
APPENDIX L

RECENT MEMO FROM HOUSTON'S POLICE DEPARTMENT

Unexpected things happen when momentum is building in a freedom movement such as ours. Some things (1) are well planned but get delayed, others (2) happen almost by accident. Such is the nature of momentum.

(1) We had expected a memo from the Houston Police Department detailing an enlightened treatment of transgenders to be published before this Proceedings was completed. But the memo has not yet received the final approval of the Police Chief.

(2) Shortly before THE major lesbian/gay law event of the next two years, we received an invitation to do two transgender workshops. Following these, we were asked to work in a committee on the task of transgender inclusion. The committee report was approved, the suggested resolution was expanded and the unanimously adopted by the directors of that law event.

Therefore, in lieu of the memo, we present the Press Release below and the unanimously adopted resolution on the next page.

PRESS RELEASE

Date: 15 January 1995

From: Phyllis Randolph Frye, Attorney
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RE: MAJOR GAY GROUP STRONGLY URGES INCLUSION OF
TRANSGENDER IN GAY, LESBIAN AND BISEXUAL LEGISLATION

The National Lesbian and Gay Law Association today adopted a resolution that recognized the history of oppression that transgenders have received at the hands of the same people who oppress lesbian, gay and bisexual people.

With a unanimous vote, NLGLA voted to do the following:

- (1) strongly urge all persons, organizations and coalitions to consider and to advance transgendered persons in their programs and deliberations,
- (2) strongly urge inclusion of the transgendered in the Employment Non-Discrimination Act (ENDA) and its successors, and
- (3) strongly urge inclusion of transgendered persons in statutes, ordinances and regulations that positively affect lesbians, gays and bisexuals and other oppressed minorities.

RESOLUTION OF BOARD OF DIRECTORS
OF THE NATIONAL LESBIAN AND GAY LAW ASSOCIATION
URGING THE INCLUSION OF THE TRANSGENDER COMMUNITY
INTO THE EMPLOYMENT NON-DISCRIMINATION ACT
AND OTHER STATUTES, ORDINANCES AND REGULATIONS
ALONG WITH LESBIANS, GAYS AND BISEXUALS

1. WHEREAS the transgendered have been legally defined in current favorable legislation to include those persons "having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness"; and

2. WHEREAS the history of oppression of the transgendered is similar to the oppression suffered by homosexuals and bisexuals, often by the same oppressors and often in a fashion that continues to pit transgenders and homosexuals and bisexuals against each other; and

3. WHEREAS the oppression in the area of employment of the transgendered is likewise similar to the oppression suffered by homosexuals and bisexuals and often by the same oppressors; and

4. WHEREAS lesbians, gays and bisexuals seek protection under the term of "sexual orientation" and transgenders seek protection under the term of "gender identification" and the four communities may seek protection under the combined term of "sexual or gender orientation"; and

5. WHEREAS the Employment Non-Discrimination Act of 1994 has excluded the transgendered from federal job protection; and

6. WHEREAS the National Lesbian and Gay Law Association recognizes the need for all sexual and gender minorities to have protection of employment; therefore

BE IT RESOLVED THAT the National Lesbian and Gay Law Association, through its Board of Directors meeting on the 15th day of January 1995, (1) strongly urges all persons, organizations and coalitions to consider and advance the rights of transgendered persons in all their programs and deliberations, and (2) strongly urges Members of Congress to include the transgendered in the Employment Non-Discrimination Act of 1994 (ENDA) and any successor or amended bills, and (3) strongly urges members of state and local legislative and regulatory bodies to include transgendered persons in all statutes, ordinances and regulations that also or already positively affect or protect lesbian, gay and bisexual people, and other oppressed minorities.