this global effort, directly to Alison Laing, Executive Director, at the Waltham office. Now, at last, we have a challenge to ACT GLOBALLY! ▼

## TORONTO TO BE SITE OF IFGE 1998 CONVENTION

**T**he IFGE Board announced that it has accepted the proposal for Toronto, Ontario, Canada to host the 1998 IFGE National Convention. The proposal was submitted at a presentation by Pam Geddes of the Xpressions Club of Toronto and which is now merged with the Monarch Social Club. This action is the first of several planned to help IFGE live up to the "International" part of our name. (See article on International Plans elsewhere.)

The tentative date for the event will be either the last week of March or the first week of April, 1998. Don't worry about the weather, Toronto is at the same latitude as New England and actually south of Portland and Minneapolis, sites of our 1994 and 1996 conventions. ▼

## KAREN CIOE TRAVELING BOOKSTORE ENDOWMENT FUND ESTABLISHED

**T**hrough a series of generous gifts, the Karen Cioe Crossdressers International (CDI) Traveling Book Store Endowment Fund has been established. A major portion of the book store housed in Waltham is packed up and brought to a gathering of TG persons at conferences and meetings around the country. This usually includes hundreds of books covering dozens of titles. Making these educational materials available to attendees at many major events promotes a better educated and more knowledgeable community. Additional funds to support this wonderful program are always welcome. ▼

*Cont. from page 5*

booth told me and Mr. Duncan, "They don't understand what a mental diagnosis means. It's simply a description of something that is causing [psychological] problems for a person. It doesn't mean we think they're 'crazy'—very few people with a mental diagnosis are actually delusional. Most people have a diagnosis that's in the DSM at some point in their lives. I have a couple of diagnoses myself."

Of course, no conference would be complete without a minor mishap, graciously provided this year by Alison Lang, when she backed her van into a small (very small) sports car, taking out one of its headlights. "I was looking in the rear-view mirror and I didn't even see it," she said. "The driver was incensed, and he called the police. However, I must say that the police acted in a completely professional manner towards me, and I let them know that I appreciated their courtesy and professionalism. A potentially bad situation turned into an opportunity for education."

I was extremely glad and honored that Yvonne offered me the opportunity to educate medical professionals at the convention. Hopefully, the clients of the psychiatrists we talked to will benefit from the information all of us passed on—whether it be from getting the name of a book that helps them come out to their families, to making their lives a little easier because their therapists are better informed about TG people. ▼

(Ken Morris is a member of both IFGE and the TransMale Task Force.)

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# IFGE-

## Big Sister or Just a Good Friend

Alison Laing

**W**ith all the exciting and competitive going on among some TG organizations, we should also look at the positive happenings. A good example of this is the cooperation of six organizations (AEGIS, FTM International, IFGE, Outreach Institute, Renaissance and Tri-Ess) that sponsored a booth and participated in a workshop at the American Association for Sex Educators, Counselors and Therapists (AASECT) this last spring in Baltimore. Working together, these organizations were able to tell their stories and represent a large segment of the TG community. The helping professionals they encountered will, in turn, be better able to help others in our community.

IFGE remains committed to community projects of all types. We have, both in the past and in the present, supported the Congress of Transgender

Organizations (CTO) in whatever ways we can. We have assisted in the formation of GenderPAC, the national transgender lobbying effort, and are an active participant in what has come to be called the Transgender Alliance for Community.

IFGE has a policy of cooperating with individual TG non-profit organizations to the fullest extent possible. As you probably know, we provide free distribution of brochures on TG community events and free listing of any-not-for-profit organization. IFGE also undertakes cooperative projects with other organizations when it is in the interest of the whole community to do so. For example, the IFGE Annual Convention is now a cooperative venture with the California Dreamin' organizations. The result will be California Unity, which promises to be the best TG convention ever.

We are also planning to offer those who call in for information copies of the Renaissance Community Outreach pamphlets answering the most frequently answered questions about TG issues. We are working to-

ward joint publication of a book on transsexualism with AEGIS. At the request of the local host, the Officers Club, IFGE will be providing support to the 1997 FTM International convention to be held in the Boston area. IFGE also makes its new conference room available to local organizations like the Officers Club. The Outreach Institute, for example, used it for their June Board Meeting.

Are we, IFGE, trying to take over the TG world? Is this a case of Big Brother (or Sister) watching over it all? No siree! But we do care. We merely seek to fulfill our mission by providing support to all other not-for-profit TG groups.

Does this make us an "umbrella organization"? If you want to call it that, it's okay with us. But what we really want is for you, our members, friends and legitimate TG organizations to consider us a good friend. And if you think we can be of help to your organization, give us a call. We're here to do what we can. ▼

### Exercise Your Rights As An IFGE Member! Nominate and VOTE!

**B**y now, you should also have received a call for nominations for the Virginia Prince and Trinity Awards as well as the Diversity Award. These nominations are open to anyone.

In addition, as a member of the IFGE, you will be receiving a letter inviting you to nominate individuals for the IFGE Board of Directors. We ask you to nominate any individual you believe can make a real contribution in helping to formulate direct the operation and policies of the IFGE.

Later, you will receive a final ballot containing the nominees' names and asking you to vote directly for your choice. Your vote will help determine a major portion of IFGE's leadership for the next three years.

Take time to give these nominations serious thought. As a member of IFGE, this is one way you can influence the future direction and emphasis of IFGE. In the case of the awards, it is important to have candidates who are more than just a high profile members of the TG community, those who have paid their dues with their actions.

### HELP IFGE NEEDS PC'S!

**O**ur Waltham headquarters is in desperate need of computer equipment (IBM compatibles). PCs 486 and above are preferred. But 386s will be gladly accepted. Used or new are both okay with us! If you have them to give, contact Jean Marie Stine. (And, yes, we are warm-hearted, we'll find a place for homeless Pentiums.) ▼

# IFGE Restructures Waltham Staff

In a move to provide better service to our members and customers, allow for more responsibility and control by the individual managers in IFGE, and at the same time accommodate personnel changes, the IFGE staff has been re-aligned. The major moves relate to the recognition of the two major business areas: Publications (*Transgender Tapestry* and internally published books, pamphlets, etc.) and Sales, mail order and retail (our Synchronicity walk-in and traveling bookstore). These activities are sufficiently important and show sufficient financial activity to warrant setting up separate accounting and management entities.

Accordingly, Jean Marie Stine, Director of Publications, and Vanessa Murray, Sales Manager, will now report directly to the Executive Director, Alison Laing. Mykael Hawley, Art Director, and a part time proof-reader will report to Jean Marie.

The necessity of maintaining a responsive Membership and Contributions program has resulted in the assignment of Joan Hoff to the position of Membership and Contributions Secretary, in addition to her responsibilities of order entry and accounting support. At this time Joan will report to the Executive Director as well.

Another major change is the creation of the position of Business Manager, responsible for financial management. This includes billing, accounts receivable, purchasing, busi-

ness reporting, data entry, building operations and office procedures as well as coordination of volunteer services. A highly-qualified member of the local TG community, Nancy Cain, is being retained on a temporary basis for this position. Nancy, who is the current treasurer of The Tiffany Club of New England and the Chair of their successful First Event convention, has extensive professional experience in business management and operations.

While we have several volunteers who support various operations, we have three whose level of effort and consistency earn them a place in the organization: Holly Cross, correspondences; Blanche Richards, personals forwarding; and Daphney P., membership support and correspondence. The restructuring does not change Sheila Kirk, MD's position as Director of Medical Liaison and Research.

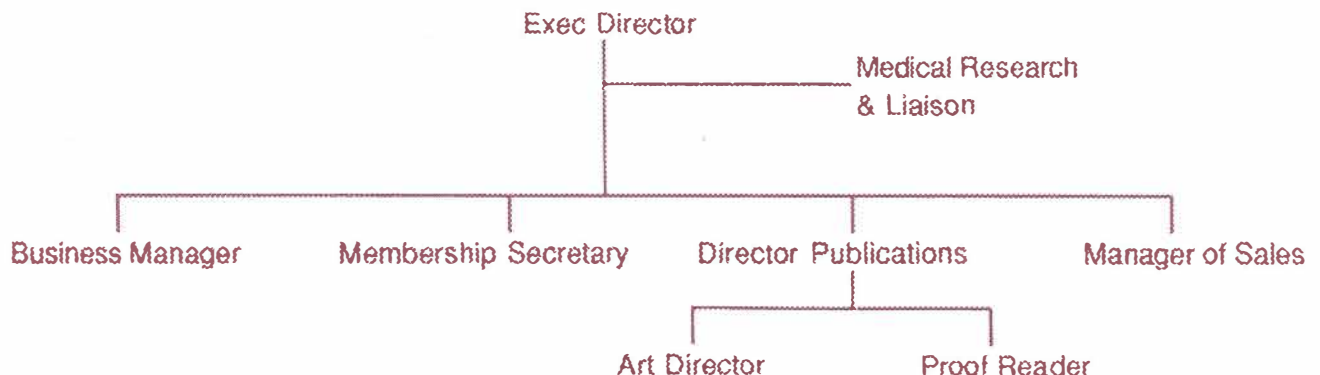
Yvonne Cook-Riley, Director of Operations, who has been a major worker on the IFGE staff for over nine years, is leaving IFGE effective September 30, 1996. She will be exploring ways in which she can continue to serve the transgender community, working more closely to develop our ties with the gay, lesbian, and bisexual community. Yvonne remains on the IFGE Board of Directors, seeks reelection in 1997 and continues to support IFGE.

Alison Laing, Executive Director comments, "I hope that our membership will support Yvonne in her endeavors to support the TG community, and that all of you will support IFGE's growth." ▼

## IFGE ORGANIZATION CHART

IFGE Board of Directors  
Executive Committee

### IFGE STAFF



as of 8/28/96



**CALL FOR NOMINATION OF CANDIDATES FOR IFGE BOARD OF DIRECTORS**

*Dear Members of IFGE:*

My name is Winnie Brant, Chair of the IFGE Nominations & Awards Committee. We are asking your help in searching for candidates for the 1997 IFGE Board of Directors. The new directors will take office during "California Unity", the 1997 California Dreamin' - 11th Annual IFGE National Convention to be held April 15-20, 1997 on the Queen Mary in Long Beach, California.

The members of the Board of Directors are elected to guide IFGE, and must be members of IFGE, but should serve the entire transgender community without bias. Their term of office is three years, and each year one-third of the Board members retire or face re-election. As a member of IFGE, you are eligible to nominate candidates, including yourself, and vote on the final selection.

Your participation at this stage of the election process by nominating suitable candidates is very important. On the reverse, you will find information to guide your consideration of candidates for the Board of Directors. Please read carefully, then fill out the enclosed nominations form and return it by October 15, 1996 to:

**Winnie Brant**  
**PO Box 741**  
**Schenectady, NY 12301-0741**

Thank you for your participation. We hope you can come to Long Beach in April, 1997 and enjoy the Convention on the Queen Mary.

Sincerely,



Winnie Brant  
June 28, 1996

***IFGE Nominations & Awards Committee for 1996:***

Winnie Brant (Chair)	Jane Ellen Fairfax	Nancy Nangeroni
Laura Caldwell	Maryann Kirkland*	Virginia Prince
Jason Cromwell	Michelle Martin**	

\* Chair, Board of Directors Subcommittee

\*\* Chair, Partners in Diversity Award Subcommittee

(Nominations for Partners in Diversity, Virginia Prince and Trinity Awards are also extended until Oct. 15, 1996.)

**NOMINATIONS FOR IFGE BOARD OF DIRECTORS 1997**

**Please print or type clearly.**

**Return this form by August 15, 1996 to:**

**Winnie Brant, PO Box 741, Schenectady, NY 12301-0741**

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Your name: \_\_\_\_\_ Date: \_\_\_\_\_  
Your address: \_\_\_\_\_ Phone: \_\_\_\_\_  
\_\_\_\_\_ Member # \_\_\_\_\_

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**For no more than five nominees, please supply:**

Name: \_\_\_\_\_ Phone (if known): \_\_\_\_\_  
Address: \_\_\_\_\_  
\_\_\_\_\_

Submit 1-3 paragraphs suitable for placing directly onto the ballot in support of your nominee.

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## THE IFGE BOARD OF DIRECTORS ELECTION PROCESS

The International Foundation for Gender Education is a non-profit tax exempt organization serving the entire transgender community and the people affected by that community. The IFGE Board of Directors is the executive branch of IFGE. The Board currently consists of 17 members, but it is planned to reduce the number to 15 in 1997. While members of the Board must be members of IFGE, they are elected to serve the entire transgender community without bias. Each member serves for a period of three years. Each year, one-third of the Board members retire or must be re-elected.

### **The schedule for electing members of the IFGE Board of Directors is as follows:**

- (1) Eight months before the Annual IFGE National Convention, the IFGE Nominations & Awards Committee sends a call for nominations to all members of IFGE. These individuals search for suitable candidates and return their nomination forms to the N&A Committee.
- (2) The N&A Committee contacts all nominees for the Board of Directors to confirm that they are willing and able to serve under the guidelines listed below. The committee edits the nominators' statements and submits the text to the candidates for review before preparing the ballots. Candidates are invited to include mention of the policy goals they would pursue as a board member if elected.
- (3) Three months prior to the Annual Convention, ballots are sent out to all members of IFGE.
- (4) One month prior to the Convention, the ballots are counted and the newly elected members of the Board are notified.
- (5) The new members of the Board take office during the Convention and are introduced to the community.

### **Criteria to become a candidate for the IFGE Board of Directors:**

Candidates must be members of IFGE and agree to perform the following duties to the best of their ability:

- (1) To serve for three years without compensation.
- (2) Accept responsibility for overseeing the affairs and policy of IFGE.
- (3) Serve on an IFGE standing committee.
- (4) Acknowledge that he or she does not represent any special interest group, and will serve IFGE, the transgender community, and people affected by that community without bias.
- (5) To travel to quarterly Board meetings, one held during the Annual IFGE Convention, and three others scheduled at different times and locations during each year.

**Board members are expected to attend at least two of the four board meetings during each of their three years of office.**

### **Members of the 1996 IFGE Board of Directors (boldface indicates term expires in March, 1997):**

Winnie Brant	<b>Jane Ellen Fairfax</b>	Michelle Martin
Eve Burchert	Melissa Foster	<b>Nancy Nangeroni</b>
Linda Buten	<b>James Green</b>	Naomi Owen
Laura Caldwell	<b>S. Kristine James</b>	Virginia Prince (Hon.)
<b>Yvonne Cook-Riley</b>	<b>Sheila Kirk</b>	<b>Abby Saypen</b>
Holly Cross	Maryann Kirkland	Lynn Walker

# 1st National Study of Violence Against TransPeople

Please help us by taking a moment to fill out this survey, as accurately as possible. This study is being distributed, conducted and analyzed by transpeople and friends in GenderPAC. We are trying to understand more about the violence against our community and its causes.

## TELL US ABOUT YOURSELF

Today's date: \_\_\_\_\_

City where you live: \_\_\_\_\_

State where you live: \_\_\_\_\_

### AGE

- 1-  <18
- 2-  18-22
- 3-  23-29
- 4-  30-44
- 5-  45-64
- 6-  65+

### SEXUAL ORIENTATION

- 1-  Lesbian/Gay
- 2-  Bisexual
- 3-  Heterosexual
- 4-  Questioning
- 5-  Other

### HOW DO YOU DESCRIBE YOURSELF?

- 1-  Crossdresser
- 2-  Drag Queen
- 3-  Drag King
- 4-  Stone Butch
- 5-  Nellie Queen
- 6-  Transgendered M
- 7-  Transgendered F
- 8-  Transsexual F
- 9-  Transsexual M
- 10-  Intersexed

### RACE/ETHNICITY

- 1-  African-American
- 2-  Arab/Middle-Eastern
- 3-  Asian/Pacific Islander
- 4-  Latina/o
- 5-  Multi-racial
- 6-  Native American
- 7-  White
- 8-  Other (specify) \_\_\_\_\_

### EMPLOYMENT STATUS

- 1-  Unemployed
- 2-  Part-time employment
- 3-  Full-time
- 4-  Retired
- 5-  Student
- 6-  On Disability
- 7-  On Welfare

### INCOME LEVEL

- 1-  Under \$10,000
- 2-  \$10-\$25,000
- 3-  \$25-40,000
- 4-  \$40-60,000
- 5-  More than \$60,000

1. Have you ever experienced economic discrimination as a result of being transgendered?  YES  NO

If YES, please check all that apply:

- Loss of Job
- Loss of Promotion
- Demotion
- Not Hired
- Unfairly Disciplined

2. Have you ever been the victim of violence or harassment because of your status as a transgendered person?  YES  NO

If you answered NO, you are finished with this questionnaire. If you answered YES, please continue.

3. When you were a child, were you the victim of incest, sexual abuse, sexual touching, or rape by a relative or other authority figure?  YES  NO

4. Review the following list of acts of violence and harassment. For each one indicate if this has happened to you in the last 30 days, the last 12 months, or ever in your life *because of your status as a transgendered person*. (Do not count violent acts that were not related to your status as a transgendered person.)

	This happened to me in the last 30 days? (Yes/No)	This happened to me in the last 12 months? (Yes/No)	This has happened to me during my life? (Yes/No)
Street Harassment/Verbal Abuse			
Being followed or stalked			
Robbed (by one person)			
Robbed (by a group of people)			
Objects thrown at you (e.g., bottles, rocks)			
Assaulted without a weapon			
Assaulted with a weapon			
Rape / Attempted Rape			
Unjustified arrest			

5. Have weapons or other objects ever been used against you because of your status as a transgendered person?  YES  NO

If YES, please check the types of weapons/objects that have been used:

- 1-  Bats, Clubs, Blunt Objects
- 2-  Bottles, Bricks, Rocks
- 3-  Guns
- 4-  Knives, Sharp Objects
- 5-  Ropes, Restraints, etc.
- 6-  Vehicles

## PLEASE COMPLETE OTHER SIDE

This study is sponsored by GenderPAC, dedicated to gender, affectional, and racial equality. Mailed responses can be returned to your local gender organization or GenderPAC, c/o R. Wilchins, 274 W 11th St, NYC 10014 (212-645-1753 or Riki@Pipeline.Com)



**6. Please tell us about the two worst acts of violence you have experienced because of your status as a transgendered person.**

**Worst Incident #1**

WHERE DID IT HAPPEN? (check one):	WHAT CRIMES WERE COMMITTED? (check all that apply):	WERE YOU INJURED?
<input type="checkbox"/> 1. Police precinct/jail/police car <input type="checkbox"/> 2. Private residence <input type="checkbox"/> 3. Public transportation <input type="checkbox"/> 4. Street or public area <input type="checkbox"/> 5. Workplace <input type="checkbox"/> 6. Store or restaurant <input type="checkbox"/> 7. Cruising area <input type="checkbox"/> 8. School or college <input type="checkbox"/> 9. In or around business or bar <input type="checkbox"/> 10. Public event <input type="checkbox"/> 11. Conference or convention <input type="checkbox"/> 12. Other ): _____	<input type="checkbox"/> 1. Assault without a weapon <input type="checkbox"/> 2. Assault with a weapon* <input type="checkbox"/> 3. Attempted Assault with a weapon (includes objects thrown)* <input type="checkbox"/> 4. Verbal Harassment <input type="checkbox"/> 5. Sexual Harassment <input type="checkbox"/> 6. Mail harassment <input type="checkbox"/> 7. Telephone harassment <input type="checkbox"/> 8. Rape <input type="checkbox"/> 9. Sexual assault <input type="checkbox"/> 10. Abduction or kidnapping <input type="checkbox"/> 11. Extortion or blackmail  <input type="checkbox"/> 12. Illegal eviction <input type="checkbox"/> 13. Police entrapment <input type="checkbox"/> 14. Unjustified arrest <input type="checkbox"/> 15. Police raid <input type="checkbox"/> 16. Arson <input type="checkbox"/> 17. Vandalism <input type="checkbox"/> 18. Robbery* <input type="checkbox"/> 19. Larceny/burglary/theft	<input type="checkbox"/> 1. Not injured <input type="checkbox"/> 2. Minor injury <input type="checkbox"/> 3. Serious injury
	<p>*List weapons, if any: _____</p> <p>Value of stolen/damaged property \$ _____</p>	<div style="border: 1px solid black; padding: 5px;"> <b>MEDICAL ATTENTION</b>  <input type="checkbox"/> 1. None required  <input type="checkbox"/> 2. Needed but not received  <input type="checkbox"/> 3. Out-patient (Clinic/MD/ER)  <input type="checkbox"/> 4. Hospitalization/In-Patient         </div>

**TELL US WHO DID THIS? Total Number of Offenders Responsible: \_\_\_\_\_**

**NOTE: For the remaining categories in this section, WRITE THE NUMBER of offenders next to each category.**

AGE:	GENDER IDENTITY:	RACE/ETHNICITY:	YOUR RELATIONSHIP TO THE OFFENDER:
<input type="checkbox"/> # <18 <input type="checkbox"/> # 18-22 <input type="checkbox"/> # 23-29 <input type="checkbox"/> # 30-44 <input type="checkbox"/> # 45-64 <input type="checkbox"/> # 65+ <input type="checkbox"/> # Unknown	<input type="checkbox"/> # Female <input type="checkbox"/> # Male <input type="checkbox"/> # Transgendered - M <input type="checkbox"/> # Transgendered - F <input type="checkbox"/> # Unknown	<input type="checkbox"/> # African-American <input type="checkbox"/> # Arab/Middle-Eastern <input type="checkbox"/> # Asian/Pacific Islander <input type="checkbox"/> # Latina/o <input type="checkbox"/> # Multi-racial <input type="checkbox"/> # Native American <input type="checkbox"/> # White  <input type="checkbox"/> # Other (specify) _____ <input type="checkbox"/> # Unknown	<input type="checkbox"/> # Acquaintance or friend <input type="checkbox"/> # Employer or co-worker <input type="checkbox"/> # Ex-lover <input type="checkbox"/> # Landlord/tenant/neighbor <input type="checkbox"/> # Law enforcement officer <input type="checkbox"/> # Partner or spouse <input type="checkbox"/> # Pick-up  <input type="checkbox"/> # Relative or family <input type="checkbox"/> # Roommate <input type="checkbox"/> # Security force/bouncer <input type="checkbox"/> # Service provider <input type="checkbox"/> # Stranger <input type="checkbox"/> # Other _____

**Worst Incident #2**

WHERE DID IT HAPPEN? (check one):	WHAT CRIMES WERE COMMITTED? (check all that apply):	WERE YOU INJURED?
<input type="checkbox"/> 1. Police precinct/jail/police car <input type="checkbox"/> 2. Private residence <input type="checkbox"/> 3. Public transportation <input type="checkbox"/> 4. Street or public area <input type="checkbox"/> 5. Workplace <input type="checkbox"/> 6. Store or restaurant <input type="checkbox"/> 7. Cruising area <input type="checkbox"/> 8. School or college <input type="checkbox"/> 9. In or around business or bar <input type="checkbox"/> 10. Public event <input type="checkbox"/> 11. Conference or convention <input type="checkbox"/> 12. Other ): _____	<input type="checkbox"/> 1. Assault without a weapon <input type="checkbox"/> 2. Assault with a weapon* <input type="checkbox"/> 3. Attempted Assault with a weapon (includes objects thrown)* <input type="checkbox"/> 4. Verbal Harassment <input type="checkbox"/> 5. Sexual Harassment <input type="checkbox"/> 6. Mail harassment <input type="checkbox"/> 7. Telephone harassment <input type="checkbox"/> 8. Rape <input type="checkbox"/> 9. Sexual assault <input type="checkbox"/> 10. Abduction or kidnapping <input type="checkbox"/> 11. Extortion or blackmail  <input type="checkbox"/> 12. Illegal eviction <input type="checkbox"/> 13. Police entrapment <input type="checkbox"/> 14. Unjustified arrest <input type="checkbox"/> 15. Police raid <input type="checkbox"/> 16. Arson <input type="checkbox"/> 17. Vandalism <input type="checkbox"/> 18. Robbery* <input type="checkbox"/> 19. Larceny/burglary/theft	<input type="checkbox"/> 1. Not injured <input type="checkbox"/> 2. Minor injury <input type="checkbox"/> 3. Serious injury
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