
2ND ANNUAL

**INTERNATIONAL CONFERENCE
ON TRANSGENDER LAW
AND EMPLOYMENT POLICY**

This Conference is designed for both attorneys and non-attorneys. The standard of instruction is sufficiently high in order to obtain legal education credits for attorneys; yet, the workshops revolve around the questioning and input by non-attorneys who actually experience the lack of legal and employment protection in their daily lives as transgendered persons.



**FROM
9 AM, THURSDAY, 26 AUGUST 1993
THROUGH
1 PM, SUNDAY, 29 AUGUST 1993**

**AT THE
HILTON HOTEL — SOUTHWEST
6780 SOUTHWEST FREEWAY
(US HWY 59 SOUTH NEAR HILLCROFT EXIT)
HOUSTON, TEXAS U.S.A.**

Sponsored by:

the International Conference on Transgender Law and Employment Policy, Inc. (I.C.T.L.E.P.)

Executive Director: Phyllis Randolph Frye, Attorney
Employment Law Director: Laura Elizabeth Skaer, Attorney
Health Law Director: Martine Aliana Rothblatt, Attorney
Military Law Director: Sharon Ann Stuart, Attorney
Secretary Director: Jackie Thorne, C.P.A.

In affiliation with:

Gulf Coast Transgender Community an outreach organization
Bar Association for Human Rights of Greater Houston, Inc.
Boulton and Park Society of San Antonio
Winslow Street Endowment Fund of the International Foundation for Gender Education

**12.0 Minimum Continuing Legal Education (MCLE) Credit
Hours Available (including 1.0 of Ethics Credit)**

**TRANSGENDER LAW AND EMPLOYMENT
POLICY ARE**

the law and employment policy at all levels that are applied to the transgendered community. They include but are not limited to:

*Employment Law and Policy,
Health Law,
Military Law,
Imprisonment Law,
Family Law,
International Gender Bill of Rights,
Personal Identification Law,
Insurance Law,
Education-in-Transgender-issues Law, and
Intervention Law.*

TRANSGENDERED PERSONS INCLUDE

crossdressers, pre-op and non-op transsexuals and post-op transsexuals of male-to-female or female-to-male of any sexual orientation, and of all races, creeds, religions, ethnic backgrounds, nationalities, ages and degrees of physical impediment.

**KNOWLEDGE OF LAW AND EMPLOYMENT
POLICY FOR TRANSGENDERED PERSONS IS
IMPORTANT BECAUSE DISADVANTAGE IN
THE LAW AND LOSS OF EMPLOYMENT ARE
THE BIGGEST PROBLEMS FACED BY THE
TRANSGENDERED.**

This is a very unforgiving society for those persons (and their loved ones) who were reared as one gender identity (socially defined by external genitalia), yet who have a definitely opposite but true gender identity.

This true gender identity must express itself: it does somewhere in a continuum ranging from crossdressing (in varying degrees) through full-time pre-op or non-op transsexualism to post-operative transsexualism.

The continuum is observed over a vastness and diversity in geography, race, education, religion, income, and career. Surely, to be so observed is evidence that to be transgendered is not a matter of mere choice.

Furthermore, rational people do not take upon themselves such unrelenting social pressure merely for a fling!

**MINIMUM CONTINUING LEGAL
EDUCATION (MCLE)**

The State Bar of Texas has awarded this event with 12.0 MCLE credit hours including 1.0 of ethics credit. Those attorneys outside Texas usually can, if they inquire of their jurisdiction prior to the conference and bring the required forms, gain similar credits.

ABOUT THE HOTEL

The conference will be at the Hilton Southwest, 6780 Southwest Freeway, Houston, Texas USA. This is the same location as the last conference. Last year's rate of \$48 plus tax per room per night is available if reservation is received not later than Monday, 02 August 1993. Thereafter, the room rate is \$55 plus tax.

TO GET THESE RATES, CALL THE HOTEL DIRECTLY AT 1-800-545-0064 AND ASK FOR "TRANSGENDER LAW CONFERENCE". Do not call the nationwide Hilton number as they will not give you these rates.

**LEGAL PROJECT WORKSHOP
MODERATORS**

Employment:

Laura Elizabeth Skaer, Atty

Health:

Martine Aliana Rothblatt, Atty

Military:

Sharon Ann Stuart, Atty

Imprisonment:

Raymond Wayne Hill, winner of Houston v Hill, 107 S.Ct. 2502, and host of weekly radio program for prison inmates

Family:

Connie Moore, Atty

International Gender Bill of Rights:

Sharon Ann Stuart, Atty

Personal Identification:

Sr. Mary Elizabeth, SSE, author of Legal Aspects of Transsexualism

Insurance:

James R. Kuhn, Atty

Education-in-TG-issues:

Gordene McKenzie, PhD., author of Transgender Nation: The Gender Revolution and adjunct professor of Public Law Institute, U of New Mexico Law School

Intervention:

Keith K. Stewart, Atty (tentative at this printing)

OUTREACH EFFORTS

Note that this is only our second conference. We encourage input, legal speakers and attendance from the international transgender community. We now have fall, winter and spring regional mini-conferences (hopefully one such outside of USA by 1994-95).

CONFERENCE SCHEDULE OF EVENTS

WEDNESDAY, 25 AUGUST 1993

12:00-8:00pm Registration Open
7:00-9:00pm Open Board Meeting

THURSDAY, 26 AUGUST 1993

8:00am-6:00pm Registration Open

Legal Project Workshops

9:00am (2.0hr) Employment Law & Policy
9:00am (1.0hr) Legal Interventions
10:00am (1.0hr) Insurance Law
11:00am (2.0hr) Health Law
11:00am (1.0hr) Education in Transgender Issues

12:00pm (1.0hr) Personal Identification Papers

Keynote Luncheon Speaker
1:00pm (dine) Richard Aldeman, Law Prof U of Houston Law Center, Houston's "Ralph Nader"
1.0 MCLE

Legal Project Workshops

2:30pm (1.5hr) Family Law
2:30pm (1.5hr) Gender Bill of Rights
4:00pm (1.5hr) Military Law
4:00pm (1.5hr) Imprisonment Law

Ethics Dinner Speaker
at the Courthouse Club, Downtown and joint meeting with B.A.H.R.

6:00pm Cash Bar
7:30pm (dine) Marshall A. Shelsy, Atty, Staff Counsel for the fourteen Harris County Criminal Courts at Law
1.0 MCLE Ethics

FRIDAY, 27 AUGUST 1993

8:00am-6:00pm Registration Open

Legal Project Workshops

9:00am (2.0hr) Employment Law & Policy
9:00am (1.0hr) Legal Interventions
10:00am (1.0hr) Insurance Law
11:00am (2.0hr) Health Law
11:00am (1.0hr) Education in Transgender Issues

12:00pm (1.0hr) Personal Identification Papers

Appellate Luncheon Speaker
1:00pm (dine) Hon. Alice Oliver-Parrot, Chief Justice, 1st Ct. App., Texas
1.0 MCLE

Legal Project Workshops

2:30pm (1.5hr) Family Law
2:30pm (1.5hr) Gender Bill of Rights
4:00pm (1.5hr) Military Law
4:00pm (1.5hr) Imprisonment Law

Endowed Paper Dinner Speaker
6:00pm Cash Bar
7:30pm (dine) Presentation by Winning Student of Endowed Legal Writing Competition in the area of Transgender Law at U of Houston Law Center
1.0 MCLE
Leslie Feinberg, author Transgender Liberation, "TG and Class Struggle"

8:30pm

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Please detach form

REGISTRATION FORM (circle appropriate fees, total, send check or money order payable to ICTLEP)

- Entire Conference (seven meals, 12.0 MCLE, written proceedings)
 - if pre-register and money RECEIVED not later than Monday, 02 August (price less than 1992) . . . \$245
 - if pre-register and money RECEIVED not later than Monday, 16 August \$270
 - if register after Monday, 16 August 93 or upon arrival \$295
- Thursday only (includes two meals, 2.0 MCLE — including 1.0 of Ethics) \$ 65
- Friday only (includes two meals, 2.0 MCLE) \$ 65
- Saturday only (includes two meals, ALL project reports, 8.0 MCLE) \$100
- Monitor Thursday (attend workshops & meals, but not eat, 2.0 MCLE) \$ 10
- Monitor Friday (attend workshops & meals, but not eat, 2.0 MCLE) \$ 10
- Monitor Saturday (attend reports & meals, but not eat, 8.0 MCLE) \$ 25
- Meals purchased individually (1.0 MCLE), each (except Sunday at \$10) \$ 40
- Proceedings, written or audio, 1st Conference, each \$ 65
- Proceedings, written or audio, this Conference, each \$ 65
- Proceedings, video (VHS), this Conference, each \$ 95

SPECIAL TO JUDGES, LEGISLATORS & CONGRESSPERSONS: attend any one day with lunch or one afternoon with dinner as our guest IF YOU PRE-REGISTER intent not later than Monday, 23 August.

SPECIAL TO LAW STUDENTS: no charge to attend workshops and lectures — no meals — must show current law school ID card

NAME AND TITLE as to appear on name tag: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

WORK PHONE: (____) _____ - _____

HOME PHONE: (____) _____ - _____

(Please make any name or address changes/corrections on the mailing label; reverse side of sheet.)

Please mail payment and completed form to:
I.C.T.L.E.P., Inc.
Phyllis Randolph Frye
Attorney and Executive Director
5707 Firenza Street
Houston, TX 77035-5515 USA

CONFERENCE SCHEDULE OF EVENTS

[continued]

SATURDAY, 28 AUGUST 1993

8:00am-6:00pm Registration Open
Reports from Legal Project Workshops
9:15am 0.50 MCLE Personal Identification
9:45am 0.50 MCLE Education in Transgender
Issues
10:15am 0.50 MCLE Intervention Law
10:45am 0.50 MCLE Insurance Law
11:30am 1.00 MCLE Health Law
Employment Law Luncheon Speaker
12:30pm 1.00 MCLE Employment Law
Reports from Legal Project Workshops
2:15pm 0.75 MCLE Military Law
3:00pm 0.75 MCLE Imprisonment Law
4:00pm 0.75 MCLE Family Law
4:45pm 0.75 MCLE Gender Bill of Rights
Closing Remarks Dinner Speaker
6:00pm Cash Bar
7:30pm (dine) Ron Garet, Prof at U So Cal
1.00 MCLE Law School, "Self-
Transformability", 65 S.Cal.
Law Review 121 (1991)
8:30pm Speaker T.B.A.

SUNDAY, 29 AUGUST 1993

9:00am Brunch open until 10:30am
10:30am Planning Meeting for 1994
Conference, finish by 1:00pm

INTERNATIONAL CONFERENCE ON TRANSGENDER LAW AND EMPLOYMENT POLICY, INC.

The *International Conference on Transgender Law and Employment Policy (I.C.T.L.E.P.)*, Incorporated is a non-profit corporation chartered under the laws of the State of Texas. Its purpose is to provide legal education in regard to issues surrounding legal rights and employment policies for transgendered persons, and map strategies for solutions to legal rights problems encountered by transgendered persons.

ICTLEP corporate offices and mailing address:

ICTLEP, Inc.

Phyllis Randolph Frye

Attorney and Executive Director

5707 Firenza Street

Houston, Texas 77035-5515 U.S.A.

Office Phone: AC 713 / 723-8368

FAX Line: AC 713 / 723-1800

REGIONAL MEETINGS

1993 — 1994

Fall 1993

- 06 Nov., Washington D.C. area, USA (contact person, Martine Aliana Rothblatt, 301 / 495-0172)

Winter 1994

- 26 Feb., Texas 'T' Party, San Antonio, Texas, USA (contact Phyllis Randolph Frye, 713 / 723-8368)

Spring 1994

- Apr., Saturday of IFGE Coming Together, Portland, Oregon, USA

3rd Conference, 1994

- 25-28 Aug., Houston, Texas, USA

I.C.T.L.E.P. Inc.

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