

# Halloween 2000 Pics - Finally!

The Channel

TGSF

TransGender San Francisco  
(formerly FTVC)



TGSF TransGender San Francisco is a group for all members of the Transgendered Community. Transgender is used as an umbrella term that includes female and male cross dressers, transvestites, drag queens or kings, female or male impersonators, intersexed individuals, pre-operative, post-operative and non-operative transsexuals, masculine females, feminine males, all persons whose perceived gender or anatomical sex may be incongruent with their gender expression, and all persons exhibiting gender characteristics and identities which are perceived to be androgynous.

# The Channel

TGSF (TransGender San Francisco, a California non-profit corporation), is a non-sexual, membership based organization serving the educational, social, and recreational needs of gender-gifted people, their spouses, significant others, family members, friends, and professionals in the helping services. For details about TGSF programs, membership, article submission guidelines and classified ads, please write to TGSF Secretary, PO Box 426486, San Francisco, CA 94142-6486.

## ExCom 2000 - 2001 Officers

(Fiscal Year: May 1 - April 30)

President ..... Nicole Cook  
 Vice President ..... Aiyana Eveningstar  
 Secretary ..... Debbie Cook  
 Treasurer ..... Deborah  
 Education .... Stephanie Ann Blythe / Jennifer Antoinette  
 Outreach ..... Telzey Adams / Kalani Makanani  
 Social ..... Tianna "Diva" DeVil / Serena Anderson

## Membership Report

As of November 15, 2000

Membership ..... 205  
 Total Fiscal Year 1999-2000 Membership ..... 230\*  
 New Memberships This Year ..... 29

\*Past membership was being calculated incorrectly; this is a more accurate total for that membership period.

TGSF (TransGender San Francisco) is a CA non-profit corporation. Donations to TGSF are TAX DEDUCTIBLE on both Federal and California income tax returns. Talk to your tax advisor for details.

The Channel, the TGSF Newsletter, is published monthly. Submissions should arrive at TGSF by the 15th day of the month preceding publication. Contents reflect the opinions of the contributors and are not necessarily those of TGSF. Other organizations may reprint or reproduce uncopyrighted portions of the newsletter for their members, provided TGSF is acknowledged as the source of the material. Copyrighted materials may be reproduced only with written permission from TGSF.

## Newsletter Staff

Editor ..... Ayme Michelle Kantz  
 Advertising ..... Debbie Cook / Ayme Kantz  
 Contributing Photographers, this Issue: ..... Telzey Adams,  
 and Rachael Janelle

## Ad Rates

	Per Issue	Six Months	Per Year
Business Card (3-1/2 x 2)	\$ 25	\$125	\$ 250
4x5	\$ 60	\$300	\$ 600
Full Page	\$100	\$500	\$1000

Personal ads from TGSF members: \$10 for up to 40 words per issue. We will not accept ads with a sexual objective. Ad deadlines are the 15th of every month. Send ad copy and check or money order to TGSF, Advertising Dept., PO Box 426486, San Francisco, CA 94142-6486. **Please support our advertisers, and tell them you saw their ad in The Channel!**

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**415-564-3246**



## FROM THE EDITOR...

Time for year-end reflections. Some would say the "real" millennium is approaching (Stanley Kubrick, where are you!), the doomsday-sayers will get another shot at it, and as for me it's just another day in the Life. The year 2000 found me all over the map - the first five months in Oklahoma City, blissfully unaware that change was again looming. Four months in the Rurals of Minnesota for the summer left me refreshed and revitalized, but hankering for something called Home. And the last three months found me back in the Bay Area, seamlessly returning to the life I once led before I left San Francisco to be with a man I adored. And I still love him. My heart doesn't ache with it like it used to, but if he ever decided that he'd like to come back to California, he'd be welcome.

So here I sit in a posh new pad, working for my old company, dating some interesting people (men, women and those of us in-between), no longer confused or really all that concerned about my sexuality. I've reverted to the old axiom of the 80's - if it feels good, just do it (albeit safely of course). Which seems to be the creed of a subculture I've never explored much, that of the Bi-sexual Community.

Certainly I pretty much know what's going on in the Gay, Lesbian and Trans communities. I just assumed that Bi's sort of fell in the middle somewhere, basically dealing with Hetero issues yet honest enough with themselves concerning their own sexual interests. Well I couldn't be more wrong - the Bi's have their own agenda, culture and social network - obviously crossing the lines between the other three communities (and overlapping with yet another community called the Poly's), but still forging their own identity. And all I can think of at the moment is "Damn Labels." Why is it still so vitally necessary that we each round-peg ourselves into a square hole? Is it so that we can recognize each other? (Gay-Dar notwithstanding). Is it so that we can equate the label to reach some sort of comfort level, not only with them, but also with ourselves? Do you care?

I suppose we should care. Without the label, my God we'd have to blindly reach out and communicate openly with total trust and honesty to learn anything, let alone grow and evolve. Not many of us are willing to risk that much rejection. Yet the label acts as a filter for the big Relationship Query. Instant recognition. Show me everyone who is NOT like this please... or, for that matter, give me everyone who is. How the hell was this done before the Internet and search engines came along? I think back to that period and realize it was not easy at all. It was downright difficult to determine who I was without a reference point or a standard to live by that I was comfortable with. And I had no idea where to look other than the adult bookstore - fine for fantasies but definitely lacking credibility. Certainly Het/Gay/Lez/Bi/Trans communities existed long before I came into the world. But as the year 2000 draws to a close I'd have to say that the Information Age we live in has given rise to the Almighty Label - a double-edged sword on which we all perch precariously.

We have evolved through the "Everything You Always Wanted To Know About Sex But Were Afraid To Ask" period. We've progressed past the "I'm OK, You're OK" and "Learn How To Say No" self-help era. And now we've got the worldwide web, Martha Stewart and Viagra. Is it me or are we running in circles here? Just who IS running the Revolution these days, and which one should we join - "Street Fighting Man" or "All You Need Is Love"? Do we plunge into "Power To The People" or should we just throw up

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## YOUR CHIEF SERVANT

By Nicole Cook

It has been another exciting month and a lot is happening. The Transgender Political Caucus received responses from many of the candidates running for office in San Francisco. You can now see parts of the building of the new LGBT community center on Market in San Francisco and the SFTG Human Rights Implementation

Task Force is about to begin with actual programs designed to better the lives of the TG population in San Francisco. This is all great, but each of these organizations can use more help.

In many cases even a small amount of help can make a big difference for these organizations. You can help if you are out or even if you are a member by mail. This is a chance where you can participate in making a difference in our community. I try to attend as many of these events as I can but I can not do it alone. I would like to see significant participation from TGSF in all of these organizations. After all it is you who benefit from their work. We will begin running a information box in the Channel that will give you information on how to contact these organizations. I would like to recognize several of our members who are already serving on one or more of these committees. If I miss someone please let me know about it so I can recognize you as well. To my knowledge the following members are on the TG Political Caucus: Theresa Sparks (The Organizer), Marcia Chapdelaine, and Jamie Fenton. On the Task Force we have: Theresa Sparks, Marcia Chapdelaine and Mr. Stacy Jackson. On the sub committees we have Tianna DeVille and Lynnea Stewart volunteering as well. There are also several former members of TGSF helping on these committees.

One other event that I would like to say something about was the Miss SGA pageant held on November 11th. First let me thank all of those who attended, it was great to see you there, I hope you had fun. I would also like to extend a special thanks to those of you that helped make the event possible. **Jamie Fenton** - You were great working the technical booth. It was the smoothest event I have done there with respect to getting the technical stuff working, Thanks! **Stephanie Ann Blythe** - You did a great job keeping the people behind the scenes moving and getting them to the right place at the right time. It was really nice having you there when we had to revise the schedule on the fly, Thanks! **Trina Bloom** - Thank you for working the door. That is a hard job to fill sometimes and I appreciate your doing it, Thanks! **Sarah Lee** - In the last event I had to run the spotlight. It was really nice not having to worry about it. You did a great job, Thanks! **Krystal Powers** - Thanks for finding us some raffle prizes. I was impressed that you went downstairs and got the Brickhouse to donate a prize, also thank you for running the video camera. Thanks! **Michelle Roth** - Thanks for doing the photography, I can't wait to see what kind of pictures we got. Thanks! Our Judges - **Thomas Kennard, Carla Blair, Marga Meyers** and **Julia Hughes** - You were all great, I appreciate your participation and I would love to have you back at a future event. Thanks!

Then there are the people who really saved my tush, by covering every gap that appeared during the show:

**The Outrageous Miss Didi Mau** - When I am in a jam (like when performers don't show up) I can always count on Didi to jump in with extra material (well performance material, obviously I don't mean cloth), Thanks! **Tianna DeVil** - Was saving me left and right, performing numbers on the fly, stalling while things were organized back stage and maintaining a calm image while behind the scenes things were anything but. Thanks! **Debbie Cook** - What can I say?? She is the best. That's why I married her. Without her I would not be able to do what I do. Thanks! It is important to note here that it requires several people from a number of different places to come together to make a show happen. I feel privileged to be among a group of such people.

## From the Editor...

Continued from Page 2

our hands and scream "Stop the World, I Wanna Get Off"? In the Human Resources world I work in, it's even more prevalent - the oh so politically correct, precisely used terminology. The labels are guideposts marking safe boundaries lest ye stray outside them and give rise to lawsuits.

I guess I'm longing for, and clinging to the hope that, one day (at least in my lifetime), human beings find a way to tear down the invisible and physical walls that separate them from each other - the ones that keep them safe yet imprison them at the same time. Labels are one way, I suppose, of doing that - yet I can't help but feel that a label is just another barrier. And yet, I still feel my hackles rise when I get asked, "are you a guy?" No honey, I used to be but I got over it: Thereby reverting to my comfort label of "woman." While I realize that I'll never be truly "female," I am forced to state my label to reaffirm my identity and to justify my existence. So while I may abhor the label, I am forced to use it to establish an understanding.

So what's next? What's beyond the Label? Where do you see our various subcultures merging and how? With the advent of new leadership, TGSF has taken steps to bridge gaps, cross barriers, and tear down the walls between us. Our affiliations and network is reaching far beyond our founding membership's scope - we're not just a bunch of hetero white male crossdressers searching for a party anymore. TGSF has embraced diversity and all its inherent problems and advantages, and now we're chock full of labels and people who identify sexually in all sorts of various ways.

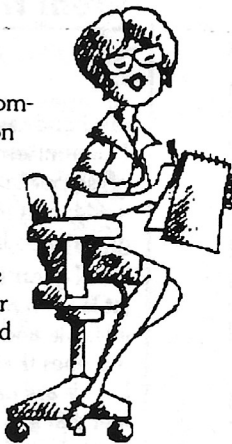
So where's the common ground? What brings us all together and unifies us? Right now it seems that political and socio-economic civil rights (or lack thereof) is what's driving this buggy, fueled by retaliation against the discrimination and violence wrought upon us. And while it's essential that we all share in and enjoy the benefits of basic civil/human rights, it seems to me that that's a lot of negative energy we're expending. Fight the good fight. Fight being the operative word here.

Such a paradox - I want to wear the mantle of feminine gentleness and compassion, yet I must don masculine, aggressive fighting gloves to get what I want, particularly in the courtroom, the workplace and even at home. And that's just an MTF perspective (albeit my own) - I can't imagine how a FTM feels about it all. And I'd love to learn - do you guys get a rush at flexing your newfound testosterone-induced muscles and exercising your power? And do any of you feel guilty at buying into the "It's A Man's World" mentality? And let's face it - it still is a man's world. All het/gay/lez/bi/trans issues aside, women in this world are STILL struggling for respect, equality and even basic survival, and that goes way back doesn't it?

The concept of gender has become so fluid nowadays. Like Mercury, it has no shape of its own unless it's confined somehow. We are so intent on defining ourselves and the only way to do it is by using a beaker with a label on it. I guess what I see happening next is people smashing the glass and letting it trickle and flow where it will. There are a few of us who've already ground their vials of mercurial gender to dust - Pat Califia, Sue Stryker and Leslie Feinberg come to mind. They've chosen to break the mold and let gender flow where it will. And a lot of us don't understand that. I mean, isn't it chaotic? Isn't it confounding? It undoubtedly scares the hell out of most folks. But it's Change, people! Sure it can be frightening, but life's too short to bolt like bunnies, back to the burrow. If our lives are to have any meaning, we've got to reach out and find that common ground - we've got to lose the labels, smash the glass and go with the flow. A real Magic Carpet Ride. Bring it on!

## EXCOM MEETING MINUTES

The monthly meeting of TGSSF's Executive Committee was held in Berkeley at the Pacific Center on November 5, 2000 at 4:00 p.m. In attendance were President Nicole Cook, Vice President Aiyana Eveningstar, Secretary Debbie Cook, Outreach Co-Chair Kalani Makalani, Outreach Co-Chair Telzey Adams, Education Co-Chair Stephanie Ann Blythe and Social Co-Chair Tianna DeVil. Treasurer Deborah, Education Co-Chair Jennifer Antoinette and Social Co-Chair Serena Anderson were absent. Lynnea was our guest.



The meeting was called to order at 4:10 p.m.

**President** Nicole indicated that we still needed a 3<sup>rd</sup> person to join Renaissance before we can become an affiliate of their organization. The requirements were that 3 members of TGSSF be members of Renaissance and there was a \$25 per year fee. Stephanie Ann will look into becoming a member so we can proceed.

The surrounding events for the Cotillion are being handled by Nicole and Debbie. Nicole mentioned that we have a hotel for the 4-day event. The rate they quoted us was amazing at \$75.00 a night with it being right on Market Street. It's close to most everything. The hotel has a Brazilian Restaurant that matches our theme "Carnivale Brazilia". The hotel will also be providing a brunch for us that will accommodate up to 90 people. We have been sending out more than 1000 flyers to different places so far which have updated information on prices for the event packages.

The wine tour has been set up. The company who has given the bid is being quite accommodating. They have busses ranging from 6 person busses up to Greyhound style busses.

There will be registration packages that go out to those who register early. At the hospitality suite there will be registration information there as well.

Nicole has been working more with FTMI and trying to get them involved with the Cotillion. The president, Dion Manley, is swamped right now. They would like to participate, but since they are so busy, it may not happen.

Nicole would like to propose a Cotillion membership drive. The proposal would be that if you joined TGSSF during the 4-day event, you would receive 3 months free membership. We would like to see our membership go up. There is a potential to receive a large number of new members this way. Nicole makes a motion that the membership drive be approved. Tianna seconds. Motion passes.

Something similar to that would be a good idea to add to the website as well. . . be a member from a distance. Spell out why it would be a good idea to be a member of TGSSF even if they don't live in the area.

**Vice President:** The first and most important thing coming up right now is the demand for tickets. Dear Diva is out of town for the next couple of days and she and Stephan is going to be in charge of getting the tickets printed up. Stephan will also be doing color posters for the event as well.

The venue has not been paid for yet. We are waiting for a call back from the person who handles the booking of the Design center.

The MC is Brian Keith this year. He participated in the Cotillion last year. Dear Diva is the director of the show. There will be a band with dancers that will do 4 different Brazilian dance numbers during the show.

Aiyana needs a copy of the contestant handbook.

Marcia Chapdelaine and Andrea Drane are working on advertising for the Cotillion. Sponsors are a big problem again this year. The position is available at the moment, but there may be someone interested in doing advertising so we can get Marcia to do sponsorship.

We currently don't have a ticket person. Nicole and Debbie will handle the tickets since we are handling the events around the Cotillion. It would probably be easier for us to do anyway. Prices have not been approved yet, but we will confirm that at the next Cotillion planning meeting.

Aiyana is still trying to figure out who would be a good contestant coordinator. Debbie suggested Fuji from last year who seemed to always be on the ball even though she was under the weather. Aiyana will ask her.

Aiyana wondered how many people we might expect for the Cotillion this year so she can get a quote from the caterer. Nicole mentioned that we are hoping for around 400-500 people this year. Aiyana will step up the number of people served from last year.

**Secretary:** Membership has been up over the last four months. We currently have 225 members, up from 215 last year.

Last month's meeting minutes were approved.

**Editor:** The newsletter went out late, but it has gone out. We are over on the budget for the newsletter because of the flyers for the Cotillion being added to the package as well as a mailing to the non-members.

**Publicist:** 1 advertising renewal, and 1 new.

**Treasurer:** Secretary Debbie reports in the absence of the Treasurer that is currently \$4,128.94 in the bank. There are numerous memberships that came in over the past couple of days that will be deposited which will bring the bank account up to \$5,081.94.

We received a letter from the City and County Tax Collector that every year needs to be sent back to them. We don't have to pay them any money, but we need to supply them with a copy of TGSSF's exemption status.

Tianna submitted her expenses for Miss TGSSF's appearances at 140 of the coronations and banquets. Her expenses totaled \$140.00.

**Social Chair:** Tianna will be the MC for the Miss SGA pageant in Sacramento on November 11<sup>th</sup> upstairs at The Brickhouse (formerly Joseph's). The restaurant provides Southern cooking. Yummy !!

The November mid-month is at Café Mars. There was a complaint that some of the staff was discourteous to our group. Tianna plans on talking to one of the managers.

The November End-of-Month will be at the Blue Muse. There will be a discussion of what the members like the most. There is a definite disadvantage to Diva's with the cigarette smoke. Some of our members are allergic to it and can't attend. Also, there is no food served there. It is definitely a great place for shows. Alexis and Paul have been really nice to our group.

### Significant Other Support - East Bay

Questions or concerns about your partner's crossdressing? Please call Julie at (925) 937-8432, e-mail [Julie39@home.com](mailto:Julie39@home.com) or write to: Julie Freeman, PO Box 272885, Concord, CA 94527-2885.

**TGSF BALANCE SHEET**

**Assets**

Cash	\$5,286.69
Event Equipment	
Decorations	\$1,000.00
Food Service	\$200.00
Office Supplies	\$50.00
Computers	\$100.00
<b>Total Assets</b>	<b>\$6,636.69</b>

**Liabilities**

Accounts Payable (Cotillion Expense)	\$1,000.00
Taxes	\$0.00
Insurance	\$0.00
Utilities	\$0.00
Operations	\$248.82
<b>Total Liabilities</b>	<b>\$1,000.00</b>
Equity	\$5,636.69

**Total Liabilities & Equity** ----- **\$6,636.69**

**Monthly Income Statement**

**Revenue**

Membership	\$642.50
Advertising	\$200.00
Cotillion	\$1,550.64
Donations	\$46.09
Social	\$0.00
Education	\$39.01
Outreach	\$50.00
	<b>\$2,528.24</b>

**Expenses**

Cotillion	\$447.88
Halloween Party	\$0.00
Big Shew	\$0.00
Pride Parade	\$0.00
Social	\$0.00
Education	\$377.32
Outreach	\$0.00
Newsletter	\$560.40
Operations	\$196.83
	<b>\$1,582.43</b>

**Net Income** ----- **\$945.81**

The December End-of-Month will be a combination of the Mid-month and End-of-Month because many of our members are either out of town or have plans. It is scheduled for Thursday, December 14<sup>th</sup>. It will be the annual gift exchange at the Blue Muse.

Tianna mentioned that even though we are a social group, with the holidays coming up, we may want to consider a fundraiser. Maybe a toy fund-raiser for children or a food drive during the Christmas season with TGSF's name on it. This would give TGSF more exposure to the community.

**Outreach Chair 1:** The speaker orientation class is scheduled for December 10<sup>th</sup> at the Blue Muse. It should go out in the newsletter for December. The Blue Muse may waive the room rental fee depending on the number of people scheduled to come to the class.

Nicole and Debbie did an all day session at Humboldt State in Arcata, CA. It was a really great outreach session and the 2 FTM's and their S.O.'s we spoke with were terrific!! The session we did at night was not a class, it was for faculty, students and the community who are interested in Transgenderism.

**Outreach Chair 2:** Telzey gave some announcements, but nothing else to report.

**Education Chair 1:** The post-op panel seminar resulted in revenues that were \$39.01 over the costs. It was a really good seminar. There were about 60 people there.

There are no December education events scheduled. This is ok with the Cotillion coming up.

**Education Chair 2:** Jennifer was absent.

**Guest Announcement:** Lynnea announced that she has been looking for a replacement to take her place from TGSF to write for TV Epic, but so far, no one from our group has come forward. There is one person interested, but they are not from TGSF. It would be great to give a member from our group first dibs on the position.

**Adjournment:** At 5:30 p.m., Nicole makes a motion to close the meeting, Debbie seconded the motion, the motion was passed.

Next ExCom Meeting is on Sunday, December 3rd, at 3:30 p.m. at the Pacific Center in Berkeley.

**Special Topics Meeting:** Cotillion Planning Discussions.

**HEY!**

**\$10 Bucks Per Issue Gets You An Ad Like This...!**

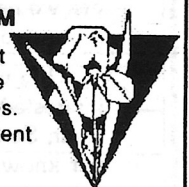
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 and REID VANDERBURGH, MA in Counseling Psychology student and FTM.

**New Members since November Issue:**

- Mr. Stacy Jackson
- Lesley
- Susan
- Scott Smith
- Nicole Kucera

**Welcome!**

**Sunday / December 3rd / 4:00pm**

## ExCOM MEETING

The monthly meeting of the ExCom will be held at the Pacific Center. The Cotillion is just around the corner (can you believe it!?!?) and volunteers will still be needed for that upcoming event. If you are interested, please contact your Secretary or come to a meeting!

The Pacific Center is located at 2712 Telegraph Avenue in Berkeley. If you need more information, please feel free to contact your Secretary Debbie Cook at (707) 824-0860 or by email at moodydeb@yahoo.com.

**Wednesday / December 13th / 7:00pm**

## TRANSBAY SOCIAL

Don't forget that 2nd Wednesday of the month is the day that the TransBay group meets at Quetzals. Quetzals is located at 1234 Polk, between Sutter and Bush (right down the street from Kimo's). Park in the large parking structure and walk around the corner to where the coffee shop is located. This event starts at 7:00pm.

*21st*  
**Thursday / December 14th / 8:00pm**

## END OF MONTH SOCIAL

It's that time of year again...the air is crisp and cold, a light rain falls upon SF and a great group of gals gather to exchange gifts at the annual TGSF gift swap. You don't have to bring a gift, but if you do, try not to spend more than \$10. We will have the same fun game as last year when we held the swap.

We are also holding a Toy Drive for local children in need. TGSF's name will be put on the donation and will again, give us more recognition in our community. Please bring any unwrapped toy to the social and drop it off.

The Blue Muse is located at 409 Gough Street in San Francisco. Park in any of the local parking lots on either side of the restaurant.

## A NIGHT OUT FOR DINNER AND A SHOW

Wouldn't it be great to have dinner at a nice restaurant before going to see a play at one of our local theatres or even attend an opera as a group ?? Well, our social chairs have been just been pondering such an outing. But before a commitment can be made to such an event for discounted group tickets, we need to find out how many of you would be interested in attending.

We want to hear from you !! If you would be interested in going, please call our current co-Social chair, Serena Anderson, at 510-526-9035 and let her know. The number of responses received will determine whether or not we will pursue this event.

## Other Events This Month -

### WOMEN'S EVENING AT THE MOVIES!

**Saturday, December 2, 7:30-10pm**

#### Movie: "But I'm a Cheerleader"

This recent hit movie was the closing night film at the SF Pride Film Festival this year. It's a campy and funny film about a young cheerleader who's sent to a group home to be turned "straight." A heartwarming and humorous movie. Great to watch with a group of bi, lesbian and transgender women! We've got candy, chips, sodas and a good lesbian flick - join us.

Cost: we request a donation of \$5 or more and no one is turned away for lack of funds. Location: The Pacific Center, 2712 Telegraph Ave., Berkeley. For directions, please see our website at [www.pacificcenter.org](http://www.pacificcenter.org). For more information, call our info line at 510-548-8283.

**Amy Wooldridge**  
Program Director, Pacific Center  
510-548-8283 or [amy@pacificcenter.org](mailto:amy@pacificcenter.org)

### Transcending Transgender Support Group

**Sponsored by**  
City of Refuge UCC Outreach Ministries

Facilitators: Janetta Johnson and Portia Denard; Where: City of Refuge, United Church of Christ, 1025 Howard Street, San Francisco CA 94103, (415) 861-6130. When: Every Friday, 6 pm to 7:30 pm. Food and snacks will be provided.

*Barbara F. Anderson*

Ph.D., L.C.S.W.

Clinical Sexologist  
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# Calendar of Events - December 2000

## OTHER GROUPS

### Pacific Center for Human Growth

A counseling oriented growth center sponsors all-inclusive gender support groups on every Friday at 8:00pm, 2712 Telegraph Avenue, Berkeley. 510-548-8283

### Rainbow Gender Association (RGA)

Meets 1st and 3rd Friday of the month 8:00pm at the New Community of Faith Church, 6350 Rainbow Drive, San Jose. Mail: PO Box 700730, San Jose, CA 95170 or call 408-984-4044.

### Sacramento Gender Association (SGA)

Blue Rose Chapter meets 8:00pm the 2nd and 4th Saturday of each month in Sacramento. Write PO Box 162907, Sacramento, CA 95816 or call 916-364-7212 for meeting locations. Website: www.sga-tg.org; email: sga@transgender.org

### Diablo Valley Girls (DVG)

Meets 1st and 3rd Monday of every month. 8:00pm at Club 1220, 1220 Pine Street in Walnut Creek. Write to DVG, PO Box 272885, Concord, CA 94527-2885 or call 925-937-8432.

### DVG Rap Group (RCC)

Meets 1st and 3rd Thursday of every month, 7:00pm at Rainbow Community Center, 2118 Willow Pass Road, Suite 500 in Concord. For more information call 925-937-8432.

### FTM

A support group for Female-to-Male CDs and TSs; Holds open Informational Meetings and closed Support Meetings. Write FTM International, Inc., 1360 Mission Street, Suite 200, San Francisco, CA 94103 or call 415-553-5987.

### TGIF

A social group for transgenders. Meets one Saturday each month at a private home in Santa Rosa for a potluck social from 4:00pm until early evening. Space is limited - Reservations Recommended! Call Diane or Anne at 707-544-1540.

### Silicon Valley Gender Association (SVGA)

A new transgender support group meets at the Billy De Frank Community Center in San Jose on the 2nd and 4th Friday of every month from 7:00pm to 9:00pm. For more information, call 408-293-2429.

### Far West Women (FWW)

A support group for TGs affiliated with the GLBT Alliance in Humboldt County. Meets every 2nd and 4th Saturday of the month at 8:00pm in the GLBTA Center at Fourth and "D" Streets in Eureka. For information call the Center at 707-445-9760.

### Santa Cruz Trans (SCT)

Bi-weekly social/support group for gender-gifted persons serving Santa Cruz and Central Coast. 1st and 3rd Thursdays every month at The Diversity Center, 1328 Commerce Lane, Santa Cruz, CA 95060; (831) 425-5422; 7:00pm

### The Mid-Peninsula Transgender Group (MPTG)

A support group for the LGBT community that meets at 7:30 pm on the first Wednesday of each month at the Women's Health Boutique, 1115 South B Street, San Mateo - (408) 619-2908.

### Central City Hospitality House (CCHH)

288 Turk Street, SF. 415-749-2167. Facilitated TG discussion group every Monday, 5:00pm - 6:30pm.

Sun Mon Tue Wed Thu Fri Sat

					1 8:00 PM PacCtr: Rap 8:00 PM RGA	2
3 4:00 PM TGSF: ExCom Meeting	4 5:00 PM CCHH 8:00 PM DVG	5	6 7:30 PM MPTG	7 7:00 PM DVG (RCC) 7:00 PM SCT	8 7:00 PM SVGA 8:00 PM PacCtr: Rap	9 8:00 PM FWW 8:00 PM SGA
10	11 5:00 PM CCHH	12	13 7:00 PM TransBay	14 8:00 PM TGSF/ End of Month Social	15 8:00 PM PacCtr: Rap 8:00 PM RGA	16
17	18 5:00 PM CCHH 8:00 PM DVG	19	20	21 7:00 PM DVG (RCC) 7:00 PM SCT 8pm TGSF EOM	22 7:00 PM SVGA 8:00 PM PacCtr: Rap	23 8:00 PM FWW 8:00 PM SGA
24	25 5:00 PM CCHH MERRY CHRISTMAS!	26	27	28	29 8:00 PM PacCtr: Rap	30
31 AND A HAPPY NEW YEAR!						

## TGSF MEMBERSHIP APPLICATION

Membership Year runs from May 1st - April 30th; \$30 Single Membership; \$40 Family.

Please Print / Check all that apply:

New Member |  Renewal  Member #: \_\_\_\_\_ | with  Family Member | What Year did you first join TGSF? \_\_\_\_\_

Preferred Name: \_\_\_\_\_ Birthdate (Month/Day): \_\_\_\_\_ / \_\_\_\_\_

Mailing Name: \_\_\_\_\_

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Optional:  Telephone: (\_\_\_\_\_) \_\_\_\_\_ What Name should we ask for if we need to call you? \_\_\_\_\_

Your Email address: \_\_\_\_\_ Website URL: \_\_\_\_\_

Would you like a link from the TGSF Website to your URL?  Yes  No

Send Check or Money Order to: TGSF, PO Box 426486,  
San Francisco, CA 94142-6486, or hand to any Board

May we use photos of you taken at TGSF events in our newsletter or website?  Yes  No

Member at a TGSF Social.

# Our Readers Respond

## JACQUI JEWELS - IN REMEMBRANCE

It is with sadness that I write of the recent passing of Jacqui Jewels (a.k.a. John Guinther) on September 10, 2000 in San Francisco. Anyone who met Jacqui is the better for it, this talented being who lived as comfortably in the world of leather men as he/she did with drag queens, as Jacqui was both. Sometimes sporting a red beard and mustache, decked out in full macho leather costume, wearing unusual rings on nearly every finger, Jacqui would later turn up clean shaven and the center of attention in a beautiful drag outfit she had designed and sewn.

Well known in the S.F. Imperial Court for dressing local royalty in her one-of-a-kind outfits, Jacqui was quiet and self-effacing when complimented on her unique designs. However, when directing the ETVC Cotillion in 1994, everyone knew who was in charge. That was the year I proposed the idea of a "Mr." ETVC, which Jacqui embraced with enthusiasm. She chose an elegant theme "Putting on the Ritz" held at the Russian Center, when Cotillions still had curtains and spotlights. Jacqui personally choreographed flashy dance numbers for all the contestants, chose the music, found talent from the larger community and put on one of the most spectacular evenings I can recall.

I still believe I owe it to Jacqui for winning the Mr. ETVC title, as her expansive vision brought out the best in each of us. The rehearsals in her magical home, which doubled as showroom for her Black Iris costume and jewelry business were special as we examined and raved about the examples of her creative talent. One of the last times I saw Jacqui she was wearing an elaborate leather and chain mail outfit with red hair headdress at S.F. Wigstock, radiant as always.

More recently, she had drastically simplified her life and was living alone in a small residential hotel South of Market. Bravely battling the HIV she had lived with over 10 years, she was upbeat as we talked about costume design, and traded beads to make the jewelry we both loved.

I am glad Jacqui was a part of so many lives, and she will be missed.

**Francis Vavra**



*Jacqui Jewels*

### NEW ONLINE SO LIST!

New online mailing list for wives and SOs of crossdressers and men who consider themselves to be transgressed; no topic off limits. Attitudes range from complete acceptance to really struggling. Open to women only—no crossdressers please! Women need a place where they can feel safe to discuss these issues. Write to Jenni at [www.aluckywife@aol.com](mailto:www.aluckywife@aol.com) and explain a little about your situation.

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### GREETINGS,

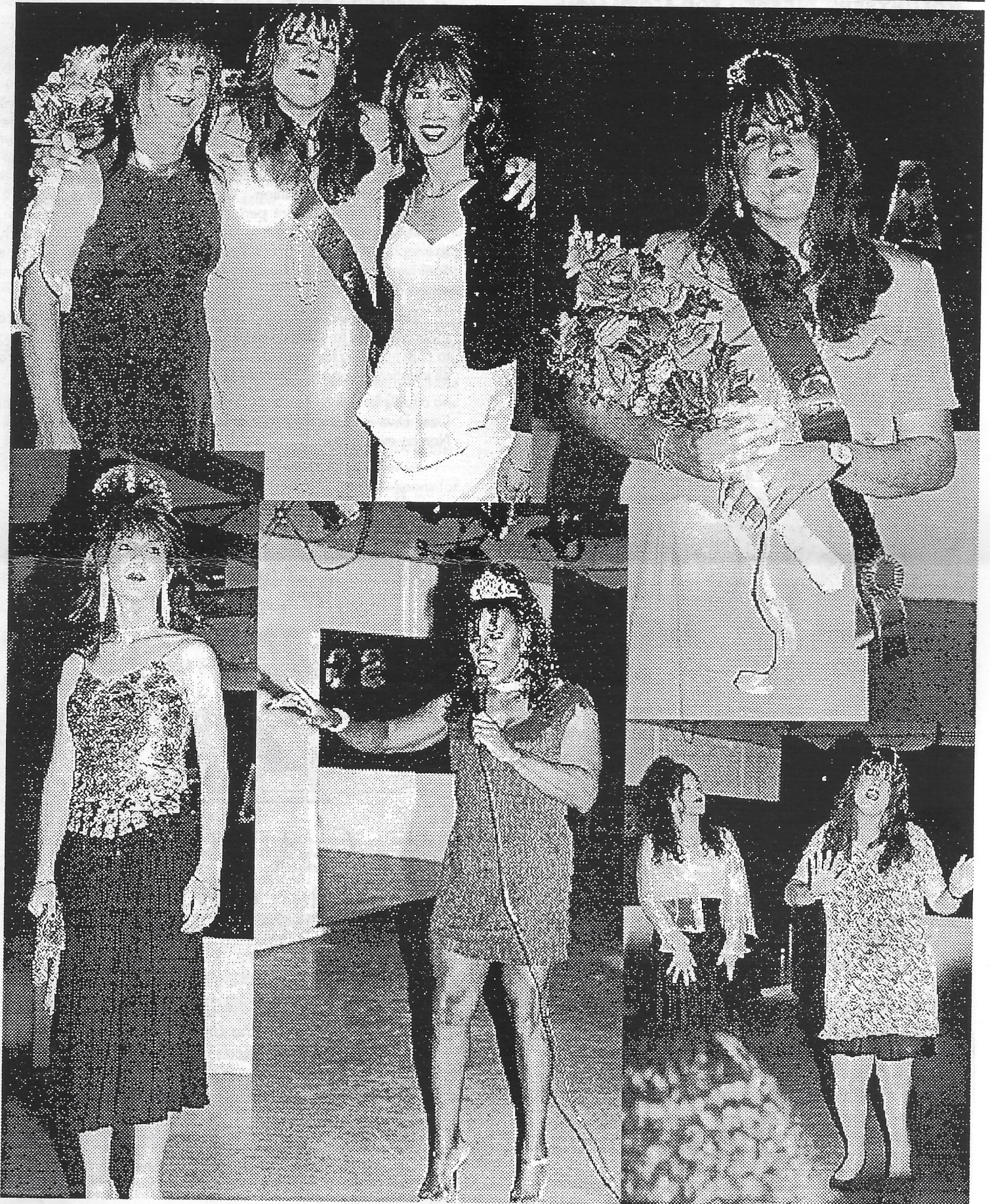
I am writing this letter hoping that my ad would be taken into consideration to be published.

Am incarcerated and hope there is a he-she transsexual who cares and would like to become friends and maybe more. I will answer all responds.

**David Buchanan #88813**  
**E.K.C.C. 200 Road to Justice**  
**West Liberty, KY 41472**



# *Congratulations Miss SGA - Liz!*



# Special Events & Announcements

## VOLUNTEERS NEEDED FOR COTILLION

Aiyana Eveningstar is looking for a few good girls (and boys!) to help with coordinating various aspects of running the cotillion event. Especially needed are people who can help with advertising, ticket distribution, and obtaining sponsors. But help in any fashion is greatly appreciated.

Please contact Aiyana at (415) 753-6475 or email [aiyanastar@earthlink.net](mailto:aiyanastar@earthlink.net) and be involved in the event that is the heart of TGSF.

## Cotillion 2001

**Event Program  
Advertisements Available!**  
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For more information and pricing, contact:

**Rachael Janelle**

by email: [Rachael\\_Janelle@hotmail.com](mailto:Rachael_Janelle@hotmail.com)

by voicemail: (408) 619-2908

by fax: (408) 739-1199

## December's Birthdays...

12/00	Kathryn Leigh Skeens	12/12	Linda
12/3	Sheila Faulkner	12/13	Tammi Meehan
12/6	Ally Grillo	12/18	Susie
12/7	Rachel Andrews	12/20	Barbara Lokker
12/7	Natasha Price	12/21	Mr. Stacy Jackson
12/9	Gabrielle Thomas	12/22	Kathy Moore
12/10	Jerri Smith	12/22	Cami Lynn
12/10	Nancy Kramer	12/23	Cynthia Young
12/11	Billie Cox	12/24	Janis R
		12/27	Jill Dettmer

**Many Happy Returns of the Day!**

## TGSF Donations - Our Friends Who Give as of November 15, 2000

Robin Barrett .....	\$5.00
Cindy McKay .....	\$10.00
Lesley .....	\$10.00
Scott Smith .....	\$10.00
Paula Chapman .....	\$10.00

**Bless You and Thank You!**

## A Message From Dear Diva

### VESTAL VIRGINS NEEDED FOR THE WIDOW NORTON'S CEMETERY VISIT

The Widow Norton's cemetery visit is coming up in February and she requests the Vestal Virgins to dance as the corps de ballet for Dear Diva in the White Swan Pas De Deux. Diva is asking for 16 volunteers. No dance ability is required! We will have rehearsals starting this fall, most likely once a week or once every other week until after the cotillion. We will break from Swan Lake rehearsals during the entire period of preparation for the cotillion, so this early period is to get to know the choreography sufficiently to keep it during the cotillion time. Then after the cotillion, in the final weeks before the cemetery visit we will step up the rehearsal schedule.

Diva will be constructing costumes for each of you, and those measurements must be taken very soon. Each of you will be asked to chip in to pay for the materials for the costumes. Since they are all identical, everything can be purchased in bulk.

Let's knock them dead in the cemetery girls! Please email Dear Diva at [deardiva@pacbell.net](mailto:deardiva@pacbell.net), to participate in the Widow Norton event.

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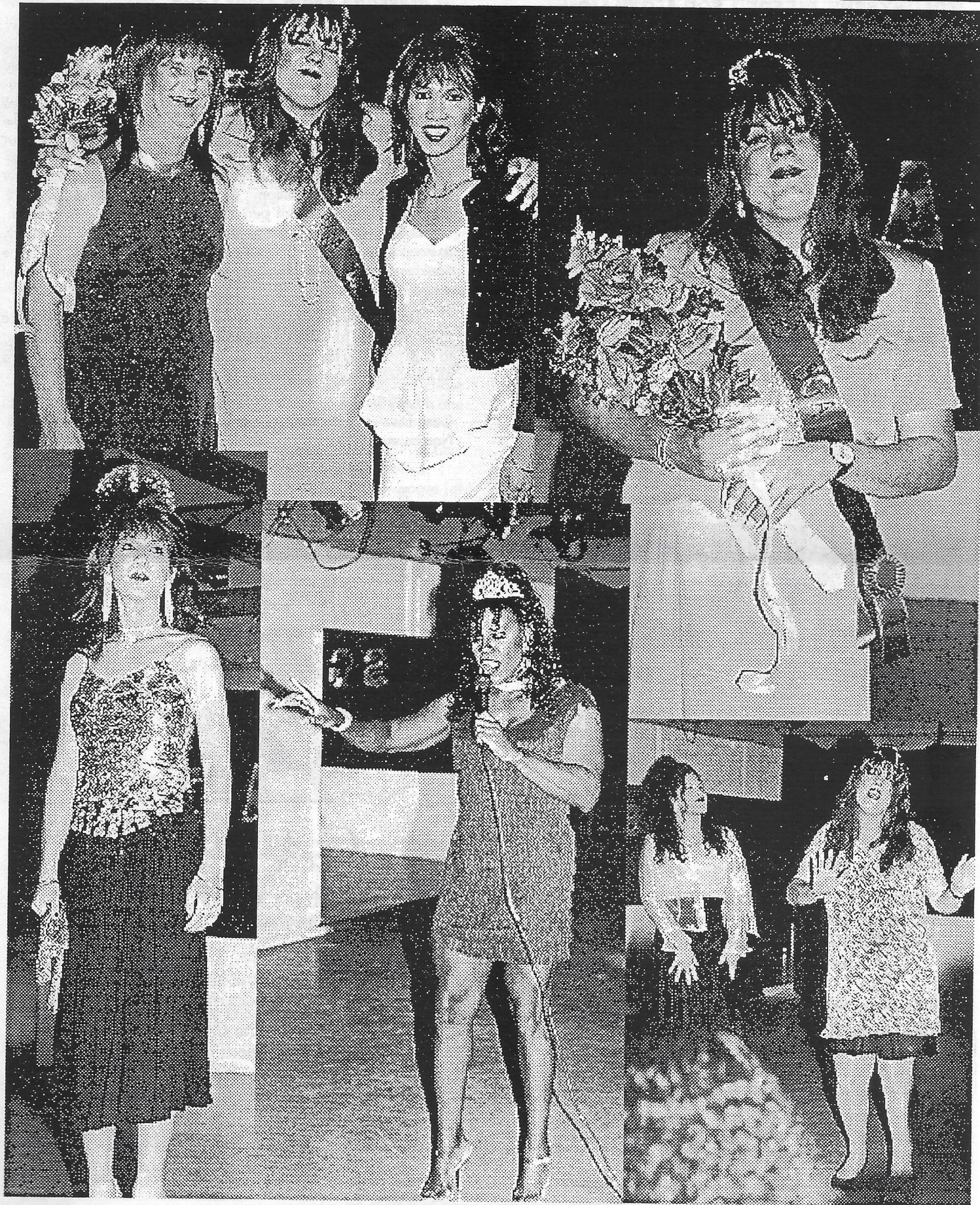
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# *Congratulations Miss SGA - Liz!*



## Phyllabuster - Legal Privacy for TG in Restroom

By Phyllis Randolph Frye

### MINNESOTA COURT OF APPEALS SAYS NO TO SEXUAL INQUISITION OF TRANSGENDERED EMPLOYEES

On November 21, 2000, the Minnesota Court of Appeals issued an opinion reversing a trial court ruling that a transgendered female did not suffer from a hostile work place environment when her employer prohibited her from using the women's restroom. The ruling in *Goins v. West Group* is the first appellate opinion involving a transgendered person claiming unlawful employment discrimination pursuant to the 1993 amendments to the Minnesota Human Rights Act.

Said Bloomington attorney Joni Thome, who represents Ms. Goins, "This case is about a person who consistently identifies as a woman being denied the ability to use the women's restroom at her work place. This question about which restroom a transgendered person should use in the work place is one that has been bantered about for years. The Minnesota Human Rights Act answers that question in a very simple fashion. It is truly unfortunate that it has, so far, taken 2 years of costly litigation to make this point about a law that has been in place for over 7 years."

Judge Stoneburner, writing the unanimous opinion of the Court, wrote, "The statute prohibits discrimination on the basis of the inconsistency between anatomy and self-image. West denied Goins use of the women's restroom in disregard of her undisputed female self-image. The district court agreed with West and held that, as a matter of law, anatomy alone makes Goins a man and that her self-image is irrelevant to the issue of restroom use. The district court held that Goins can only use the women's restroom by demonstrating anatomy consistent with self-image. The MHRA, however, does not require an employee to eliminate an inconsistency between self-image and anatomy; it protects the employee from discrimination based on such an inconsistency."

"There is no evidence to support a conclusion that employees whose self-image conflicts with anatomical male or female features are likely to be voyeurs or commit inappropriate acts." As for Ms. Goins specifically, Stoneburner added, "There is no evidence of any misconduct, questionable motivation or doubt about Goins' true self-identity."

Said Thome, "This is a significant victory for transgendered people, who, in many areas of the country, are the last minority against whom it is still politically correct to discriminate. Thankfully, Minnesota believes that people should not be discriminated against in employment based on aspects of their lives which have absolutely no bearing on their ability to perform their jobs or the ability of others to work along side them doing their jobs."

Phyllis Frye, a Texas attorney and national transgender legal and political movement pioneer, was ecstatic about the ruling, stating that it is sad that in so many jurisdictions, Ms. Goins would have had no legal recourse. Said Frye, "What is also sad is that her employer apparently was not worried that,

because of unfounded concerns over what part of her might look like while behind a locked door in a private stall of a women's restroom, Ms. Goins significantly altered her food and drink intake."

Goins observed, "This decision affirms what I knew to be flat wrong since the beginning of this matter over three years ago. During much of that time, I had to acknowledge that the defendant's actions were really not against me personally, which was no small thing to overcome. Rather, their actions were directed at what I represented as a gender-different person in the workplace. It is my hope that this step forward will signal a sea change for other gender-different individuals who are fighting for the same basic dignity and respect that most other people have unwaveringly taken for granted."

Minnesota was the first state to include transgendered people within the scope of statewide prohibition against employment discrimination based on sexual orientation. Although a growing list of cities, currently numbering over 25 and including Minneapolis and St. Paul, do include transgendered people in their anti-discrimination ordinances.

The impact of this decision will have far reaching effects in Minnesota and around the country. The outcome of at least two cases currently pending in Minnesota District Courts will now be decided pursuant to the Appellate Court ruling. As activists and attorneys around the country advocate for the rights of transgendered people, Minnesota will continue to be the state looked to as the example for providing clear and strong protection from discrimination.

### 2001 San Francisco Transgender Cotillion Extravaganza

## "Carnivale Brazilia"

Thursday, February 1st through  
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Come join the members of TGSF (TransGender San Francisco) and several other area groups in the most friendly TG city in the world, for our 18th Annual Cotillion Celebration. This year you can enjoy what the city has to offer for 4 wonderful days!

Call (707) 824-0860  
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For more up-to-date information, call (707) 824-0860 or see the  
Cotillion Website at: [www.tgsf.org/cotillion](http://www.tgsf.org/cotillion)

## **AN HRC ATTEMPT AT INCLUSION** (NTAC Media Press Release)

The Human Rights Campaign (HRC) is attempting to get a lot of mileage out of the fact that a transgendered person by the name of Michelle Martin has been appointed to the Business Council of HRC in Dallas, Texas. She is an employee of American Airlines, where she works as a customer service manager, and is the transgender liaison to Gay, Lesbian, Transgender & Bisexual employees at American Airlines (GLEAM).

She is also a former board member of the International Foundation for Gender Education (IFGE), and has worked with the Dallas Independent School District's Gay, Lesbian, and Straight Education Network (GLSEN). While all of Ms. Martin's activities in the Dallas area have been high profile, and she is well known, it should be noted that her appointment is strictly to the Dallas office of HRC. HRC is using the opportunity to circulate this message in order to gain a positive spin for their progress on inclusivity.

The initial reaction by the national TG community has been, for the most part, lukewarm. Sarah DePalma, Executive Director of the Texas Gender Advocacy and Information Network (TGAIN), was tentatively approving of the appointment of Ms. Martin. "We welcome any transgender participation that will bring about our inclusion in the HRC." However, DePalma tempered this by reminding "...no matter how well intentioned this appointment may be, this is still mere nibbling at the margins."

"While we recognize Michelle Martin's appointment as possibly signifying progress within the HRC hierarchy," began Anne Casebeer of Louisville, KY, "the TG community can only judge HRC on what they do on Capitol Hill."

Other reactions were not quite as generous. "This is just window dressing," stated Vanessa Edwards Foster, a transgender activist from Houston. "HRC has a hard time bringing themselves to say the word 'transgender', much less pushing for our inclusion in employment rights legislation. This is their attempt at being politically correct, however inadequate."

Take into consideration HRC's September 2000 report "The State of the Workplace", and its chapter on gender identity. While the report calls attention to the problems that TG folks face on the job, and summarizes existing laws to ban discrimination based on gender, simply providing a catalog listing of abuses and corrections is a long way from actively fighting for transgender rights.

While this indicates progress on behalf of HRC, it still lags far behind the levels of support Parents and Friends of Lesbian and Gays (PFLAG), or the National Gay & Lesbian Task Force (NGLTF). Yet, some transgender community leaders remain cautiously optimistic.

Ms. Casebeer, Secretary of the National Transgender Advocacy Coalition (NTAC) Board of Directors is waiting "...to see whether HRC finally, as they should have done years ago, actively and clearly support employment rights legislation at all levels for TG people as a parallel goal to gay and lesbian rights. Nothing short of full inclusion in ENDA will be acceptable to NTAC."

Others don't hold out as much hope. Ms Foster, of TGAIN and NTAC, sums up HRC's true intentions when she adds, "...when HRC fights for rights, they often neglect to mention or push for us...or worse, work against our inclusion."

HRC may be able to write us into their list of platitudes and rhetoric, but continues to ignore the transgender community when it's time to do the most important writing: TG inclusion in ENDA legislation. (The National Transgender Advocacy Coalition is the nation's preeminent organization working for the civil rights of all transgendered and intersexed people in every aspect of society. For more information, visit the website at <http://www.ntac.org>)

## *The Work of the ACLU: Linking Gender Identity and Gay Rights Non-Discrimination Laws Protecting Transgendered Employees*

### **ACLU FILES CIVIL RIGHTS CASE AGAINST WINN-DIXIE STORES FOR FIRING TRUCKER WHO CROSS-DRESSES AWAY FROM WORK**

NEW ORLEANS, LA - The American Civil Liberties Union today filed a federal civil rights lawsuit against grocery store giant Winn-Dixie on behalf of a heterosexual male truck driver who was fired because away from work he sometimes dresses in women's clothing and expresses a feminine identity.

Peter Oiler, 45, worked for 20 years at Winn-Dixie, a top Fortune 500 company with more than 1,100 grocery stores in 14 Southern states. Last year, after Oiler's supervisors learned that he occasionally cross-dresses off the job, he was fired. By terminating Oiler because he did not conform to the company's stereotyped notions of how a man ought to look and act, Winn-Dixie violated state and federal laws that bar sex discrimination, the ACLU contends.

"Peter Oiler followed all company policies, never violated the dress code and, most importantly, he did a good job and earned numerous promotions and raises," said Jennifer Middleton, staff attorney at the ACLU Lesbian and Gay Rights Project. "His termination strikes at the very core of why these civil rights laws exist - to keep bigotry and bias out of employment decisions."

While existing legal precedent says that employers cannot force people to conform to rigid gender stereotypes, today's lawsuit goes further by arguing that the ban on stereotyping protects gender-variant people. The lawsuit, filed in U.S. District Court in Louisiana, seeks unspecified damages as a result of lost wages and emotional distress.

"I never expected Winn-Dixie to approve of my personal life or to punish me for it - I just never thought it had any bearing on how I do my job," Oiler said. "Losing the job I've had for practically my entire adult life has been a difficult ordeal, and I'm grateful for the loving support of my wife and the transgender community in Louisiana that has stood by us steadfastly."

Oiler, who has been married for more than 23 years, has known since childhood that his gender identity is not stereotypically male. He cross-dresses to express his femininity. Like many people who are gender-variant in some way, Oiler was outcast earlier in life and consequently kept his identity secret until coming out as transgendered to close friends and family in 1996.

*Continued on Page 14*

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## ACLU ANNOUNCES SUIT AGAINST WINN-DIXIE STORES AMID DEBATE ON TRANSGENDER DISCRIMINATION

Amid increasing national debate over whether companies can discriminate against transgendered employees, leading nationwide food retailer Winn-Dixie Stores (NYSE: WIN) today is facing a federal civil rights lawsuit brought by the American Civil Liberties Union on behalf of a man who was fired for cross-dressing away from work.

Peter Oiler, a happily married heterosexual truck driver, worked for 20 years at a Louisiana branch of Winn-Dixie, a top Fortune 500 company with more than 1,100 grocery stores in 14 Southern states. Last year, after Oiler's supervisors learned that off the job he occasionally cross-dresses and expresses feminine aspects of his identity, he was fired.

By terminating Oiler because he did not conform to the company's stereotyped notions of how a man ought to look and act, Winn-Dixie violated state and federal laws that bar sex discrimination, the ACLU contends.

"Peter Oiler followed all company policies, never violated the dress code and, most importantly, he did a good job and earned numerous promotions and raises," said Jennifer Middleton, staff attorney at the ACLU Lesbian and Gay Rights Project. "His termination strikes at the very core of why these civil rights laws exist - to keep bigotry and bias out of employment decisions."

While existing legal precedent says that employers cannot force people to conform to rigid gender stereotypes, today's lawsuit goes further by arguing that the ban on stereotyping protects gender-variant people. The lawsuit, filed in U.S. District Court in Louisiana, seeks unspecified damages as a result of lost wages and emotional distress.

Of the more than two dozen municipalities that specifically bar transgender discrimination, some only allow off-the-job gender expression and others broadly prohibit gender stereotyping.

The Wall St. Journal reported early this month that companies are increasingly recognizing the need to add transgendered people to nondiscrimination policies. At the same time, local and state governments are increasingly passing legislation that specifically bars discrimination against transgendered people, with such laws now on the books in 30 municipalities.

Full information on today's lawsuit is online at [www.aclu.org](http://www.aclu.org). Information on Winn-Dixie Stores is at [www.winn-dixie.com](http://www.winn-dixie.com). Today's lawsuit (Peter Oiler v. Winn-Dixie Stores) was filed in U.S. District Court, seeking unspecified punitive and compensatory damages for lost wages and emotional distress.

**CONTACT: ACLU, New York,  
Eric Ferrero, 212/549-2568 or [eferrero@aclu.org](mailto:eferrero@aclu.org)**

TGSF wishes You and Yours

*Very Merry Christmas*

and a

*Safe and*

*Happy New Year!*

## ACLU Files Civil Suit...

*Continued from Page 13*

"Peter Oiler's experience is relatively common. What's uncommon is that he is open and honest about who he is, and that he's standing up to one of America's largest corporations and demanding to be treated fairly," said Joe Cook, Executive Director of the ACLU of Louisiana.

Last month, a police officer in North Carolina was forced out of his job because he cross-dresses away from work, according to the ACLU. The International Foundation for Gender Education (IFGE) estimates that 75 percent of cross-dressers are heterosexual men, many of whom are married. Gender nonconformance occurs in people of different sexual orientations, marital statuses and sexes.

"Most people defy gender stereotypes, sometimes subtly - like women who ride motorcycles or men who wear earrings - and sometimes more obviously," Cook said. "Peter Oiler cross-dresses because of his deeply held gender identity - but if he can be fired, even people who cross-dress as part of a Halloween costume can lose their jobs."

Of the more than two dozen municipalities that bar transgender discrimination, some only allow off-the-job gender expression and others broadly prohibit gender stereotyping. An ordinance recently passed in New Orleans protects cross-dressing away from work, but the Winn-Dixie branch that fired Oiler is located just outside that jurisdiction.

The case filed today is Peter Oiler v. Winn-Dixie Stores. In addition to Middleton, Oiler is represented by Ron Wilson, a leading civil rights attorney volunteering on the case for the ACLU Foundation of Louisiana. Winn-Dixie will have a month to file a response to the lawsuit before additional court action is scheduled.

### Important Note On Terminology And Usage

Peter Oiler is a cross-dresser who considers himself transgendered, and should be identified as such. Recent clarification by the Associated Press Style Book generally indicates that transgendered people should be identified in the terms they use to describe themselves. As such, "transvestite" or "drag queen" and "female impersonator" are not appropriate terms for this situation. Additionally, "transsexual" is inaccurate, as Oiler does not intend to physically transition from one sex to another. Male pronouns are appropriate in referring to Oiler.

Winn-Dixie is publicly traded on the New York Stock Exchange, Symbol: "WIN"

### Contact TGSF:

President, Nicole Cook ..... [nicole@tgforum.com](mailto:nicole@tgforum.com)  
Vice President, Aiyana Eveningstar .. [aiyanastar@earthlink.net](mailto:aiyanastar@earthlink.net)  
Secretary, Debbie Cook ..... [moodydeb@yahoo.com](mailto:moodydeb@yahoo.com)  
Education, Stephanie Ann Blythe ..... [steph628@tgforum.com](mailto:steph628@tgforum.com)  
Education, Jennifer Antoinette ..... [blondewig@hotmail.com](mailto:blondewig@hotmail.com)  
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or call at: ..... (510) 849-4112  
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## NEW SPIN ON SEX DISCRIMINATION LAW

By Reynolds Holding  
San Francisco Chronicle 11/19/00

PETER OILER drives trucks for a living, 50-foot semis that growl down the Gulf Coast highways near New Orleans. He's 45 and married, as straight as a line pulled taut.

And yet he may be the gay community's next legal hero.

Two years ago, Oiler griped to his boss about a workplace rumor that he was, in fact, gay. The rumor faded, and late last year the boss wondered why it had bothered Oiler so much.

Because, Oiler explained, he was not gay. He just liked to wear women's clothes in his spare time.

Two months later, Oiler was out of a job.

Now he's at the center of a legal debate over the meaning of sex discrimination at work.

While clearly barring gender discrimination, federal employment law says nothing about sexual orientation. But some courts are suddenly suggesting the law covers a closely related concept: whether an employee conforms to a sexual stereotype — whether, for example, a man dresses like a man. And if the courts are correct, federal protections for gays and lesbians in the workplace are ripe for dramatic improvement.

It all started with the U.S. Supreme Court 11 years ago. The justices ruled that a manager at accounting giant Price Waterhouse could sue for sex discrimination because her boss had apparently told her to act "more femininely" if she wanted to make partner.

It was the kind of advice the boss would never have given a man, the court said, so she could argue that the firm had denied her a promotion because of her gender. Hence, sex discrimination.

At that point, few people appreciated how the ruling might help gay and lesbian employees. Instead, gay rights advocates concentrated on state and local legislation barring what federal law did not: employment discrimination based on sexual orientation.

But many of the new laws — including California's — failed to address the issue raised by the Supreme Court: whether employers could fire men for being too effeminate and women for being too macho.

It took until this year for the issue to surface again. In February, the U.S. Court of Appeals in San Francisco said in a case involving the rape of a transsexual prisoner that "discrimination because one fails to act in the way expected of a man or woman is forbidden under Title VII" of the Civil Rights Act of 1964, the federal law that prohibits sex discrimination at work.

Other courts followed the lead. Last July, a federal appeals court in New York said Title VII may bar "discrimination based on sexual stereotypes" and "gender norms" that many gays ignore. Federal courts in Boston, Chicago and Massachusetts offered similar theories.

And then came Peter Oiler.

Oiler joined Winn Dixie supermarkets in 1979 and trucked groceries from the company's warehouses to its stores. By most accounts, he was a good employee and earned three promotions.

After he revealed his dressing habits, though, his boss told him that "his activity could harm the company image," according to legal papers, and asked him to resign.

Oiler refused, explaining that he liked his job and never wore women's clothes at work. The issue percolated up the corporate ladder until finally, in January, Oiler was fired.

Last month, he filed a federal lawsuit claiming sex discrimination. He argued that female employees at Winn Dixie wore men's clothes off duty without consequence. But the company fired him, says his complaint, "because he failed to conform to the corporation's stereotyped notions of how a man ought to look and act."

Winn Dixie declined to comment on the suit.

And how, exactly, would gays and lesbians benefit if Oiler wins?

Obviously, many wouldn't. Lots of gay men, for example, act and look as macho as any heterosexual. Think Rock Hudson.

But some flout gender stereotypes with their mannerisms or dress, and it is this outward nonconformity that can get them into hot water with a bigoted boss. So even though federal law does not protect workers from discrimination based on sexual orientation, if Oiler wins, it may protect them from abuse based on gender stereotypes, which yields the same legal result.

The question, then, is whether the courts' expansion of the definition of sex discrimination to include gender stereotyping is a sneaky way around federal law — judicial activism, as it's derisively called.

Probably not. The courts are merely figuring out what the heck the Supreme Court meant in the 1989 case involving Price Waterhouse. And though their choice of sexual partners may be the most basic way in which gays and lesbians violate gender stereotypes, courts just won't upend piles of precedent saying Title VII does not prohibit discrimination based on sexual orientation.

Which leaves us with a federal civil rights law that may protect a married truck driver who wears women's underwear rather than a gay man who doesn't. And that seems as good a reason as any to change an absurdly outdated law.

(You can reach Reynolds Holding at [rholding@sfchronicle.com](mailto:rholding@sfchronicle.com).)

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## Transgender Injustice

Scott Miller

*Treatment of the transgendered does not get worse than this. New York Post coverage is not all that great either. But at least the article improves after a couple of inappropriate observations. In Kansas, a transgendered person who had undergone a male-to-female sex change is being denied inheritance benefits because a judge has ruled that it was an illegal, same-sex marriage. Apparently in Kansas, sex-change surgery does not change one's sex. This has the makings of a huge court battle.*

*The following New York Post article does correctly show that J'Noel Gardiner is in a no-win situation, because she probably would not be allowed to marry a woman either.*

*But that is after they start the article off with the following: 1) Referring to Gardiner's sex-change as "her scandalous past." 2) Emphasizing the dead husband's eccentricity. As if a 'normal' man would never marry a transsexual. I hope that our advocacy groups stand by the transgendered community and monitor this story. As well as speaking out about the injustice.*

*This may not be the most attractive case, because the relationship on the surface seems to have 'gold-digger' written all over it. While it may not have been that type of relationship, it will be the conclusion that many will make on the mere age-difference alone. But the idea of rejecting one's gender re-assignment out-of-hand is totally unacceptable. It essentially invalidates the entire transgendered community. That has to be fought.*

From New York Post 7/24/00

## TYCOON'S SON WANTS WIDOW OUT OF THE WILL

By Jeane MacIntosh

LEAVENWORTH, Kansas - Marshall G. Gardiner was, by all accounts, an eccentric. But when the 87-year-old Kansas millionaire died last summer, even his closest friends were stunned to learn his widow, J'Noel Gardiner, was a transsexual.

Some - including Gardiner's only child, Joe - believe Marshall never knew his wife of less than a year had once been a man. Gardiner said his elderly father may have been "a bit impulsive," but he was too conservative, too religious and too concerned about social standing in his tight-knit hometown to knowingly marry a woman with such a scandalous past. "My father was not a very liberated person," Gardiner noted in court papers. "He lived his life according to the standards of the '30s, '40s, '50s ... I know that he wouldn't have accepted that relationship, and that he didn't know."

J'Noel countered that her husband was well aware that, until 1994, she'd been a man by the name of Jay Ball. Not surprisingly, the widow's past has become the key issue in a sensational court battle between J'Noel and Joe Gardiner over Marshall's \$2.5 million estate.

Marshall Gardiner - a former reporter, two-term member of the Kansas House of Representatives, stockbroker and philanthropist - died without a will in August 1999. Normally, Kansas law dictates that an estate be divided evenly between the widow and any children. Under the law, J'Noel, 43, a \$40,000-a-year finance professor at Park College, near Kansas City - where she met Gardiner, a major college benefactor - believed she had a right to her half. But when Joe Gardiner learned from a private detective that J'Noel had once been a man, he asked a judge to toss out her claim on grounds that Kansas doesn't allow same-sex marriages.

J'Noel countered that the state of Wisconsin, where she was born, recognized her status as a woman when it reissued her birth certificate, listing her sex as female. Kansas, she contended, should recognize the Wisconsin action. But in January,

Kansas probate Judge Gunnar Sundby sided with Joe Gardiner, declaring J'Noel's marriage void and ruling that she had no spousal rights to Gardiner's estate. "J'Noel Gardiner was born a male and remains a male for purposes of marriage under Kansas law," Sundby said. The widow has appealed the ruling.

J'Noel was born Jay Noel Ball in Green Bay, Wis., in 1957. In 1988 - after earning his master's degree and Ph.D. in finance - he married Sandra Kay Parker, his college sweetheart. During that marriage, J'Noel said in court papers, she felt she had a "birth defect" but still had sexual relations with Sandra. "I knew something was wrong from my earliest memories, pre-puberty," J'Noel said in court papers. "Knowing that I was female, but had male genitalia." Eventually, he disclosed his "secret" to Sandra, and by the time they divorced in 1994, Ball was living full-time as a woman. She had already undergone sex-reassignment surgery, in which her doctor created a vagina, clitoris and labia.

J'Noel was living in the Kansas City area when she met Marshall Gardiner - her "soul mate" - in 1998 at a Park College function. J'Noel said she told him, "with great pain," that she'd once been a male. He was one of the few people she told about her sex change outside her immediate family. "I told him [this] was extremely confidential," J'Noel added. "It could ruin me." She said Gardiner seemed unconcerned. "[He said] that we both have histories," she said.

Gardiner, a widower since 1984, was indeed eccentric, John F. Thompson, Joe Gardiner's lawyer and a family friend, told The Post. "He had an artistic bent; he liked photography and art. He was also a very generous man. He gave his time and money to a variety of civic causes. After [his wife] Molly died, Marshall dated. I'd say he led a pretty normal social life. "At the same time," Thompson said, "Marshall was also a bit of a recluse. No one had been in that house of his, except Marshall, for 10 years."

Continued on Page 18

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## Son Wants Widow Out...

Continued from Page 17

But one thing Gardiner, a World War II combat vet, wasn't shy about was "letting people know how much money he had accumulated," Thompson laughed. For years, Marshall toiled around town in a car with a license plate reading "1000000," the lawyer said, presumably boasting about the first million he made. Gardiner was also a big donor to Park College, his alma mater.

Marshall and J'Noel began a whirlwind romance after they met. They dated several times a week, and after a month, Ball said, Marshall proposed. She was reluctant - "I told him he was crazy," she said - and suggested they travel together first. After a trip to Utah, she accepted Gardiner's offer. The two were married by a judge friend of Marshall's in Kansas on Sept. 25.

Joe Gardiner, who didn't know his father had a girlfriend until Marshall and J'Noel called to tell him they'd married, said, "There seemed to be a genuine happiness." The Gardiners, who drove matching Nissan 300 ZX sports cars, gardened, raised hens, and socialized frequently.

Their brief union was shattered when Marshall had a heart attack. After Marshall's death, it was discovered that neither Marshall nor J'Noel had signed a prenuptial agreement, as Marshall had assured relatives and friends. But Joe Gardiner did find a "waiver" signed by J'Noel that stated she rejected any claim to Marshall's fortune. J'Noel admitted writing and signing the waiver, but claimed it only applied to the couple's "engagement" period.

That's when Joe Gardiner, who had enjoyed a good relationship with his father's new wife, got suspicious. "If Ball truly loved Marshall as a caring man, not as a wealthy octogenarian, then she would abide by her waiver," Thompson said. As it turned out, the waiver wound up being the weaker of Joe Gardiner's arguments against J'Noel. Her previous life as a man was all he needed to convince the judge to void the marriage.

Meeting J'Noel face-to-face for the first time at his father's funeral, Joe said he had no inkling there had been a sex change. It was a doctor friend of Marshall's who mentioned J'Noel's "large hands, larger than normal female frame, the fact that this lady had an Adam's apple [and] the forearm structure was incorrect," he said.

Joe Gardiner - who lives on Social Security disability benefits and his small earnings as a Web page designer - relayed the suspicion to his lawyer, and J'Noel's secret was soon out. J'Noel and Joe Gardiner will meet again in court early next year, when her appeal is heard.

*(Editor's Note: My apologies for printing this article five months after it was originally published. I didn't need the filler then - I do now - slim pickins this time of year!)*

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