



IT'S TIME, ILLINOIS...

...FOR FREEDOM OF
GENDER EXPRESSION!

Political Action for the Transgender Community

Volume 8 Issue 2

February 2002

Public School Rightly Gave Separate Restroom Access to Anti-Transgender Teacher, ACLU Tells Appeals Court

ST. LOUIS -- A public school in Minneapolis met its legal obligation by giving alternate restroom options to a teacher who did not want to use the same facilities as a male-to-female transgendered employee, the American Civil Liberties Union said in papers filed in federal appeals court today.

Southwest High School teacher Carla Cruzan complained that allowing transgendered library employee Debra Davis to use the women's bathroom violated Cruzan's religious freedom and created a hostile workplace based on sex. As a result, the school provided Cruzan with ready access to several other bathrooms, including single-person facilities and other women's restrooms.

"Carla Cruzan is the person who thinks there is a problem here, so the school was right to find some other alternative for her," said Tamara Lange, an ACLU Lesbian & Gay Rights Project staff attorney.

Unsatisfied with the school's accommodation for her, Cruzan asked a federal court to block Davis from using the women's restrooms at the school. She lost and is appealing to the U.S. Court of Appeals for the 8th Circuit, in St. Louis. A three-judge panel will hear the case later this year.

In a friend-of-the-court brief filed today, the ACLU said that Cruzan, not the school, was unreasonable when she demanded that the school allow her own personal beliefs to dictate Davis' use of school restrooms. The ACLU, filing on behalf of groups including the Minnesota chapter of the Gay, Lesbian and Straight Education Network, also noted that students, teachers, staff and parents at Southwest High School roundly supported Davis and the school's handling of the situation.

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**The Next Meeting of
It's Time, Illinois
Will Take Place at 7:30 p.m. on
Thursday, February 7, 2002
at Transformations
146 N Oak Park Avenue
in Oak Park**

*The March Meeting will be held at 7:30 p.m. on
Thursday, March 7, 2002 at TransGenesis, 4554
N Broadway, Suite 311, Chicago*

WHATEVER

By Beth Plotner

Another Year of Election Ads

It's 2002 and I'm sure you know what that means. Yep, it's another election year. No I'm not going to give a list of endorsements but what I want to do is urge you to vote and vote wisely the primaries are just over a month away. Be sure you do the three steps so you're vote really counts.

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Miranda Writes...

By Miranda Stevens-Miller

I was having dinner with a friend a few weeks ago, someone who I respect very much both for his wisdom and experience well beyond his years. "Miranda," he said, "You are just too impatient. If you hope to bring about a social change, you need to educate those who don't understand, those who have never seen a transgender person except for those on the talk shows. Besides," he continued, "you are asking for too much. Our wealthy clients would never accept it if they knew that their banker cross-dressed while he was away from work."

I accepted these comments because they came from a dear friend. But as I have thought more and more about them over the past few weeks, all I can ask is "What's wrong with a little impatience?"

Since we have recently commemorated Martin Luther King, Jr. Day, I looked to his words for advice on the subject of patience. "For many years we have shown an amazing patience," he said at the start of the Montgomery bus boycott. "We have sometimes given our white brothers the feeling that we liked the way we were being treated. But we come here tonight to be saved from that patience that makes us patient with anything less than freedom and justice."

Well I don't like the way my transgender brothers and sisters are being treated. And I'll be damned if I will be patient while they are still being denied the freedom and justice that all Americans are entitled to.

And while I agree that education is necessary, what if nobody is listening? It is difficult for one's voice to be heard above the din of the television talk shows that are blasted over the airways to millions of people... including the wealthy banking clients whose only exposure to transgender people is on talk shows.

When your voice isn't being heard, there is only one answer. "We have no alternative but to protest," said King.

The transgender advocacy group, It's Time Illinois, is currently in the process of gathering cases of discrimination against gender variant people for its annual report. I have submitted nineteen cases covering the past two years, and there are at least a dozen more that I am aware of. It's Time has documented well over a hundred cases of discrimination based on gender identity or expression since it began this project seven years ago.

"Miranda," my friend said, "you have only been working on transgender equality for seven years... look how long it took to get sexual orientation included in Chicago's human rights ordinance."

Seven years may not be a long time in the overall scheme of things, but it is a lifetime to those who have to endure the discrimination.

Like the 19-year-old trans-youth in a foster care facility for the past seven years... "The staff, everybody, are mistreating her, calling her 'he', saying you're not this, take the make-up off. They say, 'Stop, you're not that. You're just going through a phase.' She was in a group home setting, with six boys all in the same room, sleeping together in the same room. She stated that she had been sexually assaulted because of this situation, but she doesn't want to talk about it. It's too emotional."

Do you tell her that she's too impatient, that it's only been seven years?

Like the transgender hospital worker being harassed by her supervisor... "My boss said to me, 'If you were born as a man, you need to come to work as a man.' He wanted me to hide my breasts. He actually asked me to hide my body. I'm the only employee in the department who has a special dress code."

Do you tell her that she should lighten up, she'll only have to hide her gender for another seven years?

Like the veteran on a fixed income whose landlord refused to renew her lease because she is transgendered... "They came in to make her move out. They didn't move her stuff out. They just locked her door and told her to get out. She wound up being homeless."

Do you tell her not to worry, that she will only have to be homeless for seven more years?

I could go on. I've got a hundred more stories just like these... or worse. It is difficult to look these people in the eye, and tell them, "Be patient. We're working on it."

I am running out of patience. The people whose cases have been documented deserve better. We should all be ashamed to show patience for anything less than freedom and justice.

Miranda Stevens-Miller can be reached at
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Restroom Access

(cont. from page 1)

"The Minneapolis Public Schools have shown a willingness to learn about and support the needs and concerns of LGBT students, parents and staff. From students who plastered the walls with signs supporting Debra to the Out4Good office in the Minneapolis district itself - this community is a model for every school in the country," said J.J. Kahle, Co-Chair of GLSEN-Minnesota.

"Debra was supported so she could continue doing her good work in the library. While it's too bad that Carla Cruzan is intolerant, her concerns were addressed by finding other restrooms she can use."

Minnesota is one of just two states that explicitly prohibits discrimination based on gender identity - but that civil rights law is not at issue because this case is about whether Cruzan was discriminated against by the school's accommodation of a transgendered employee. The ACLU Lesbian & Gay Rights Project is currently litigating a New York City case claiming that a landlord violated existing sex discrimination laws by evicting a social services agency because its transgendered clients used restrooms consistent with their gender identities.

WHATEVER

(Continued from Page 1)

The first step is being sure you're registered to vote. If you're not registered do so now! You don't know where to register? Call our hotline we'll help you out. Remember voting is a right and a right that should be exercised.

So now you're registered and the next step is selecting candidates to vote for. Remember we had redistricting so don't just assume the candidate you voted for in the past still represents your district. This step is the education process and the time to start your education is now. Yes I know that the primary election is over a month away. Now is the time to start finding out about the candidates. And believe it or not the primaries in some races are very important. If you only like to vote in the "big election" the one that "really counts" here's something for you to think about. You go into the voting booth and look at one party's candidate and the thought of that candidate winning turns your stomach. Then you look at the other candidate and now you're really sick. If you and others had voted in the primary maybe at least one good candidate could have been nominated. If the candidate you support now doesn't win the primary it's very unlikely you will see their name on the ballot in November. Besides, you

might find a candidate you want to volunteer for or contribute money.

Most people have more than one issue that is important to them. And there probably isn't any ideal candidate out there. So prioritize your issues. We all want lower taxes. But if no one will hire you because of your gender identity or sexual orientation what do the tax rates matter? If you don't earn a living you won't be paying taxes. The same goes for a place to live or being able to be treated in a hospital or served in a restaurant.

Of course there are many other issues too. And yes it can get quite complicated and there is a lot of BS to plow through. But by starting now you don't have to worry about what candidate stands where when you're in the voting booth.

The final step is the easy part. That's the actual mechanics of voting. Actually going to your polling place during voting hours. When you're in that voting booth don't blindly punch holes for candidates. Haven't we learned that when voting you have to make sure those holes are lined up with who you think you're voting for and that you actually punch through. Because if you don't even do the mechanical part of voting correctly, do you know what you get? George W. Bush! Sorry I couldn't resist.

Feedback . . .

Problems? Questions? Disagreements? Want to submit an article? Please write to us. We love to get mail.

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It's All About Me... NOT!

By Lisa Scheps

Allow me to share a story with y'all¹. One day, about a year and a half ago, a friend of mine, let's call her Lisa Scheps, had dinner with a group of people that worked with her. This was just before she went full time and most of the people at the table had no idea she was transgendered. (*What? You're transgendered? Oh my God! Are you alright? Is there a cure? Oy Veis Meir!*)

They were at a small restaurant in Baltimore and their server was perhaps the most androgynous person Lisa had ever seen. The server wore the typical waiter's costume -- black pants, food stained white cotton shirt (worn loose... very loose... so as to obscure any body shape lurking under the clothes), black comfortable shoes. The server even had an androgynous name, something like Chris. "So what?," You say, "That's no big deal." Well, you've probably never encountered a situation like this before. You should have seen the hullabaloo Chris' mere existence caused at the table.

Sit still, I'll tell you more.

Lisa, being a closeted transsexual woman, was acutely aware of the situation and noted the reactions around the table.

There was the big, macho, football playing, soccer coaching, beer drinking, TV channel flipping, belly scratching, yet big hearted man. Let's call him 'Gus.' His reaction was the most vocal. He insisted that Chris was a guy... and a disgusting one at that. How dare he try to fool us into thinking that he was any other gender but male! Androgyny be damned! Gus spent his dinner time poking fun at Chris (not to Chris' face, of course) and whenever he referred to Chris, he used a male pronoun, making sure to give extra emphasis to the pronoun.

There was the straight laced, fair haired, small town, naïve woman who was simply too stunned to do anything. We'll name her Pricilla. Lisa could practically see the synapses in her brain trying desperately, but unsuccessfully to connect and make sense of this surreal, Ionesco-esq² scene playing out in front of her. For the majority of the dinner she just sat there... in her own world... trying to make sense of it all... without much success. Poor child.

There were others there as well. All with they're own unique reactions, but those two seemed to be the extremes at the table. Everyone else fit somewhere in between.

¹ Texan for "You Guys"

² Eugene Ionesco, an early 20th century playwright specializing in Theatre of the Absurd. This is another feeble attempt for showing the author's incredible literary prowess!

So now we come to the fair, open minded, intelligent, intensely cerebral, winsome, and very pretty (closeted) transsexual. We'll call her.... Let's see, what's a good name? Oh, I know! We'll call her Lisa. Lisa's reaction shocked even her and even now she often times stops and ponders the reactions of the table – especially her own. Even as I wrote this article, Lisa had a long discussion on the topic with her imaginary friend, RS.

What was Lisa's reaction to Chris? That I can tell you in one word: Anger.

Anger? How can that be? The transsexual in the group was angry? She should have been the most understanding. How can this be? Her angry reaction surprised even her...it agitated her...it made her mad. Her anger made her angry.

Ok, why was Lisa angry?

She felt, strongly (and against her own will), that Chris should make a choice – male or female, it didn't matter as long as Chris was one of those things. Lisa didn't feel that Chris' choice would have to be permanent. Chris could be male one day and female the next. Lisa would accept Chris as whatever gender Chris wanted to be whenever Chris wanted to be it as long as it was male or female. It bothered Lisa to no end that she couldn't refer to Chris as 'he' or 'her.' Lisa was forced to refer to Chris as 'Chris' in all situations. For instance, instead of saying, "Chris was our waitress, she was efficient and precise and her clothes gave her an air of distinction and she can be very proud of herself." Lisa had to say, "Chris was our waitperson, Chris was efficient and precise and Chris' clothes gave Chris an air of distinction and Chris can be very proud of Chris." That was simply too much for Lisa to bear and she got angry.

Lisa recognized this as a flaw in her own thinking, but there it was – it was the way she felt. She felt that people should align themselves in one category or the other if, for no other reason, than to make it easier for those around them. To this day Lisa struggles with that. She knows that Chris and others like Chris have every right to exercise whatever gender identity they chose – even if it's **no** gender at all. But this is what she **knows** is right, not necessary a visceral feeling, which is harder to control.

Why do we, Americans mostly, find it necessary to place people in nice tidy and neat little boxes? I can't answer that. But that is what It's Time Illinois if fighting to change. Gender stereotyping is a huge cause of gender bias and discrimination leading to all sorts of bad things, including violence. So my friend Lisa needs to work hard to battle her own prejudices even as she fights for her own rights and freedoms. And work she will, I can promise you that. I talk to her almost every day.

I think that one lesson to be learned by this little tale is how easy it is to have judgments and bias. How easy it is to place our own standards upon other people. How easy it is to embrace anger instead of empathy. I mean, if Lisa behaves this way even when she is one of the judged and oppressed, think how easy it is for other, less aware, people to sit in judgment of us. Think how easy it is to say, "This person is different. This person doesn't deserve the same things that I do." Think how easy it is to deny us the same human rights that other, more "normal" people take for granted.

Does that get you angry? Yeah, me too. So I'm gonna continue to fight and to be involved and active. I'm gonna continue to educate, by my mere existence, those around me. I'm gonna continue to work for change in policy and public opinion.

Why? Because It's All About Me... Not!

PFLAG Puts the T in GLBT

by Robyn Walters

In 1972, a young gay man was beaten during a gay rights protest in New York while police stood by and did not interfere. Following this act of violence, a mother, Jeanne Manfred, stood up and protested what had been done to her son. She later marched with him in New York's Pride Parade. Cheered by gay and lesbian youth in the crowd, she realized that one of the saddest parts of being 'queer' was not having the support of family members and friends. Soon thereafter, a local organization, Parents and Friends of Gays, was born. About 20 people attended the first formal meeting in a local church.

Today, the organization called Parents, Family and Friends of Lesbians and Gays, has over 80,000 members with close to 500 affiliate groups in the United States. PFLAG is not an organization of gay people, although some are members. Rather, it is an organization whose mission is to promote the health and well-being not only of those who are labeled 'queer' but, also, of their families and friends.

Courtney Sharp is a transsexual. She is also an engineer who was terminated by her employer following her refusal to resign due to her transition. As a result, she became a transgender activist. She has worked to promote understanding of transgender people and issues in New Orleans and the Gulf Region. She has gained national attention in such causes as seeking redress for the firing of a Winn-Dixie employee for crossdressing on his own time.

What do Courtney Sharp, transgendered activist, and PFLAG have in common? Ms. Sharp was appointed to the national board of directors of PFLAG in October 2001 following years of work in advocating the inclusion of transgendered people under the PFLAG umbrella. She is the first transgendered

person to serve on this national body, although there are many others who serve in local and regional positions. Another member of the national board, Mary Boenke, is the mother of a transsexual. Ms. Boenke was also instrumental in raising the awareness of PFLAG to the need to provide transgendered people and their families and friends the same measure of support as for the gay community. Mary is Chairman of PFLAG's Transgender Network.

Although PFLAG has not continued to add words to its name or letters to the acronym, its mission has been expanded in recent years to include parents, families and friends of lesbian, gay, bisexual, and transgendered persons. PFLAG outreach and education efforts are inclusive and explain that the transgender experience exposes people to the same issues, concerns, risks, and dangers as those to which members of the gay community are exposed.

Courtney Sharp has suffered losses from being true to her own identity. She lost her job and much of her family when she began her transition to female. Many, if not most, transsexuals suffer similar losses when they choose between continuing to live a lie and becoming who they really are.

Other members of the transgender community, such as the more prevalent crossdressers, also face discrimination and disgrace should their secret be revealed. Outside of the military and certain youth and religious organizations, the gay community has begun to overcome such discrimination, but on the individual level all need the support and understanding of family and friends.

Some members of the sometimes-fractious transgender community feel that the gay/lesbian/bisexual communities do not take transgender issues to heart, that certain organizations are willing to sacrifice the transgendered in order to further their own agendas. Not so with PFLAG. Although not all of the letters are spelled out in the name, PFLAG is truly an organization working to support the entire GLBT community.

The PFLAG vision makes this clear: We, the parents, families and friends of lesbian, gay, bisexual and transgendered persons, celebrate diversity and envision a society that embraces everyone, including those of diverse sexual orientations and gender identities. Only with respect, dignity and equality for all will we reach our full potential as human beings, individually and collectively.

Courtney Sharp's experience as a member, secretary, vice-chairman, and chairman of the New Orleans Mayor's Advisory Committee on Gay, Lesbian, Bisexual & Transgender Issues will be valuable to PFLAG at the national level, as will her continuing experience as a member of the her local PFLAG chapter and the Gulf Gender Alliance and board member of the Louisiana Lesbian & Gay Political Action Caucus.

Courtney considers that there is much work yet to be done within PFLAG. "The transgender work is not separate from the other work PFLAG is doing," she says. "Providing resources and support to chapters is important. Ensuring that the needs of gender-variant and transgender students are addressed in the Safe Schools Programs is extremely important. Outreach into diverse communities, and providing support for GLBT families in these communities is important. Reaching out to Communities of Faith is important."

As this energetic leader and activist works to build understanding within the greater GLBT community, she looks forward to a time when, "no gay and lesbian political organization will misuse its power to oppress any other minority under the guise that its actions are somehow unobjectionable or justified. When they fall into this trap, they too impose their own moral code upon others. If we only allow others to live their lives in ways which all others find unobjectionable, there would be no such thing as liberty, much less justice, for all. "

PFLAG has not fallen into that trap and is to be congratulated for its efforts to make the world a better place for all who do not meet the expectations of narrow minded elements of our society.

Minutes for the Monthly Meeting of December 2001

By Tina Wood-Sievers, Secretary

The meeting was called to order at 7:30 p.m. on Thursday, January 3, 2002, at Transformations, 146 N. Oak Park Avenue, Oak Park, Illinois. In attendance at the meeting were Beth Plotner (Chair), Carole Abrams, Sarah Fenwick, Marsha Jackson, Julie Ann Johnson, Toni Monzo, RS, Miranda Stevens-Miller, Rebecca Taylor, Diana Williamson, Sarah, and Tina Wood-Sievers.

Legislation

Miranda reported that not much has happened over the holidays with legislation. The state bill dealing with motorcyclists that Gov. Ryan sent back to the legislature with the addition of gender to it was not brought up for a vote.

House Bill 101 is still sitting in the senate committee, with no progress over the past few months. Equality Illinois has been working in Springfield to get the bill passed.

Miranda reminded everyone that there will be a Lobby Day in Springfield, probably the 3rd or 4th week of March. It is typically on a Wednesday, and we need a strong representation from our group to attend.

The wording of the state legislation is based on the Minnesota law, which recently was determined by the Minnesota Supreme Court to not apply in the Goins case, which was discussed in more depth later.

Things with the city legislation have been very quiet. Bill Greaves, from the mayor's office is trying to move the legislation forward. The city is planning a meeting with the various groups involved with the legislation.

Goins Case

There was considerable discussion related to the ruling in the Goins case. The case was recently decided by the Minnesota Supreme Court. Julienne Goins, was employed by West Law. She was transferred from their New York office to Minnesota. Ms. Goins had transitioned before beginning work at West.

She was denied access to the women's restroom. Ms. Goins eventually quit working at West as a result of this and filed suit against West Publishing for discrimination. The Supreme Court, ruled that Ms. Goins had no case. They further ruled that Ms. Goins was a biological male.

Beth commented that the court made many assumptions in the case, however since the legislation in Illinois is patterned after the Minnesota law, that this precedent is not good news.

Julie Ann questioned whether we might be able to have greater success if we knew about these cases up-front. Would better representation be available, etc.? Beth commented that didn't seem to be the problem in this case.

Discussion also centered around other cases, and Beth stated that at the present time there are different rulings from courts in different states. It is to the point where it is difficult to actually tell a transsexual exactly what rights s/he has.

Discrimination Report

Tina Wood-Sievers reported that she has received reports of about 25-30 cases for the newsletter. Beth mentioned that she had some additional cases to add. All cases are due to Tina by January 15, so she can compile them and have a draft of the report ready by February 1.

It is planned to have a press conference in which we unveil the two-year report to the media. More information as to the time and date of the press conference will be forthcoming.

Pride Event

Carole reported that the Pride Event will be held on Saturday, June 8. This date will not class with the dates for the BeAll. The committee is looking at the possibility of a different venue for the event. Carole has approached Toby about doing the program book for the event.

A committee will be working on the details of the event, and will meet soon to begin formal planning.

The meeting adjourned at 9:30 p.m.

Thanks to Our Contributors

A big thank you goes out to those who contributed articles to the newsletter this month.

- Miranda Stevens-Miller
- Lisa Scheps
- ITA
- Beth Plotner
- Tina Wood-Sievers

Membership Renewal Time

In early January ITI sent out membership renewal letters. We would like to thank those of you who have already sent your renewals in. If you have forgotten, now is the time to show your continued support for the work of ITI, at the city, state and national levels

To renew you can simply complete for form on the next page and mail it to us. Help us to be able to continue to fight for transgendered rights.

Winn-Dixie Protest Draws Increased Support

Approximately three dozen hearty souls braved the near-freezing winds on Friday, January 4, 2002, to march in front of Winn-Dixie's corporate headquarters in Jacksonville, Florida. Nearly half of the protesters came from outside of the Jacksonville area. Equality Florida sent two from Tampa, and the National Transgender Advocacy Coalition (NTAC) drummed up another thirteen more from Pennsylvania, North Carolina, Iowa, Texas and Louisiana as well as eight individuals from Georgia.

The campaign against Winn-Dixie was held to refresh awareness in the ongoing civil rights case filed by the American Civil Liberties Union (ACLU) against the Fortune 500 food retailer.

At issue is what the nation's transgender community calls a wrongful firing of Peter Oiler - an employee with over twenty years on the job. Winn-Dixie, however, claims they were justified in terminating him after Oiler told his supervisor he crossdressed occasionally on weekends.

Company executives say that an employee who cross-dresses while away from the workplace on his own free time is bad for the supermarket's "image." Critics challenge that argument, noting that the "image" was never a problem in all the prior years the truck driver worked for the company. Instead, they believe this creates precedent for Corporate America to set standards of how employees will live, dress and act on their own personal time.

This year's protest brought together both seasoned national activists and first-time activists, and all spectra of sexual orientations and gender expressions.

Participation in this year's action was double the previous year's number. Many attribute this to the recent death of last year's local organizer, Terrienne Summers. The transgender activist, who lived merely a mile from the Winn-Dixie national headquarters, was murdered December 12, 2001. The as-yet unsolved killing galvanized the Jacksonville community.

"Many members of the community participated to honor Terrienne," said Veronica Wilson, president of the local Jacksonville Area Gender Society (JAGS), "and now that they have arrived, I think many members are here to stay."

"The firing of Peter Oiler sent a message to the transgender community," added NTAC's Vice Chair, Vanessa Edwards Foster. "Our increased participation this year is our clear response to that message: We're not going away."

The sidewalk protest "served to raise awareness about what it is to live a transgendered life; and that the type of corporate discrimination deployed by Winn-Dixie should stop," said President of Jacksonville's ACLU, Ken Hurley. Attending the protest with three others from the local ACLU, Hurley added that the suit seeks to "correct the injustice done to Mr. Oiler, and to establish case law that should help eliminate this type of sexual discrimination in the workplace."

It appears public opinion may be aligning behind the Oilers' case. "They recognize that a corporation which would limit an employee's freedom to express his identity also [would] not respect the other basic rights," said Courtney Sharp, a transgender activist who traveled to the protest from New Orleans.

A member of NTAC, Ms. Sharp is the impetus behind the Winn-Dixie campaign as well as one of the creators of the ShameOnWinnDixie website. Recently, attorneys for Winn-Dixie sent a letter demanding the web site be shut down. "The attempts to shut down the web site," Sharp continued, "were indications of a systemic erosion of personal freedoms within Winn-Dixie. ACLU's Ken Hurley summed it up thusly: "Civil Rights emanate from civil wrongs. Winn-Dixie is wrong." More information on this case and other media links can be found at www.shameonwinndixie.com.

Application for New or Renewal Membership

YES, I would like to join (____) or renew (____) my membership in It's Time, Illinois!

Name(s) _____
Name to Be Used on Mailing Label (if different from above) _____
Address _____
City _____ State _____ ZIP+4 _____
Home Telephone _____ Work Telephone _____
E-mail Address _____

Membership Level (check one):

(____) Annual - \$15 (____) Supporting - \$35 (____) Household - \$50 (____) Sustaining - \$75
(____) Benefactor - \$150 (____) Lifetime - \$250 (____) Other - \$ _____

How would you like to be involved with It's Time Illinois? (Please check all that apply.)

(____) Keep informed by newsletters (____) Participate in monthly meetings
(____) Participate in actions (____) Join a working group or committee
(____) Liaison with other human rights groups. Please specify _____
(____) Do you have any special skills that could help us out? (legal / legislative, artistic / design, technical / computer) Please specify: _____

Have you ever been a victim of a hate crime or discriminated against because of your gender identity, expression, or image? Yes / No (circle one)

If yes, may we document your case for our report? Yes / No (circle one)

Please mail, along with your check or money order, to:
It's Time, Illinois, P.O. Box 3932, Oak Park, IL 60303-3932