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*Working for freedom
of gender identity and
expression for all
Indiana residents*

INDIANA TRANSGENDER RIGHTS ADVOCACY ALLIANCE
intraa connections

1950 E. Greyhound Pass Suite 18-304 Carmel, Indiana 46033-7730

5th Annual Transgender Day of Remembrance Vigil, Nov. 16

Violent murders of those perceived as transgendered continue at a rate of at least one death a month in the United States, with international figures matching those of the USA. These cases continue to be under-reported and are unlikely to be prosecuted. To raise awareness about these murders, this year INTRAA, the Community Activist Network Developed by Youth (CANDY), and the Grrrls group will mark the 5th Annual Transgender Day of Remembrance with a vigil on **Sunday, November 16, at 4:30 P.M.**, outside the Firefighters Hall on Massachusetts Avenue (across from The Abbey) in Indianapolis.

With great sadness we must note this year that Indiana added three of its own to the list:



Nireah



Brandie

Nireah Johnson, a 17-year-old African-American transwoman and Indianapolis resident, was known for being sweet and funny. On July 23, 2003, she and life-long friend, 18-year-old **Brandie Coleman**, were shot in the head while sitting in an SUV, which was then set on fire. Their bodies were burned beyond recognition. Paul Anthony Moore has been arrested in connection with the incident. Moore faces

two preliminary counts of murder. A second person, Curtis L. Ward, has been arrested as a possible accomplice.

According to court documents, Moore told Marion County sheriff's deputies that he met Coleman and Johnson, who was dressed as a woman, on July 19 near 34th Street and Keystone Avenue. Moore told the deputies he was attracted to Johnson, who he believed was a woman, and who used the name Nireah. Each teen leaves behind grieving family members and church communities. Coleman also leaves behind a two-month-old daughter.

This summer, Indianapolis also lost **Kiki**, a drag performer who lived and worked in the downtown area. As she was returning home from her job one evening, she was brutally attacked by two individuals who robbed her, beat her around the head and shoulders, then left her to die on the steps of her apartment building. She was taken to Wishard Hospital where she was kept in a medically-induced coma due to the severity of her injuries. She died a few days later.

Transgender Day of Remembrance is held each November on the anniversary of the death of Rita Hester, a transwoman who was murdered in New York City in 1998. Her death inspired the "Remembering Our Dead" web project (www.rememberingourdead.org) and the first Transgender Day of Remembrance Vigil held in San Francisco in 1999. Last year's Transgender Day of Remembrance was honored with events in over 90 locations in 8 countries.

My Transition at Work – by Bree Anna Hartlage

You're going to do what??

I am a career federal civil servant for the Department of the Navy. Most people don't think of Navy bases when they think of Indiana, but there is one! NSWC Crane is located about 30 miles southwest of Bloomington. Everyone who knew that I would be transitioning there could hardly imagine what it might be like to do so at a military base in a "bible belt" of Indiana. Frankly I agreed with these folks. I believed it

would be a challenge, but I also couldn't imagine continuing to live life while pretending to be male.

My transition really started in July 2001 when I had the good fortune to be detailed to an assignment on the Isle of Kauai, Hawaii. Going to Kauai allowed me to explore my gender identity in the freedom of relative anonymity. I got both ears pierced and my hair grew out

(See "Transition" page 4)

Share Your Story of Discrimination

make it happen

We need your help! INTRAA is working with LGBT organizers across the state to make sure your voice is heard at the statehouse in the 2004 legislative session. We are calling on all transgender, transsexual, intersex, and gender variant people in the state of Indiana to speak up!

When speaking with legislators and other public officials, we are often met with a misperception that discrimination is infrequent and not that severe. We need your help to educate our elected officials on the scope and severity of discrimination our community faces on the job, in education, public accommodations, and in credit decisions.

Help INTRAA help you, by sharing your story. You may submit your story via email to mystory@intraa.org or via snail mail to the INTRAA address below.

Be sure to include: (1) **your name**, (2) **address** (helpful to target elected officials by sharing stories of people from their district), (3) a **description** of the discriminatory situation, (4) a **way to contact you** if we have follow-up questions, and (5) what level you are granting INTRAA **permission** to use your story: (a) okay to share with legislators with my name intact; (b) okay to share with legislators anonymously; and/or (c) willing to meet with legislators to discuss my story in person.



Looking for Support?

Check Out These Indiana Peer Support/Discussion Groups!

- ? Bloomington TG Group
<http://www.bloomingtontg.org/>
- ? Gender Dialogue, Bloomington
cafische@indiana.edu
- ? IGS — International Gender Support, Indianapolis
<http://members.iquest.net/~kaylin/igs.htm>
- ? Indy Boyz — For FTM + /SOFFAs, Indianapolis
<http://www.indyboyz.org>
- ? IXE — Indiana Crossdressers Society, Indianapolis
<http://www.geocities.com/WestHollywood/Stonewall/5745/>
- ? TONI — Transgender Outreach of Northern Indiana
http://www.geocities.com/toni_site01/
- ? Up the Stairs Community Center — Transgender Discussion Group, Fort Wayne
<http://www.gayfortwayne.com/utscc/transgender.htm>

Let us know of other groups that should appear here!

intraa *connections*

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Indiana Transgender Rights Advocacy Alliance

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Indiana Equality Update

After a successful statewide press conference on June 9, 2003, INTRAA representatives have continued to be involved with the Indiana Equality (IE) effort to get "sexual orientation" and "gender identity" added to the Indiana Civil Rights Law. This change would prohibit discrimination against gay and transgendered people in employment, education, public accommodations, and housing in the state of Indiana.

Lobbyist from IE have been busy talking with state legislators and getting commitments of support for changing the law. IE plans to introduce the bill in the 2004 legislative session.

INTRAA members have been busy educating the public, political candidates, and elected officials about the importance of including "gender identity" in nondiscrimination laws.



We started in June with a booth at Indy Pride and followed that up with a booth at the Tri-State Alliance Pride picnic in **Evansville**. We held INTRAA informational meetings in June and August to discuss IE and its goal. In October, INTRAA members assisted with an IE fundraising effort in **Columbus** and discussed "gender identity" with Isaac "Ike" Randolph and Linda Ivey, two Republican candidates for **Indianapolis** City-County Council.

On October 17-18, INTRAA members participated in the Conference for Economic and Political Change in **Columbus**, co-sponsored by IE and Indiana NOW.

On November 3, INTRAA representatives will meeting with Civil Rights Commissioners in **Lafayette** to discuss adding "gender identity" to the state and local civil rights laws. On December 4, INTRAA members will participate in a fundraiser for IE to be held in **Indianapolis**.

Gender Stereotypes: Myth vs. Fact

MYTH: Gender stereotyping in the workplace is a women's problem.

FACT: According to the New York Times, almost one in seven new claims filed with the EEOC are male-on-male gender harassment, double from only a decade ago. For example, Joseph Oncale, plaintiff in the Supreme Court case *Oncale v. Sundowner*, was repeatedly menaced by oil rig co-workers for being slender, blond, longhaired, and wearing an earring.

MYTH: Gender stereotypes are only a problem among adults.

FACT: Children of all ages from toddlers to teens complain of harassment or bullying to force them to conform to gender norms. And it can create long-term problems: a recent university study showed that adherence to strict codes of masculinity hardness, aggressiveness, and emotional distance is a leading cause in academic under-achievement among teenage boys.

MYTH: Only gay and transgender people are targeted for transcending gender stereotypes.

FACT: Anyone who doesn't meet expectations for a "real man" or a "real woman" can become a target, from a successful professional like Anne Hopkins in the Supreme Court's *Hopkins v. Price Waterhouse* case, who was refused partnership because she was considered by her male colleagues as being too "macho" and "unladylike," to African-American bus-driver Willie Houston, who was killed while celebrating his engagement when a man became enraged at seeing him holding a blind friend on one arm and his fiancé's purse on the other.

MYTH: Federal legislation to stop gender violence already exists.

FACT: Gender is excluded from federal hate crimes legislation. The FBI is not authorized to collect statistics on gender-bias, and, as the murder of Brandon Teena (memorialized in the movie,

Boys Don't Cry) showed, federal authorities are not authorized to act when local officials fail to ensure that justice is done.

MYTH: Gay, lesbian, and bisexual Americans are only discriminated against because of their sexual orientation.

FACT: In a recent GenderPAC survey, one third of gay, lesbian, and bisexual respondents who suffered workplace discrimination reported that it was due at least in part to their gender. For example, in New York's *Dawson v. Estée Lauder* case, 32 year-old Dawn Dawson was fired for allegedly looking "too butch."

MYTH: Gender stereotyping affects few Americans, and mainly those who want to change their sex.

FACT: In fact, at some time in their life, almost every American is shamed, harassed, isolated, or even attacked because they don't meet someone's idea of a "real man" or a "real woman."

MYTH: Boys will be boys: bullying is wrong, but natural.

FACT: It's not only not natural, but it's increasingly violent. Five of eight assailants in recent school shooting incidents were reportedly students who had been repeatedly gender-bashed and gender-baited in school. In 2002, gay and transgender two-spirit Navajo teen Fred Martinez, Jr. was beaten to death by another student in Cortez, CO. Victims of school bullying are not confined to boys: a recent Harvard University report revealed that 20% of teenage girls are assaulted by a boyfriend, increasing their risk of bulimia/anorexia, early pregnancy, drug abuse, and suicide.

Transition

(Continued from page 1)

enough that within a month of being there I was wearing a pony tail. I was spending more and more time after work as female. Five months into the tour I started taking hormones. At eight months, it was very obvious that the original expectation of a three year tour wasn't going to happen and I needed an exit plan—one that would allow me to transition on the job.

From Kauai, I called my supervisor in Indiana. When I told him I was TG, he said, "I know." After recovering from that startling revelation, I went on to tell him of my intention to transition, to live full time, and that I might be having surgery. He asked, "Will you still be able to do your job as well as you do now?" When I said yes, probably better, he said, "I don't understand it, but I don't care." So in September 2002, I moved back to Indiana to begin this new stage of my life.

A dual life

I returned to Bloomington, where I began living a dual life: male at work and female after work. Several months of that was about to give me ulcers. In March 2003, I approached my boss again, told him it was time to transition, and that I would be doing so in July 2003. I didn't ask for permission. I just told him what I was going to do. Although there are no specific anti-discrimination protections for gender identity for federal civil servants, it is also very hard to fire some one unless they do something criminal. Since I am considered to be a good performer, it would be extremely hard and time consuming for them to try to fire me for poor performance.

From March to July, there were many meetings with my supervisor, his supervisor, representatives from legal counsel, EEO, employee assistance (human resources), and training. The discussions revolved around two central themes: (1) how much to discuss with, or to conduct training with, the general workforce about my transition, and (2) the bathroom. Additionally, all of the supervisors in our directorate were brought together and informed. For perspective, when I say general workforce, I am referring to those who worked in my immediate department—approximately 120 people. In total, there are over 4,000 employees on the base. I also purchased an excellent resource that I made available to co-workers, *Transsexual Workers: An Employer's Guide* by Janis Walworth.

Setting a positive tone

One of the things that helped me the most was getting help from a "Transition Specialist," Hawk River Stone. He helped me to prepare for meetings with management and provided crucial editing skills for two documents I submitted to management, which represented the formal documentation of my intention to transition on the job. He helped create a positive tone for the transition rather than me coming across as a victim asking for permission.

To create an opportunity for notification and/or training of the general workforce, I decided to take the last two weeks of July off as vacation. Before leaving, I provided my supervisor with my "coming out letter". While I was off, management informed the work force of my transition. Upon my return, I was informed they basically said, "It's going to happen—deal with it." Employees were provided with my letter and a bunch of informational sheets (from Hawk Stone), explaining gender identity and transgender issues. Employees were also provided with resources such as books, tapes, and employee counseling.

First day back

On August 4, 2003, I returned to work as my true self—Ms. Bree A. Hartlage—becoming the first transsexual to openly transition on the job in the 60-year history of this base. When I returned, I was presented with "the solution" for the bathroom.

Including myself, there are seven women in the building that I work in (3 of them are very okay with me, and 3 are not). There is only one women's restroom in the building; it has two stalls. A magnetic sign was put on the door that says "In Use" or "Vacant". I am required to use it, and the other women have the option of using it. A privacy lock was also installed on the door. It turns out, the 3 with concerns use the lock—which is aggravating at worse—tolerable at best. I should also add that there was a card and some gifts from the 3 women who have accepted me as female from the time I first told them of my transition. It was so sweet of them. I was really touched.

It's been about two months now, and essentially that's all there is to report. I get a few stares, a few slips of names and pronouns, but all in all, it's been an extremely smooth transition. I recently participated in a two-week-long session of all day training—it was painfully boring. I did not know most of the people in the class, but it was nice to have them realize I was in the class, then treat me with respect anyway.

It has not been a sacrifice-free transition. I know many people on the base, most of whom would be considered a "friendly acquaintance". Since my return to work, about a half dozen of them refuse to speak to me or acknowledge my presence. I am grateful that no one whom I regularly work with is being that rude. With my stress level declining, I believe that I am a better employee now!

The key elements that allowed me to successfully transition on the job were: being willing to be open and honest with key people, educating my employer and co-workers, planning and preparation, being willing to compromise, maintaining a positive attitude, and being a valued employee.

I am very proud of the employees and managers at our base. Without necessarily understanding why, they have stepped up and done the right thing for everyone concerned.

Diversity at this Navy base is real—not just a slogan!

Each time a person stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope.

That ripple builds others.

Those ripples—crossing each other from a million different centers of energy—build a current that can sweep down the mightiest walls of oppression and injustice.

—Senator Robert F. Kennedy, 1966

The Gender Variance Model – a Multipurpose Educational Tool

Transgendered people are the most stigmatized and misunderstood of the larger sexual minorities (Gay, Lesbian, Bisexual, Transgender). Since most people expect gender and physical sex to be “consistent,” transgenderism and even transsexualism can be almost impossible to understand by those who are not transgendered themselves. However, one approach to increasing the general public’s understanding of transgender, transsexual, and gender variant people is to point out the many other forms of gender variance exhibited by all kinds of people regardless of their social or gender identities.

The Staple Concepts

Sex is the physical anatomy and biology that determines whether someone is male, female, or intersex.

Gender Identity is someone’s internal sense of his or her own gender.

Gender Expression is the manner in which an individual communicates his or her gender to other people via clothing, hairstyles, activities, preferences, body shape, etc.

Since most people conform to societal gender norms, they have a gender identity that is seen as congruent with their gender expression and physical sex. Those people who cannot or choose not to conform to the societal gender norms associated with their physical sex are considered to be **Gender Variant**.

Transgender is an umbrella term used to describe visibly gender variant people who have gender identities, gender expressions or gendered behaviors not traditionally associated with their birth sex. Transgender can also mean anyone who transcends the conventional definitions of ‘man’ and ‘woman’, and who use a wide variety of terms to self-identify.

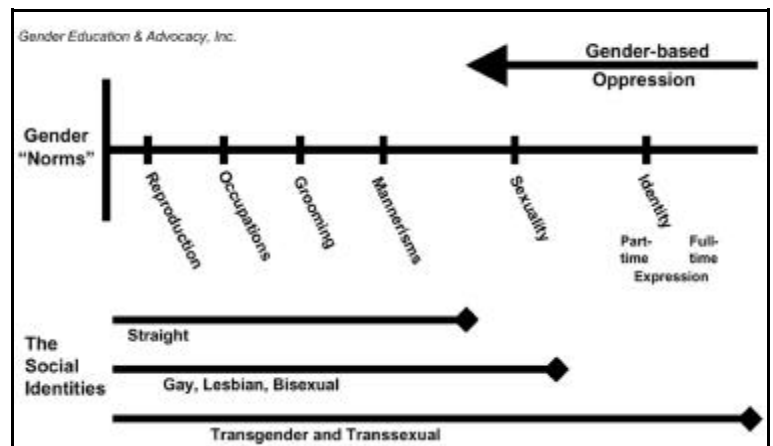
Transgender is often mistakenly understood to mean **Transsexual**. Transsexual people, who have undergone or seek to undergo sex reassignment, comprise a minority within the transgender population. Most transgendered people do not wish to change their sexual anatomy.

Explaining the Gender Variance Model

There are actually many ways to be gender variant. The model shows the range of ways to be gender variant across social identities. The Arrow coming from the right side of the model represents Gender-based Oppression, which attempts to force all forms of gender variance back to the Baseline bar of Gender Norms at the left side of the model.

The Categories of Gender Variance

REPRODUCTION and MARRIAGE: Due to the Women’s Movement of the Seventies, it’s common today for many women to choose not to get married or to not have children. However, in some geographical areas and within some traditionally conservative cultural groups, making these



The Gender Variance Model

choices is clearly going against gender norms and thus gender variant.

WORKING IN STEREOTYPICALLY GENDERED OCCUPATIONS: Men who are nurses or flight attendants, and women who are construction workers or police officers.

GROOMING: Men with long hair or earrings, and women with short hair, facial hair or tattoos.

MANNERISMS: Feminine mannerisms in men (such as high-pitched voices) or masculine mannerisms in women (like aggressive attitudes).

SEXUALITY: Since gender includes the entire spectrum of human behaviors, it must also include sexuality. Thus, even though most of them don’t realize it, gay, lesbian and bisexual people also are gender variant, because they are defying cultural gender norms for their sexualities by having same-gender sexual relationships.

Due to **trans-ignorance**, transgendered people are commonly misperceived to be gay or lesbian because of their appearance, which is often that of a masculine woman or a feminine man—the cultural archetype of lesbians and gay men.

IDENTITY: This is the transgendered section of the gender variance spectrum. It includes both part-time (crossdressing) and full-time (gender transition) cross-gender identity shifts.

For transsexuals who transition from one sex to another, the degree to which the individual can “pass” in the other sex (appear as a non-transsexual person) can determine the degree of gender-based discrimination and harassment the individual is likely to receive. However, it can take years to affect the physiological changes and adapt to new social roles. It also can be quite difficult to access transgender care, due to the lack of willing providers, the lack of health insurance coverage, and its expense. Lack of passing privilege explains why transgendered people are subject to a disproportionate amount of homophobic violence, harassment and discrimination, commonly referred to as **transphobia**.

helpful resources

- Bodies Like Ours**
www.bodieslikeours.org
- Gender Education and Advocacy (GEA)**
www.gender.org
- Gender Public Advocacy Coalition (GPAC)**
www.gpac.org
- Indiana Equality (IE)**
www.incoalition.org
- Intersex Society of North America (ISNA)**
www.isna.org
- Remembering Our Dead**
www.rememberingourdead.org
- Find Your Elected Officials (Marion County)**
arcimsnt1.indygov.org/PollingLocator/
- LGBT Voter's Guide (Marion Country)**
www.indyfairness.org
- Find Your Elected Officials (Indiana)**
www.vote-smart.org

Meet Your Newest Board Members

The Nominating Committee is pleased to announce that on Saturday, September 27, 2003 at the first annual meeting of the membership, two new board members were elected and three existing board members were re-elected. **Bree Hartlage** of Bloomington and **Kaylin Robins** of Indianapolis join the board each for a two-year term.

Existing board members, **Emily Singleton**, **Bryan Sirtosky**, and **Lori Stone Sirtosky** were re-elected and also begin a two-year term.

Rounding out the rest of the board are existing members, **Vivian Benge**, **Jessica Wilch**, and **Alison Scott**, who are now in their second year of a two-year term.

We would also like to extend a special thank you to outgoing board member, **Anne Johnson**, who served as a founding board member over the past year.

Board elections are held annually with half serving alternating two-year terms. Officers elections take place annually at the first meeting to follow the board elections. The next meeting of the board of directors is scheduled for **Saturday, October 25th, 12 noon at JesusMCC.**

Members and allies are welcome to observe this meeting.

Indiana Transgender Rights Advocacy Alliance

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INTRAA is a §501(c)(4) nonprofit organization. Contributions to **INTRAA** are *not* tax-deductible or refundable.

REEL GENDER: Transgender Film Series Kicks Off December 5th

Join us for the best in transgender film! INTRAA announces our film series **REEL GENDER** starting **Friday, December 5th**! We will be showing transgender-themed dramas, comedies, documentaries, and independent films on the campus of the Unitarian Universalist Church of Indianapolis (UUI) with light refreshments and an opportunity for discussion afterward. **Admission to the movies is FREE!** REEL GENDER is co-sponsored by Interweave, the LGBT group at UUI.

Our first film is **MA VIE EN ROSE** (My Life in Pink), the international award-winning story of a little girl born in a little boy's body. Convinced that he's the product of misplaced chromosomes, Ludovic truly believes that a miracle is going to happen. He will become a girl, no doubt about it. He's in love with Jerome, his school mate, and son of his father's colleague. When his secret is discovered, the otherwise friendly suburban neighborhood is horrified by the gender confusion, with the cruelest blows coming not from teasing classmates but intolerant adults. Ludo tries hard to be butch, but he can't deny his nature. As his family stumbles and struggles to come to terms with Ludo, they find something special within him, an innocent conviction so powerful and pure that it's infectious.



MA VIE EN ROSE (1997) (PG)
89 min, color 35mm, French

Friday, December 5
6:30 pm – 9:00 pm

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Church of Indianapolis

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FREE ADMISSION!

Future Titles . . .

You Don't Know Dick (1997)
Is It a Boy or a Girl? (2000) / Hermaphrodites Speak (1996)
Normal (2003)
Southern Comfort (2000)
Flawless (1999)
Boys Don't Cry (1999)
Adventures of Priscilla, Queen of the Desert (1994)
Sir: Just a Normal Guy (2001) / Just Call Me Kade (2001)



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