

# UNITED ENDA

This two-part packet contains samples of letters, statements and action alerts that have been sent by the broad range of United ENDA campaign members. This is not an exhaustive collection, but gives an idea of the extensive, wide-ranging grassroots activity generated by organizations representing more than 1.7 million lesbian, gay, bisexual and transgender Americans.

The organizational sign-on letter now boasts 282 national, state and local signatories. It directly follows this page. It is followed by a letter signed by HIV/AIDS service organizations. After those letters, you will find press statements and action alerts from national LGBT organizations.

In the second file, you will find a sample of action alerts, letters to Representatives, and press statements released by state organizations.

For further information about United ENDA and its partner organizations, contact Roberta Sklar, Communications Director at the National Gay and Lesbian Task Force, at [rsklar@thetaskforce.org](mailto:rsklar@thetaskforce.org) or by calling 646-358-1465.

## **UNITED OPPOSITION TO SEXUAL ORIENTATION ONLY NON-DISCRIMINATION LEGISLATION**

October 2007

Dear Madam Speaker and Representatives:

The undersigned represent the vast and celebrated diversity of the LGBT community in this country. Some of us are national leaders of organizations with tens of thousands of members and constituents, some of us run the only local organization in our state. But we are united in a common cause: **we ask you to keep working with us on an Employment Non-Discrimination Act that protects everyone in our community, and to oppose any substitute legislation that leaves some of us behind.**

We ask and hope that in this moment of truth, you will stand for the courage real leadership sometimes demands. You each command enormous respect from all of us and we do appreciate the difficulty of balancing a variety of competing demands. But the correct course in this case and on this legislation is strikingly clear. **We oppose legislation that leaves part of our community without protections and basic security that the rest of us are provided.**

You told us you supported a fully inclusive ENDA and would bring it up for a vote this year. We expect that you will honor that commitment and we look forward to working together to pass a bill that we can all be proud to support.

Sincerely,

### National Organizations

National Association of LGBT Community Centers  
National Black Justice Coalition  
National Center for Lesbian Rights  
National Center for Transgender Equality  
National Coalition for LGBT Health  
National Coalition of Anti-Violence Programs  
National Education Association's Gay Lesbian Bisexual Transgender Caucus  
National Gay and Lesbian Chamber of Commerce  
National Gay and Lesbian Task Force, Inc.  
National Lesbian and Gay Law Association  
National Stonewall Democrats  
National Student Genderblind Campaign  
National Transgender Advocacy Coalition  
National Youth Advocacy Coalition  
Advocates for Youth  
ALEPH: Alliance for Jewish Renewal  
Al-Fatiha Foundation for LGBTIQ Muslims  
American Institute of Bisexuality  
Atticus Circle

Bi Mental Health Professionals Association  
Bi Writers Association  
BiNet USA  
Bisexual Resource Center  
Campus Pride  
COLAGE (Children of Lesbians And Gays Everywhere)  
The Consortium of Higher Education LGBT Resource Professionals  
DignityUSA  
Equality Federation  
Equality Project Investor Advocates  
eQualityGiving.org  
Faith In America  
Families United Against Hate  
Family Pride Coalition  
Freedom to Marry  
FTM International  
Gay and Lesbian Advocates and Defenders  
Gay and Lesbian Medical Association  
Gay Men's Health Crisis  
GenderPAC  
GLSEN - the Gay, Lesbian and Straight Education Network  
Health and Wholeness Advocacy office of the United Church of Christ  
Health Initiatives for Youth (HIFY)  
Immigration Equality  
International Federation of Black Prides  
Jewish Mosaic: National Center for Sexual and Gender Diversity  
Keshet  
Lambda Legal  
Lesbian, Gay, Bisexual, and Transgender Rights Program at Human Rights Watch  
MAGNET (Media Advocates Giving National Equality To Trans)  
Matthew Shepard Foundation  
Mautner Project: the National Lesbian Health Organization  
Metropolitan Community Churches  
More Light Presbyterians  
New Ways Ministry  
Out & Equal Workplace Advocates  
Parents, Families and Friends of Lesbians and Gays  
PFLAG Transgender Network (PFLAG TNET)  
Pride At Work, AFL-CIO  
Queer Muslim Revolution  
Queers for Economic Justice  
QueerToday.com  
Reconciling Ministries Network (United Methodists)  
Sigma Phi Beta Fraternity  
Soulforce  
Soulforce Q  
Stop Abuse For Everyone

Straight Spouse Network  
Transgender American Veterans Association  
Transgender Health Alliance (International)  
Transgender Law and Policy Institute  
Transgender Legal Defense and Education Fund  
TransYouth Family Advocates  
Unid@s  
US Human Rights Network  
Woodhull Freedom Foundation  
World Professional Association for Transgender Health, Inc. (WPATH)  
Young Democrats of America

State/Regional Organizations

Alabama Gender Alliance  
ALLGO-A Statewide Queer People of Color Organization in Texas  
Alliance For Full Acceptance – South Carolina  
Arizona Transgender Alliance  
Basic Rights Oregon  
California Faith for Equality  
Center Advocates (Milwaukee, Wisconsin)  
Citizens For Equal Protection (Nebraska)  
Colorado Stonewall Democrats  
Colorado Stonewall Democrats Transgender Caucus  
Common Bond New Mexico Foundation (Albuquerque, NM)  
Connecticut TransAdvocacy Coalition  
D.C. Anti Racist Action  
Empire State Pride Agenda (New York)  
Equal Rights Colorado  
Equal Rights Washington  
Equality Advocates Pennsylvania  
Equality Alabama  
Equality Arizona  
Equality California  
Equality Florida  
Equality Illinois  
Equality Maine  
Equality Maryland  
Equality Mississippi  
Equality New Mexico  
Equality North Carolina  
Equality Ohio  
Equality South Dakota  
Equality Texas  
Equality Utah  
Equality Virginia

Fair Wisconsin  
Faith Family Fairness Alliance – Minnesota  
Florida’s Advocacy Coalition for Transgender Equality (FACT: Equality)  
Forward Montana  
The Freedom to Marry Coalition of Massachusetts  
FTMI Ohio  
Garden State Equality (New Jersey)  
Gay and Lesbian Activists Alliance of Washington, D.C.  
Gay Straight Alliance for Safe Schools (Wisconsin)  
Gay, Lesbian & Straight Education Network (GLSEN) Washington State  
Gay, Lesbian, Bisexual & Transgender Community Center of Colorado  
Gender Rights Advocacy Association of New Jersey  
Georgia Equality  
Idaho Equality Committee of Your Family Friends and Neighbors  
Illinois Gender Advocates (IGA)  
Indiana Equality  
Indiana Fairness Alliance  
Indiana Transgender Rights Advocacy Alliance  
Iowa Pride Network (State of Iowa)  
Kentucky Fairness Alliance  
The Legal Aid Society-Employment Law Center (California)  
Love Makes A Family (Connecticut)  
Marriage Equality Rhode Island  
Massachusetts Chapter of The Transgender American Veterans Association (TAVA)  
Massachusetts Lesbian & Gay Bar Association  
Massachusetts Transgender Political Coalition  
MEGA Family Project (Georgia)  
Michigan Equality  
Minnesota Lavender Bar Association  
Minnesota Transgender Health Coalition  
Montana Human Rights Network  
New England Gay, Lesbian, Bisexual & Transgender Veterans, Inc.  
New Hampshire Freedom to Marry Coalition  
New Hampshire Transgender Resources for Education and Empowerment (NH TREE)  
New Jersey Lesbian & Gay Coalition  
New Jersey Stonewall Democrats  
New Mexico GLBT Centers  
New York Association for Gender Rights Advocacy (NYAGRA)  
New York Trans Rights Organization  
Oklahomans for Equality  
One Iowa  
OutFront Minnesota  
PA Diversity Network  
The Pennsylvania Gay and Lesbian Alliance (PA-GALA)  
PFLAG South Carolina  
PFLAG-New Hampshire  
PROMO (Missouri)

R.U.1.2? Community Center (Vermont)  
Religious Coalition for Equality-Washington State  
S. U. R. E. Foundation (New Mexico)  
SAFE-NH (Stop Abuse For Everyone, New Hampshire)  
SC Gay & Lesbian Pride Movement  
South Carolina Equality Coalition  
Tennessee Equality Project  
Tennessee Transgender Political Coalition  
Texas Association of Transsexual Support  
Texas Stonewall Democratic Caucus  
Tiffany Club of New England  
Trans Carolina (South and North Carolina)  
Transgender Education Association of Greater Washington D.C. (TGEA)  
Transgender Equality Rights Initiatives-Florida  
Transgender Law Center (California)  
TransOhio  
Triangle Foundation (Michigan)  
Trikone Northwest (Pacific Northwest)  
True Colors, Inc. (Connecticut)  
The Twenty Club (Connecticut)  
Utah Pride Center (State of Utah)  
Washington Gender Alliance (Washington State)  
Washington State Stonewall Democrats  
Wisconsin Group Working for Equality  
Wyoming Equality

#### Local Organizations

A Chance For Change (Substance Abuse Education and Prevention)  
Affirmations (Detroit, MI)  
Albuquerque Pride  
Alice B. Toklas LGBT Democratic Club (San Francisco Bay Area, CA)  
Ally Action (San Francisco Bay Area)  
AMBI (Los Angeles)  
Audre Lorde Project (New York City)  
BIENESTAR (Southern California)  
Campus Alliance for Progress  
Center on Halsted (Chicago, IL)  
Chattanooga, TN LGBT Center  
Chicago Gender Society  
Community HIV/AIDS Mobilization Project (CHAMP)  
Concord Outright (New Hampshire)  
Congregation Beth Simchat Torah (NYC)  
Coqsure (Portland, OR)  
Crystal Club (Central Ohio)  
The Diversity Center (Santa Cruz, CA)  
Eleanor Roosevelt Stonewall Democrats of Orange County California  
Elections Committee for the County of Orange (ECCO)

Eon Youth Lounge (Southern Arizona)  
 EqualityToledo Community Action  
 Fight OUT Loud (Ft. Lauderdale, FL)  
 FTMI San Buenaventura  
 FTMI San Diego  
 FTMI San Francisco  
 Gay & Lesbian Community Center of Southern Nevada  
 Gay Activist Alliance in Morris County (NJ)  
 Gay Alliance of the Genesee Valley  
 Gay City Health Project (Seattle, WA)  
 GenderPeace (Ft. Worth, Texas)  
 Goodrum Project (Southern Arizona)  
 Greater Seattle Business Association (GSBA)  
 Harvard University Transgender Task Force  
 Harvey Milk Lesbian Gay Bisexual Transgender (LGBT) Democratic Club (San Francisco, CA)  
 Healthy Teen Network  
 Houston Equal Rights Alliance  
 Houston GLBT Political Caucus  
 Houston Transgender Unity Committee  
 Hudson Valley LGBTQ Community Center  
 Huron Valley Greens (Ann Arbor, MI)  
 Ingersoll Gender Center (Seattle, WA)  
 Inland Counties Stonewall Democrats (California)  
 Institute for Judaism and Sexual Orientation at Hebrew Union College - Jewish Institute of Religion  
 Kaleidoscope Youth Center (Columbus, OH)  
 Kansas City Anti-Violence Project  
 KhushDC  
 KnowThyNeighbor  
 Lesbian, Gay, Bisexual & Transgender Community Center (NYC)  
 Lesbian, Gay, Bisexual, Transgender Community Center of Greater Cleveland  
 Lighthouse Community Center (Hayward, CA)  
 Long Island Lesbian Cancer Initiative (LILCI)  
 Los Angeles Gay & Lesbian Center  
 Madison Area Transgender Association (Madison, Wisconsin)  
 Milwaukee LGBT Community Center  
 Muhlenberg College Gay Straight Alliance (Allentown, PA)  
 National Lawyers Guild San Francisco Bay Area Chapter  
 Network/La Red (Boston, MA)  
 New York Area Bisexual Network (NYABN)  
 Northeastern PA Rainbow Alliance  
 Northwest PA Trans Group  
 Our Family Coalition (San Francisco Bay Area, CA)  
 OutFront! (Philadelphia, PA)  
 Pacific Center for Human Growth (San Francisco East Bay Area)  
 Perpetual Transition (Memphis, TN)  
 PAGE (Peak Area Gender Expressions) of Colorado Springs

PFLAG Bryan/College Station  
PFLAG Lake Havasu City AZ  
Pikes Peak Gay & Lesbian Community Center (Pride Center of Colorado Springs)  
PRIDE Institute of Texas  
Queers Without Borders, Hartford Connecticut  
Rainbow River Pride, Lake Havasu City AZ  
Resource Center of Dallas (North Texas)  
Rockway Institute  
San Diego Democratic Club  
San Diego LGBT Community Center  
San Francisco LGBT Community Center  
Satrang (Southern California)  
Seacoast Outright (New Hampshire)  
Seattle GLBT Community Center  
South Bay Transmen (San Jose, CA)  
Southern Arizona Gender Alliance (SAGA) (Southern Arizona)  
SpeakOUT (Central Ohio)  
SpeakOut Boston  
Stonewall Columbus (Columbus, OH)  
Stonewall Democrats of San Antonio  
Trans Equality LA  
TransActive Education & Advocacy  
Transcendence (Bowling Green State University)  
TransFamily of Cleveland  
Transgender Advocacy And Services Center Of San Diego  
Transgender at Work  
Transgender Health Empowerment, Inc. (Washington DC)  
UNITE Fort Lauderdale  
University of California, San Diego LGBT Resource Center  
University of Michigan Health System Pride Network, Employee Resource and Patient  
Advocacy Group (Ann Arbor, MI)  
Utah State University's GLBTA Services  
Washtenaw Rainbow Action Project (WRAP)  
Wilson Resource Center (Arnolds Park, IA)  
Wingspan Anti-Violence Project (Southern Arizona)  
Wingspan LGBT Community Center (Southern Arizona)

(282 signatories, list still in formation)

October 10, 2007

Dear Members of Congress,

The undersigned HIV/AIDS organizations oppose the removal of protections for transgender people from ENDA. We would also oppose any employment nondiscrimination bill that did not protect transgender people.

**We urge you to support a fully-inclusive ENDA as a part of our nation's commitment to sound HIV/AIDS policy.**

Transgender Americans are among those at highest risk for HIV infection. A recent analysis by the Centers For Disease Control and Prevention (CDC) across multiple studies found that 27.7% of male-to-female transgender people (MTF) tested positive for HIV infection, while 11.8% self-reported being HIV-seropositive. These infection rates are amongst the highest in the country, and nearly two out of three of those infected did not know their status. Even higher HIV infection rates were found among African American MTF people, with 56.3% testing positive, and 30.8% indicating that they knew they were positive.

The CDC reported that "contextual factors potentially related to increased HIV risk include mental health concerns, physical abuse, social isolation, economic marginalization, and unmet transgender-specific healthcare needs."

Multiple studies have demonstrated the link between economic instability and risk of contracting HIV/AIDS. Gender-variant people of all sexual orientations are at increased risk of economic marginalization that can lead to increased risk of HIV infection, homelessness or unstable housing, and/or difficulty accessing appropriate and sensitive health care services. Concomitantly, improving economic status, stabilizing housing and health care access, and decreasing discrimination and stigma reduce HIV risk and improve health status for people living with HIV.

Thus, workplace protections are of the utmost importance to people at risk of or living with HIV/AIDS – including transgender Americans.

Despite the fact that nearly 90% of Americans favor equal rights for lesbians and gay men with regard to job opportunities, less than half of all states specifically ban workplace discrimination in the private sector based on sexual orientation and even fewer states expressly ban discrimination based on gender identity or expression.

ENDA would ensure that in most workplaces a person's qualifications and job performance - rather than sexual orientation or gender identity -- would be the factors that determine success on the job. These protections would also create greater economic security for people at highest risk of HIV/AIDS in our nation, adding to our collective capacity to combat the epidemic.

Signed,

**[List in formation]**

**Organizational Endorsers:**

Advocates for Youth, Washington, DC  
AIDS Action Council, Washington, DC

AIDS Alliance for Faith and Health (AAFH), Atlanta, GA  
AIDS Foundation of Chicago, Chicago, IL  
AIDS Legal Referral Panel, San Francisco, CA  
AIDS Project Los Angeles, The David Geffen Center, Los Angeles, CA  
Allies Linked for the Prevention of HIV & AIDS, Boise, ID  
Aniz, Inc, Atlanta, GA  
Community HIV/AIDS Mobilization Project (CHAMP), NY, RI  
Direct Action for Rights and Equality, Providence, RI  
Gay Men's Health Crisis, New York, NY  
HIV/AIDS Services for African Americans in Alaska, Anchorage, AK  
HIVictorious, Inc., Madison, WI  
Housing Works, New York, NY  
Ibis Reproductive Health, Cambridge, MA  
Kansas Chapter of The National Action Network, Topeka, KS  
Legacy Community Health Services, Inc., Houston, TX  
Lifelong AIDS Alliance, Seattle, WA  
Lower East Side Harm Reduction Center, New York, NY  
Minnesota AIDS Project, Minneapolis, MN  
Minority AIDS Coalition, Jacksonville, FL  
National Alliance for State and Territorial AIDS Directors, Washington, DC  
National Minority AIDS Council, Washington, DC  
NYC AIDS Housing Network (NYCAHN), New York, NY  
Planned Parenthood of CT, New Haven, CT  
Positive Impact, Inc., Atlanta, GA  
Poz Magazine, New York, NY  
Resource Center of Dallas, Dallas, TX  
Someone Cares, Inc. of Atlanta, Smyrna, GA  
South Carolina Campaign to End AIDS (SC-C2EA), Columbia, SC  
Street Works, Nashville, TN  
Student Global AIDS Campaign, Washington, DC  
Taxi Workers Alliance of PA, Philadelphia, PA  
Transgender Equality Rights Initiatives (TERI), Fort Lauderdale, FL  
WORLD, Oakland, CA

**Individual Endorsers:**

Rev Raquel Algarin, New York, NY  
Susan Arnold, Jacksonville, FL  
Sean Barry, New York, NY  
Ronnie E. Bass, MSCM, Smyrna, GA  
Karen Bates, Columbia, SC  
Jeanne Bergman, Ph.D., New York, NY  
Ania Beszterda, Seattle, WA  
Bob Bowers, Madison, WI  
Hugh Brown III, Anchorage, AK  
Erin Burns, Washington, DC  
Bret Camp, Dallas, TX  
Christopher C. Camp, Baltimore, MD  
Lei Chou, New York, NY  
Ron Crowder, Nashville, TN  
Maggie Dann, Oakland, CA  
Julie Davids, Providence, RI  
Julie Ebin, Cambridge, MA  
Randall Ellis, Houston, TX  
Jeff Graham, Atlanta, GA  
Laura Hanen, Washington, DC

Teresa Harrison, SM, Cambridge, MA  
Bill Hirsh, San Francisco, CA  
Marcela E. Howell, Washington, DC  
Ronald Johnson, Washington, DC  
Tyffine Jones, Jackson, MS  
Paul Kawata, Washington, DC  
Roshanda Leopold, Atlanta, GA  
David Munar, Chicago, IL  
James M. Nordlund, Topeka, KS  
Nancy Ordovery, New York, NY  
Laird Petersen, Richmond, VA  
Guy Pujol, D.Min., Atlanta, GA  
Duane Quintana, Boise, ID  
Michael Emanuel Rajner, Fort Lauderdale, FL  
James Reinke, Madison, WI  
Maura Riordan, Oakland, CA  
David Rosenthal, New York, NY  
Donna Sogegian, Davie, FL  
Sheila Sutton, Chicago, IL  
Lorraine Teel, Minneapolis, MN  
Shannon Wyss, Washington, DC  
Susan Lloyd Yolen, New Haven, CT  
Beck Young, New York, NY



# Lambda Legal's Analysis of Stripped Down Version of ENDA: Gender Identity Protections Gone and Inadequate Protections for Lesbians and Gay Men

**'You can't be fired for being a lesbian or a gay man, but you can be fired if your boss thinks you fit their stereotype of one.'**

(New York, October 1, 2007) — Lambda Legal's preliminary assessment of the revised version of the Employment Non-Discrimination Act shows the bill to be riddled with loopholes in addition to failing altogether to protect transgender people against discrimination.

"Leaving out protections for transgender people is unacceptable, and passing a bill riddled with loopholes will make it harder to achieve equality on the job," said Kevin Cathcart, Executive Director at Lambda Legal. "You can't be fired for being a lesbian or a gay man, but you can be fired if your boss thinks you fit their stereotype of one."

"After working together for so many years on a bill to provide protections for the LGBT community on the job—we can do better than this," Cathcart added.

## Preliminary Analysis Summary:

As a point of clarity for the community: The recent version is not simply the old version with the transgender protections stripped out—but rather has modified the old version in several additional and troubling ways.

- In addition to the missing vital protections for transgender people on the job, this new bill also leaves out a key element to protect any employee, including lesbians and gay men who may not conform to their employer's idea of how a man or woman should look and act. This is a huge loophole through which employers sued for sexual orientation discrimination can claim that their conduct was actually based on gender expression, a type of discrimination that the new bill does not prohibit.
- This version of ENDA states without qualification that refusal by employers to extend health insurance benefits to the domestic partners of their employees that are provided only to married couples cannot be considered sexual orientation discrimination. The old version at least provided that states and local governments could require that employees be provided domestic partner health insurance when such benefits are provided to spouses.
- In the previous version of ENDA the religious exemptions had some limitations. The new version has a blanket exemption under which, for example, hospitals or universities run by faith-based groups can fire or refuse to hire people they think might be gay or lesbian.

## NEWS RELEASE

[www.lambdalegal.org](http://www.lambdalegal.org)

**FOR IMMEDIATE RELEASE**  
Monday, October 1, 2007

**Contact:**

**Lisa Hardaway**

**212-809-8585 ext: 266**

**Cell: 973-902-9298**

**[lhardaway@lambdalegal.org](mailto:lhardaway@lambdalegal.org)**

Lambda Legal is a national organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and those with HIV through impact litigation, education and public policy work.



Lambda Legal has long worked on employment discrimination issues and has represented clients who have faced discrimination or harassment at work based on their sexual orientation or gender identity.

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Contact: Lisa Hardaway 212-809-8585 ext: 266; Cell: 973-902-9298; Email: [lhardaway@lambdalegal.org](mailto:lhardaway@lambdalegal.org)

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Published on National Gay and Lesbian Task Force (<http://www.thetaskforce.org>)

## National lesbian, gay, bisexual and transgender leaders demand more time to secure a transgender-inclusive ENDA

### Date

September 27, 2007

### Body

#### MEDIA CONTACT:

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[rsklar@theTaskForce.org](mailto:rsklar@theTaskForce.org) [1]

*"If the question is shoring up support for the bill as it stands, the answer is to give us more time, not to leave a part of our community behind."*

— **Matt Foreman, Executive Director, National Gay and Lesbian Task Force, Inc.**

**WASHINGTON, Sept. 27** — U.S. House Democratic leaders are reportedly strongly considering stripping gender identity from the Employment Non-Discrimination Act (ENDA).

#### **Statement by Matt Foreman, Executive Director National Gay and Lesbian Task Force, Inc.**

"It is politically inexplicable and unconscionable that some congressional leaders are rushing to strip protections for transgender people from ENDA — just as the Senate votes overwhelmingly to pass transgender-inclusive hate crimes legislation, and states from coast to coast are adding transgender-inclusive workplace protections at an unprecedented pace.

"If the question is shoring up support for the bill as it stands, the answer is to give us more time, not to leave a part of our community behind.

"We will pull out all the stops over the next few days to convince Congress that the right thing to do is move forward with the ENDA that was already introduced, and reject any substitute bill that cuts out members of our community."

—30—

The National Gay and Lesbian Task Force, Inc. ("NGLTF, Inc."), founded in 1974, works to build the grassroots political power of the LGBT community to win complete equality. We do this through direct and grassroots lobbying to defeat anti-LGBT ballot initiatives and legislation and pass pro-LGBT legislation and other measures. We also analyze and report on the positions of candidates for public office on issues of importance to the LGBT community. NGLTF, Inc., is a 501(c)(4) nonprofit corporation incorporated in New York. Contributions to NGLTF, Inc., are not tax-deductible.

### Current or Archive

Current

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NATIONAL CENTER  
for  
TRANSGENDER EQUALITY

dedicated to advancing the  
equality of transgender people  
through advocacy,  
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### News

#### **NCTE STATEMENT ON THE EMPLOYMENT NON-DISCRIMINATION ACT**

(September 28, 2007) — Yesterday our Congressional allies apparently abandoned the Employment Non-Discrimination Act (H.R. 2015), the centerpiece of the LGBT legislative agenda, and introduced two new pieces of legislation which separate the protected classes of gender identity and sexual orientation. NCTE firmly rejects this strategy and joins most other national and many state LGBT organizations in actively opposing these two new bills.

Until last week, the majority of our congressional allies and organizational partners were confident that our years of diligent work were ready to bear fruit. We believe that the original version ENDA, which was fully inclusive of both gender identity and sexual orientation, was prematurely abandoned and should still be called to a vote.

NCTE thanks our friends in Congress for the important work that has already been done, but calls on them to return to their efforts to pass this historic piece of legislation.

It is disheartening to see that a bill, drafted over several years through a collaborative effort of LGBT advocates and allies, would be rejected without a vote and without the counsel or assent of a single one of these organizations.

There has been increasing support over the last decade to include transgender people in all local, state and federal legislation designed to end the injustice and inequality which has been perpetrated against LGBT Americans for generations. In fact there are currently 13 states, the DC and over 100 municipalities which already have passed similar anti discrimination laws to protect people on the basis of both gender identity and sexual orientation.

It is unacceptable at this juncture in the national conversation about the lives of lesbian, gay, bisexual and transgender Americans that transgender people should be excluded from equal protections under the law.

We call on all members of Congress to remember the promise of the Declaration of Independence that all people are created equally and deserve the assurance of life liberty and the pursuit of happiness.

### Take Action Now

- [Tell us about Discrimination](#)
- [Register to Vote](#)
- [Donate to Support NCTE's work](#)



**FOR IMMEDIATE RELEASE:** October 5, 2007

**CONTACT:** Joel Ginsberg | [jginsberg@glma.org](mailto:jginsberg@glma.org) | 415-255-4547

## **Gay and Lesbian Medical Association Urges Inclusion of Transgender People in Federal Workplace Discrimination Bill**

San Francisco — The Gay and Lesbian Medical Association (GLMA) today announced its support for including transgender people in the federal Employment Non-Discrimination Act (ENDA).

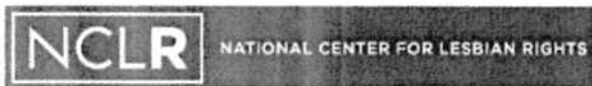
The legislation as originally written would ban workplace discrimination based on sexual orientation, perceived sexual orientation, and gender identity or expression. Last week, however, congressional leaders put forward a revised version which omitted protections based on gender identity and expression, stating that this was necessary to obtain sufficient votes for passage.

Rebecca Allison, a transgender cardiologist practicing in Phoenix, Arizona and GLMA's President Elect, understands the impact of workplace discrimination. "I personally know transgender physicians who were forced to abandon successful practices after announcing their intention to transition," she said. "In addition to causing financial losses, discrimination in the workplace can reduce productivity and put victims at risk for depression. Including transgender people in ENDA will help prevent some of these harms."

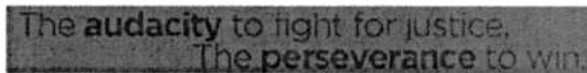
"We must do everything we can to oppose the marginalization of transgender people," said GLMA Executive Director Joel Ginsberg. "Transgender people are just as deserving of employment protections as anyone else. We are urging our members and all healthcare providers committed to equality for LGBT people to contact their representatives to insist that gender identity and expression be reincorporated into this critical legislation."

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*The mission of the Gay and Lesbian Medical Association is to ensure equality in healthcare for lesbian, gay, bisexual and transgender individuals and healthcare professionals. More information is available at [www.glma.org](http://www.glma.org).*



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- 2004
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### press contact

for press inquiries please contact:

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 office: 415.392.6257 x305



## FOR IMMEDIATE RELEASE | September 27, 2007

### ACTION ALERT: Help Save the Gender Identity-Inclusive Employment Non-Discrimination Act (ENDA)

*A Statement from NCLR Executive Director Kate Kendell, Esq.*

(San Francisco, CA, September 27, 2007)

Dear Friend of NCLR,

We need your help today to ensure that no member of our community is left behind. You can make a difference if you act immediately.

**Members of Congress have approved a version of the Employment Non-Discrimination Act (ENDA) that does not include gender identity.** Champions of the LGBT movement have been working tirelessly to ensure that ENDA includes both sexual orientation *and* gender identity in its language. Now Congress is threatening to exclude gender identity thereby excluding members of our own community. It is now extremely important that our representatives in Congress hear from us imploring them to **keep both sexual orientation and gender identity** in the bill.

Please urge them to support an ENDA that is fully inclusive, and let them know that you don't want any member of our lesbian, gay, bisexual, and transgender community left behind.

**Contact your representative today by calling the U.S. Capitol Switchboard at 202.224.3121 and ask to be connected to your representative's office.**

[Click here to find out who your representative is.](#)

[Click here for a link to all Representatives in Congress.](#)

When the receptionist answers, you can say:  
*Please tell the representative that I oppose any version of ENDA that does not include both sexual orientation and gender identity. Studies and surveys consistently show that between one-third and one-half of all LGBT respondents have suffered employment-related discrimination. Transgender people, in particular, desperately need the protections ENDA would provide. Congress should pass the original version of ENDA that includes both gender identity and sexual orientation.*

[Click here to send an e-mail to your Representative.](#)

Thank you for your continued support in the struggle for basic civil rights for all individuals.

With gratitude,

**The National Center for Lesbian Rights** is a national legal organization committed to advancing the legal and human rights of lesbian, gay, bisexual, and

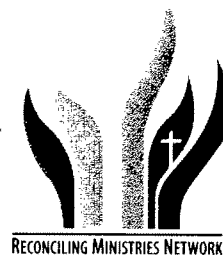
### media contacts:



Calla Devlin  
 Director of Communications  
 National Center for Lesbian Rights  
 office: 415.392.6257 x324  
 mobile: 415.205.2420  
[cdevlin@nclrights.org](mailto:cdevlin@nclrights.org)

# RECONCILING MINISTRIES NETWORK

3801 North Keeler Avenue – 3<sup>rd</sup> Floor • Chicago, IL 60641-3007



## RECONCILING MINISTRIES

**NETWORK** is a national grassroots organization that exists to enable full participation of people of all sexual orientations and gender identities in the life of the United Methodist Church, both in policy and practice.

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September 30, 2007

## Keeping Gender Identity in ENDA

*Our denomination has been clear since 1956 when women were granted full conference rights as ordained clergy that gender is not an impediment to ordination or ministry in The United Methodist church. There is no basis for United Methodists to discriminate based on gender identity. As reflected in ¶161F of the 2004 Book of Discipline: "We seek for every individual opportunities and freedom...to seek and receive justice...[and] understand our gender diversity to be a gift from God, intended to add to the rich variety of human experience and perspective."*

*Article IV of the Constitution of The United Methodist Church prohibits discrimination based on the status of gender. Such policies do make a difference. The most reprehensible forms of bigotry, discrimination, and violence in our country are reported against transgender persons. These tax paying citizens need to be included in ENDA to let bullies know that such behavior threatening the safety—the ability to simply make a living and support your family—of US citizens is not to be tolerated.*

*It is unconscionable to let this opportunity for fairness pass us by.*

*In prayer and hope for a better America,*

*Rev. Troy G. Plummer, Executive Director  
Reconciling Ministries Network (United Methodists)*

# UCC leaders protest transgender exclusion from proposed non-discrimination legislation

Written by J. Bennett Guess  
October 8, 2007

The UCC  
Coalition  
for LGBT  
Concerns



GOODS EXTRAORDINARY WELCOME

UCC advocates are responding angrily to attempts by leaders in the U.S. House of Representatives to separate protections for "sexual orientation" from "gender identity" in a watered-down version of the proposed federal Employment Non-Discrimination Act (ENDA).

On Sept. 27, the House divided ENDA into two pieces of legislation, with one that would provide legal protections based on sexual orientation and a second that would offer the same based on gender identity. The move was largely perceived as an effort by House leaders to make it easier for Representatives to pass the first piece of legislation at the expense of the second.

"The proposal to drop transgender persons from the original proposed legislation is a very disappointing development," said the Rev. Michael Schuenemeyer, the UCC's minister for lesbian, gay, bisexual and transgender concerns. "Our commitment in the UCC is strong in its support for full inclusion of gender identity and expression in both employment non-discrimination and the hate crimes legislation."

ENDA, as passed in the Senate earlier this year and as originally introduced in the House, would have made it illegal to fire, refuse to hire, or refuse to promote an employee simply based on his or her sexual orientation or gender identity.

"We can appreciate the concern and disappointment of our transgender brothers and sisters as they watch their lives and their rights being decided by others for political reasons. Our prayers are with them at this troublesome time," said Schuenemeyer.

In 2003, the UCC's General Synod 24 passed a resolution "affirming the participation and ministry of transgender people within the United Church of Christ and supporting their civil and human rights."

The Rev. Malcolm Himschoot, interim coordinator of the UCC Coalition for LGBT Concerns' Open and Affirming Program, said the real issue is job security for transgender persons.

"Non-discrimination laws send a signal about fairness as one of our national values. That's the least we can do," said Himschoot, a UCC minister who is transgender. "Regarding employment, I would like to see more job creation in this country at self-sufficiency wages, so that people across the board have access to a decent livelihood."

This proposed legislation comes at a time when it is still legal to fire someone based on their gender identity in 39 states, even though thirty-seven percent of the country, including eleven states and more than 90 cities and counties, have passed protections for the transgender community.

Read the history of the UCC's commitment to LGBT equality.

---

# Accept No Substitutes!

UNITED  
Support the  
Original Bill

[Click Here]



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## Look at our Momentum! We Still Need Your Help to Save ENDA.

Dear Friends,

The response to our campaign to save the original Employment Non-Discrimination Act (ENDA) has been overwhelming!

In less than a week, National Stonewall Democrats has been able to help organize over 180 organizations into our **United ENDA** campaign. This is the campaign to organize grassroots and professional lobby efforts to preserve the original ENDA.

On Monday, we launched **NoSubstitutes.org** as our online organizing effort as part of our United ENDA campaign. If you haven't already, please **go there now** and immediately add your name to our list.

I did receive one call this week from an individual demanding to know why Stonewall Democrats "insists on standing up for a tiny minority in our community." My response was clear. It is because our members have overwhelmingly affirmed our strong position determined to save ENDA, because legal experts agree that this is the right course to take and because our work in the states has demonstrated that this is a winning strategy.

**Now, here is where we are - and where we need your help:**

**Congress has taken a key step to preserving the original ENDA.** This has been a direct response to your effort to save ENDA. Thank you.

On Monday, the House Democratic Leadership decided to **postpone** action on a substitute bill. *This is a good thing!* Democratic leaders told us that they have "heard us loud and clear." Instead of marking up a substitute bill that did not include protections for gender identity, Congressional Democrats decided to give us two short weeks to prove our support for the original ENDA.

**Now, we still need *your* help to preserve the original ENDA!**

**Take three steps to save ENDA:**

1) Recruit two contacts now to sign our petition at **NoSubstitutes.org**

2) Visit your local Congressional District office this week and ask to meet with your Congressperson. Chances are you may meet with a key staffer...or even an intern. The face-to-face contact with the office is what is important.

You can use your zip code to look up your Representative **here at Congress.org**.

3) Ask your Representative to a) Support the original ENDA (HR 2015) which includes gender identity and b) oppose any effort to advance a substitute bill that does not include gender identity. These three steps are crucial. We need more people to sign our petition at [NoSubstitutes.org](http://NoSubstitutes.org) and we need face-to-face contacts this week with your Representative.

Thank you again. Keep our momentum going,

**Jon Hoadley**  
*Executive Director*  
**National Stonewall Democrats**

**Help SAVE  
ENDA**

---

*(c) 2007 National Stonewall Democrats. Contributions to National Stonewall Democrats are not deductible for federal income tax purposes.*





# Take Action!

## Be a PFLAG 5-Minute Advocate

**Call Congress NOW and tell them that no member of our PFLAG family can be left behind!**

[Take Action!](#)

Contact your U.S. Representative today to keep the Employment Non-Discrimination Act (ENDA) transgender inclusive!

Reports say that some members of Congress have misguidedly decided to move forward with a version of ENDA that does not include gender identity. Our families have worked hard to make sure that all of our loved ones are protected by this legislation. It is critical that your representatives hear from you now urging them to keep both sexual orientation and gender identity in the bill.

Call and urge them to support an ENDA that is fully inclusive. Let your representative know that you don't want any member of the gay, lesbian, bisexual or transgender community left behind.

Click the Take Action button to enter your zip code. You will be directed to a page with your representative's phone number as well as a phone script. The exclusionary version of the bill will be introduced early next week and will go to a vote as soon as Thursday. Your Representative needs to hear your voice today.

**Please make the call TODAY!**

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Pride At Work



**PRIDE AT WORK**

## **Keep Trans People in ENDA**

Dear \_\_\_\_\_,

### Cut Transgender People Out of ENDA? No Way!

Just as the Employment Non-Discrimination Act neared action in Congress, disturbing reports have surfaced that House Democratic leaders are planning to remove the bill's protections for transgender workers in committee next week. That's completely unacceptable!

In the labor movement, we're proud of our history of solidarity across lines of race, religion, ethnicity, gender and sexuality. We've learned to resist the divisive and dishonest tactics of enemies who would try to divide us along these lines. We cannot and will not leave the least numerous and most vulnerable among us to fend for themselves. We stand together, one for all and all for one!

The passage of the federal hate crimes bill, with full protections for LGBT Americans, by both House and Senate this year shows that politically, it is entirely possible to pass federal legislation that protects transgender people as well as gay men, lesbians and bisexuals. The House hate crimes bill passed by more than 50 votes this spring, and the Senate voted today to invoke cloture, cutting off debate and bringing its hate crimes bill to a voice vote, by 60 to 39.

Please take a moment to call these members of Congress and let them know you want transgender workers protected in ENDA –

Representative Nancy Pelosi, Speaker of the House, 202-225-4965

Representative Barney Frank, chief House sponsor of ENDA, 202-225-5931

Representative George Miller, Chairman, House Education and Labor Committee, 202-225-2095.

If you can take the time to send an e-mail to your Representative, please do that too. But remember, every hour counts and personal phone calls are the most effective way of letting the Congressional leadership know your views.

Remember – An Injury to One Is an Injury to All



**FOR IMMEDIATE RELEASE:**

**YOUTH GUARDIAN SERVICES BACKS INCLUSIVE ENDA  
GLBT Youth Want Equality For All of Our Community**

October 6, 2007:

This April, Congressmembers introduced the federal Employment Non-Discrimination Act, a bill that would protect Americans from discrimination based on sexual orientation, perceived sexual orientation and gender identity or expression in the workplace.

Unfortunately, on September 26, Congressional leaders proposed edits that would strip the bill of much of its original force, most notably omitting protection on the basis of gender identity and expression. The reason given for these edits is that the bill is less likely to be passed if it is gender identity inclusive.

Dropping gender identity from the bill means that not only will transgender workers be unprotected, but protections for all other workers are compromised as well. When gender identity and expression go unprotected, no one has to be transgender to be fired—anyone who doesn't fit his or her boss's definition of masculinity or femininity becomes vulnerable.

At Youth Guardian Services, most of us are entering or are about to enter the workforce, and this bill impacts our lives and futures directly. The rights ENDA would assure are vitally important to us, but the non-trans GLBT among us are not interested in gaining those rights by abandoning our transgender brothers and sisters.

A compromise on this bill will hurt all of us. As advocates for GLBT youth, YGS supports the adoption of the original, inclusive ENDA bill, HR 2015, and protection for *all* of our community.

Youth Guardian Services is a youth-run, 501(c)(3) non-profit organization that provides support to gay, lesbian, bisexual, transgender, questioning, and straight supportive youth through peer-operated, Internet-based projects and programs.

Contact:  
Rachel Popkin, Executive Director  
[rachel@youth-guard.org](mailto:rachel@youth-guard.org)

###

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# Sigma Phi Beta Fraternity



sigma phi beta



## **United ENDA: One Community, One Bill, One Vote**

If you don't already know, it is perfectly legal to fire somebody in Arizona, and 30 other states, for being lesbian, gay, bisexual and transgender. The Employment Nondiscrimination Act (ENDA) is a bill in Congress that, if passed, would such forms of discrimination illegal.

Sigma Phi Beta Fraternity has joined a national coalition of LGBT and ally organizations to support an ENDA bill that includes protections based on sexual orientation and gender identity. The coalition, United ENDA, opposes any version that does not include gender identity. I invite you to visit <http://www.unitedenda.org> to find out more.

Right now, Democratic leaders in the United States House of Representatives continue to move forward with their plan to introduce a version ENDA which removes protections for transgender persons--a move that would leave every member of the LGBT community open to discrimination in the workplace.

United ENDA has called on student organizations, like Sigma Phi Beta Fraternity, to push our Members of Congress to not accept any "compromise" bill that doesn't protect the entire LGBT community.

If you haven't yet done so, please take action now. You can send a message directly to your Member of Congress, and Speaker Nancy Pelosi, by visiting [http://eqfed.org/campaign/OneENDA\\_clone\\_7](http://eqfed.org/campaign/OneENDA_clone_7).

As the only national Greek fraternity to adopt a transgender-inclusive policy, we call on Congress to adopt an inclusive ENDA to ensure that all of our members, regardless of sexual orientation or gender identity, are afforded equal protection under the law. Members of Sigma Phi Beta Fraternity deserve to enter the workforce knowing that they will be granted the same opportunities as others, and that they will not be denied employment or promotion just because they are gay, bisexual or transgender.

## **Social Fraternity and Social Policy**

As a social fraternity, we focus on creating a safe and fun social environment for all of our members. To do so, we sometimes have to take action for positive change in the social policy arena.

One of our national priorities as a fraternity is to become a respected national leader in the LGBT community. By being one of the first organizations to align ourselves with the national United ENDA Coalition, we are demonstrating to people all over that we are a socially responsible organization and a leader among Queer student

organizations.

Advocating for positive social change is not unprecedented in our fraternity, nor is it unprecedented within the Greek community. Several national fraternities and sororities are members of the Leadership Conference on Civil Rights. I encourage you learn more about this organization at

[http://www.civilrights.org/about/lccr/coalition\\_members/](http://www.civilrights.org/about/lccr/coalition_members/).

---

### **Take Action!**

Remember to take action! It only takes a few moments to send a message to your elected representative, and it is imperative that they hear from you. To send a message visit [http://eqfed.org/campaign/OneENDA\\_clone\\_7](http://eqfed.org/campaign/OneENDA_clone_7).

In Solidarity,

Sam Holdren  
President and Chairman

New England Gay, Lesbian, Bisexual & Transgender Veterans, Inc.  
<http://www.newengland-glbvets.com/>

Wednesday, 3 October 2007

Dear Members of the Gay, Lesbian, Bisexual and Transgender Communities:

Please know that this morning I personally called the office of Congressman Barney Frank, whom I have known and worked with on a myriad of issues over the past 16 years.

While I was unable to speak to Congressman Frank, personally, I did speak with a member of his staff, and told him that I and the New England GLBT Veterans, Inc., respectfully opposed any deletion of protection for Transgender people in ENDA.

In response, the staff member informed me that to his knowledge the proposed Bill would move forward, and that it would take "incremental" changes in the future as regards to protection and language for Transgender people. At that, I asked the staff member to please relay to Congressman Frank my personal and respectful "opposition" to any exclusion of Transgender people in ENDA, as to do so would be a grave injustice.

This said, I wish all to know that Congressman Frank has fought many battles for the "Gay Community," for which I give him my thanks, as he has been a powerful spokesman in helping to secure human and civil rights for the larger Gay Community. But in regard to the "incremental" inclusion of Transgender people in ENDA, I respectfully beg to differ. Just as I and my fellow GLBT military veterans differed with Congressman Frank to broker a compromise on the U. S. Military's inhumane "Don't Ask, Don't Tell" policy, as former President Bill Clinton should have signed the Executive Order permitting GLB people to serve openly in the U.S. Military. All it would have taken President Clinton was a stroke of his pen to release US from the "bondage" of sanctioned discrimination and suffering by the United States Government. Thus, President Clinton should have remembered the heroic and historic efforts of President Harry Truman who signed an Executive Order which integrated African Americans within the U.S. Armed Forces. President Truman had the "guts" to tell his generals that if they did not like his Executive Order, then he wanted their resignation on his desk within 24 hours. But I digress.

Upon returning home, I received this E mail from Congressman Frank's office, which is in reply to Lambda Legal's Analysis of Stripped Down Version of ENDA: Gender Identity Protections Gone and Inadequate Protections for Lesbians, Gay Men and Bisexuals, whose [www link](#) can be copied into your browser.

In ending, I remind all of the following quote by Martin Niemoeller, a survivor of the Holocaust who said:

*"In Germany they came first for the Communists, and I didn't speak up because I wasn't a Communist.  
Then they came for the Jews, and I didn't speak up because I wasn't a Jew.  
Then they came for the trade unionists, and I didn't speak up because I wasn't a trade unionist.  
Then they came for the Catholics, and I didn't speak up because I was a Protestant.  
Then they came for me, and by that time no one was left to speak up."  
Martin Niemoeller, German Lutheran Pastor (1892-1984)*

May God Bless America and Her GLBT people.

Sincerely & Bisexually Yours,

Cliff [Vice-President, New England Gay, Lesbian, Bisexual & Transgender Veterans, Inc.]

Dear Friends,

We are still in the fight of our lives to keep trans people in ENDA. The Democratic leadership stripped gender identity and expression out of the bill, and we have only a very short window of time to stop this gutted bill from moving forward. Please contact Speaker Pelosi and your own Representatives in Congress to urge them to **oppose** any version of the Employment Non-Discrimination Act (ENDA) that does not protect our entire LGBT community. For information on how to find your Representatives, go to [www.thetaskforce.org](http://www.thetaskforce.org). **Even if you have already sent an email or made a call, Congress needs to hear from you again! We have a very short window of time to prevent trans people from being cut out of federal protections. Please take action now to protect our community.**

**Please, right now, make a phone call to your Representative. Call the Capitol Switchboard at 202-224-3121. An operator will connect you with your Representative. When a staff person answers, tell them:**

*"I'm a constituent and I am calling about one bill I support and another I oppose. I support the Employment Non-Discrimination Act, HR 2015, which protects all lesbian, gay, bisexual and transgender people from job discrimination. However, I urge you to oppose any motion or amendment that would strip out transgender protections, or any bill without transgender protections (such as H.R. 3685). We are one community and we want to move forward with one bill that protects all of us. Thank you."*

If trans people get left out of this bill, it will be immeasurably more difficult to ever pass protections for TG people. The last time Congress took any action on a transgender workplace issue it was to cut transgender people out of the Americans with Disabilities Act. The only realistic hope of getting protection for federal protection is in an inclusive bill. Getting left out does not just leave us where we are – it gives us a good strong push **BACKWARD**.

If you check out the blogs on this issue, you will find people saying trans-phobic things that I at least have not heard voiced so openly for years. This is what happens when we do not stand united as a community.

For many people in our community, employment protections are a matter of life and death. While LGBT people get fired based on sexual orientation and gender identity we all recognize that trans people routinely face an insurmountable level of employment discrimination. To cut out a part of our community that is so targeted by discrimination is unconscionable. Please don't stand by and let this happen without a fight! We can win, but only if we take action.

Shannon Price Minter | Legal Director

National Center for Lesbian Rights | [www.nclrights.org](http://www.nclrights.org)

870 Market Street, Suite 370, San Francisco, CA 94102

415.365.1310 t / 415.595.2125 e / 415.392.8442 f

[sminter@nclrights.org](mailto:sminter@nclrights.org)

*The audacity to fight for justice. The perseverance to win.*

**Please help ensure that no member of our community is left behind!**

***Contact your U.S. representative today to keep the  
Employment Non-Discrimination Act (ENDA) transgender inclusive!***

Members of Congress have decided to move forward with a version of ENDA that does not include gender identity. The lesbian, gay, bisexual and transgender community has worked very hard to add transgender protections to this legislation. It is critical that our representatives hear from each of us now urging them to keep **both** sexual orientation and gender identity in the bill.

Please urge them to support an ENDA that is fully inclusive, and let them know that you don't want any member of the LGBT community left behind.

**Contact your representative today by calling the U.S. Capitol Switchboard at 202.224.3121 and asking to be connected to your representative's office.**

When the office receptionist answers, you can say:

"Please tell the representative that I oppose any version of ENDA that does not include both sexual orientation and gender identity. Studies and surveys consistently show that between one-third and one-half of all LGBT respondents have suffered employment-related discrimination. Transgender people, in particular, desperately need the protections ENDA would provide. Congress should pass the original version of ENDA that includes both gender identity and sexual orientation."

[Click here to send an e-mail to your representative.](#)

[Click for a list of U.S. House members.](#)

The National Gay and Lesbian Task Force, Inc. ("NGLTF, Inc."), founded in 1974, works to build the grassroots political power of the LGBT community to win complete equality. We do this through direct and grassroots lobbying to defeat anti-LGBT ballot initiatives and legislation and pass pro-LGBT legislation and other measures. We also analyze and report on the positions of candidates for public office on issues of importance to the LGBT community. NGLTF, Inc., is a 501(c)(4) nonprofit corporation incorporated in New York. Contributions to NGLTF, Inc., are not tax-deductible.



## **Congress is paying attention: Make your voice heard — again!**

Last week, thousands of lesbian, gay, bisexual and transgender (LGBT) people and their friends — just like you — delivered an uncompromising message to Congress: Vote for an Employment Non-Discrimination Act (ENDA) that protects all LGBT people (H.R. 2015), and don't settle for a substitute bill that leaves some people behind (H.R. 3685).

Congress heard you and postponed a vote on a substitute bill. But we expect a new vote to be scheduled soon — maybe as soon as next week. There is no time to waste!

We know why it's so critical that transgender people be included in ENDA. One-third of transgender people report facing employment discrimination at some time in their life. And you can't separate discrimination against transgender people from discrimination against the rest of our community. For example, many gay and bisexual men get taunted for "acting like a girl." Many lesbians are criticized for "being too butch." We all face anti-transgender bias, even if we don't identify as transgender ourselves.

Congress is listening to us and is making up its mind about which bill to move forward — a bill that provides protections based on gender identity or a bill that does not. Your representative needs to hear from you, and needs to hear our message loud and clear.

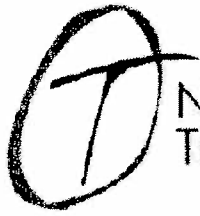
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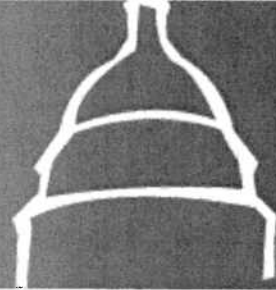
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NATIONAL CENTER for  
TRANSGENDER EQUALITY



ACTION ALERT from the  
National Center for Transgender Equality  
September 28, 2007

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## NCTE Update on the Employment Non-Discrimination Act

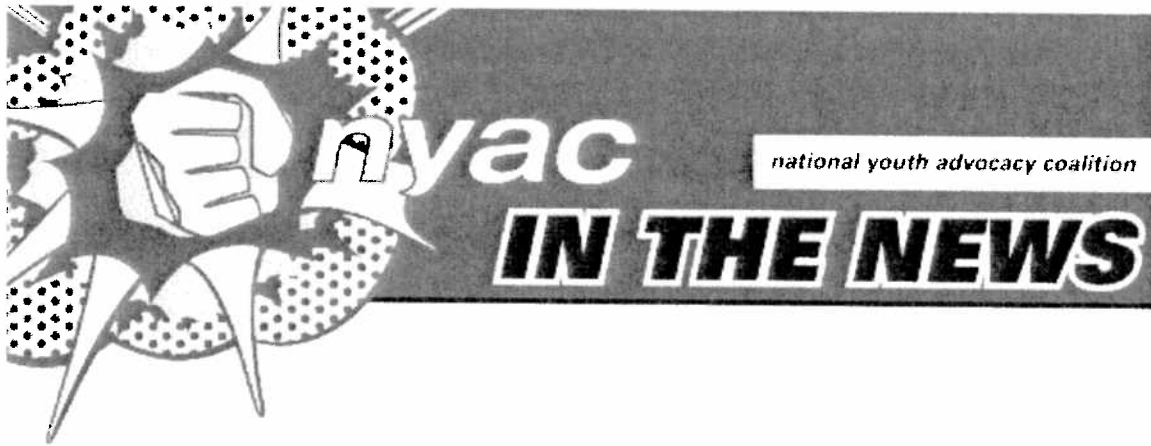
(Washington, DC) - This has been an extremely busy week here as we've celebrated the historic victory of the hate crimes bill, the first transgender-inclusive legislation to pass both houses of the U.S. Congress. At the same time, we have had to respond to the extremely disturbing news that the sponsors of the Employment Non-Discrimination Act are moving to split the bill into two new pieces of legislation - one for sexual orientation and another for gender identity.

**We oppose any version of the Employment Non-Discrimination Act that does not include both sexual orientation and gender identity.** Transgender people are among the most marginalized and vulnerable groups within the LGBT community. In a 2006 survey of transgender people conducted by the Transgender Law Center, 57% reported being discriminated against in employment and 60% earned less than \$15,300 per year. The entire country has an interest in seeing the transgender community thrive in the national economy. Without protection against discrimination, that is nearly impossible.

Members of our community have been busy all week taking a stand for our civil rights through our calls, e-mails and networking. We made a difference with the hate crimes bill and we can't stop yet on ENDA. **We are asking you to sign a petition right now** urging the House leadership **to keep a transgender-inclusive ENDA. Click [here](#) to sign.** It only takes a minute. We need to have our voices heard together on this critical issue. NCTE is co-sponsoring this petition with the [Transgender Law Center](#).

**We will keep you updated** in the coming days about other steps you can take to help pass ENDA, legislation that is vital to the well-being of the transgender community. Thank you for all that you've done ... we must keep going until we have our civil rights.

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**Act Today:** Keep the Employment Non-Discrimination Act (ENDA) Transgender Inclusive!  
**Please help ensure that no member of our community is left behind!**

**Contact your U.S. representative today** to keep the Employment Non-Discrimination Act (ENDA) transgender inclusive!

Members of Congress have decided to move forward with a version of ENDA that does not include gender identity. The lesbian, gay, bisexual and transgender community has worked very hard to add transgender protections to this legislation. It is critical that our representatives hear from each of us now urging them to keep both sexual orientation and gender identity in the bill.

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**Contact your representative today by calling the U.S. Capitol Switchboard at 202.224.3121 and asking to be connected to your representative's office.**

When the office receptionist answers, you can say:

"Please tell the representative that I oppose any version of ENDA that does not include both sexual orientation and gender identity. Studies and surveys consistently show that between one-third and one-half of all LGBT respondents have suffered employment-related discrimination. Transgender people, in particular, desperately need the protections ENDA would provide. Congress should pass the original version of ENDA that includes both gender identity and sexual orientation."

Or, send an email to your Representative.

#### **Contact NYAC**

1638 R Street, NW, Suite 300

Washington, DC 20009

tel 202.319.7596

e-mail [nyac@nyacyouth.org](mailto:nyac@nyacyouth.org)

[www.nyacyouth.org](http://www.nyacyouth.org)

eQualityGiving.org

Strategic Giving for LGBTQ Equality  
free services for new and experienced donors

Dear Test,

Attached is a press release on the timely issue of ENDA.  
What nobody is asking is "Why the rush in excluding transgenders?"  
Also, there is not enough emphasis in the press that ENDA also covers heterosexuals.

Best regards,

Juan and Ken

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FOR IMMEDIATE RELEASE  
WHAT WE ARE ASKING REP. BARNEY FRANK

October 1, 2007

Contact: Dr. Juan Ahonen-Jover. Cell: 305-924-1515

Contact: Dr. Ken Ahonen-Jover. Cell: 305-924-1514

On Thursday, it was announced that there were not enough votes in the House of Representatives to pass the Employment Non-Discrimination Act (ENDA, HR 2015), which protects against discrimination in employment due to sexual orientation or gender identity and expression. This legislation was introduced in the House in March 2007 by Rep. Barney Frank and has 172 sponsors and cosponsors.

To ensure passage of at least some protections, Representative Barney Frank immediately introduced two new ENDAs, one covering sexual orientation only (HR 3685), and the other covering only gender identity and expression (HR 3686). He presented at length his rationale [here](#).

Barney Frank's strategy is to first pass the ENDA covering sexual orientation, since he believes that there are enough votes for it, and later (it might take years) to pass the one covering gender identity and expression.

This decision was made quickly after limited discussions with a few participants, despite its important impact.

**So the question to ask is:  
Barney, What's the Rush?**

We have waited decades to be protected from employment discrimination. We can wait longer to ensure that *all of our organizations have the time to consult with their constituents, their full boards, and with each other to discuss the best strategy.*

"Our community needs to savor the wonderful victory this past week of passing Hate Crimes legislation that covers sexual orientation and gender identity and expression," said Dr. Ken Ahonen-Jover, co-founder of eQualityGiving.org. He continued: "Do not overshadow this victory by bringing the very controversial issue of not including gender identity and expression in ENDA." And then:

"Give us the time to thank Speaker Pelosi, Rep. Frank, Rep Tammy Baldwin and everybody

who voted for it... including **all** the Democratic senators, the two independent senators, and nine Republican senators."

### **YOU WILL BE SURPRISED WHO IS COVERED BY ENDA**

ENDA defines sexual orientation as "homosexuality, **heterosexuality**, or bisexuality."

For example, a bartender in a gay bar was fired solely because he was heterosexual. This is wrong and he will be protected by ENDA. The ability of being a good bartender by mixing drinks well and being pleasant to customers does not require him to be gay or male.

Nor should a heterosexual woman be fired because she likes to wear pants at work and acts "too macho." She should be protected but will not be if gender identity/expression is stripped from the ENDA bill.

### **LET IT BE KNOWN WHERE WE STAND**

Dr. Juan Ahonen-Jover, co-founder of eQualityGiving.org said: "eQualityGiving supports ENDA including sexual orientation **and** gender identity and expression. We do not support passing ENDA without gender identity and expression, even if this means that we have to delay passing this bill while more legislators are educated on the issue."

He continued: "In our view, this issue is one of moral leadership: we do not leave the most vulnerable in our group behind. It is like being at the dinner table when there is not enough food. Do we have a few people eating well and others starving to death or do we share the little food among everybody in the table? Yes, all of us will be hungry, but none of us will starve to death."

He concluded: "Give time to our organizations to lobby Congress for an Employment Non-Discrimination Act that protects all of us: heterosexuals, homosexuals, bisexuals, and transgenders. We should not rush to pass an incomplete bill."

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eQualityGiving.org is a unique webservice for donors who want to give strategically to achieve equality under the law for LGBTQ Americans. It recommends politicians and organizations and provides a comprehensive set of services for major and mega donors - all of them at no charge. To be kept informed of developments of interest to donors, subscribe to the free alerts at [www.eQualityGiving.org](http://www.eQualityGiving.org).

eQualityGiving National Board of Advisors includes: Ron Ansin, Lynn Conway, Lila Gracey, Linda Greenberg, Linda Ketner, Kathy Levinson, Rebecca Salokar, Donna Red Wing, Charlie Rounds and Jim Stork.

The founders are available for interviews with the press to discuss strategic giving, endorsed politicians, politicians to defeat, the status of equality for LGBTQ Americans and related topics.

*You are subscribed as Test ZPressFinal [ZPressFinal@eQualityGiving.org](mailto:ZPressFinal@eQualityGiving.org).  
To unsubscribe, simply reply to this email with "remove" in the subject line.*

