



IT'S TIME, ILLINOIS...

...FOR FREEDOM OF
GENDER EXPRESSION!

Political Action for the Transgender Community

Volume 8 Issue 9

September 2002

It's Time to Become Illinois Gender Advocates

It's Time, Illinois has been around for just a mere 7 years. In that time we have had a number of accomplishments and many more still to go. We had our victory in Evanston in 1997 and have been working to make Chicago and Cook County recognize the rights of this community. In addition to our political efforts we have published 6 reports on discrimination and hate crimes documenting over 100 such cases here in Illinois. We have used this report and our frequent speaking engagements to educate the public, from high schools to law schools. From LGB groups to PFLAG groups. We've worked with public officials and educators. Yes we've been busy.

But as we have worked and evolved as an organization, we have noticed that to carry out our work the time as come for us to evolve with our organizational structure. As our banner at the top of this page says "Political Action for the Transgender Community" we have become much more than just a political organization. We have become an advocacy and educational organization as well. Our current structure is that of an unincorporated association with no tax status. The Board of Directors feels that the time has come for us to incorporate as a non-profit corporation and apply for 501(c)(3) tax status as well as change our name.

When we organized in 1995 we organized as a state chapter under the It's Time, America banner. Many It's Time chapters are no longer in existence. Others have changed their names and left the It's Time, America fold. Yet, we have not only survived we have thrived and that is why the time for change has come. Contained in this newsletter; are the proposed new By-Laws for the organization. The By-Laws will be formally introduced at the September meeting. They will be voted on at the October meeting.

I urge every member to read the new By-Laws. If you have any questions please direct your calls and emails to the current It's Time, Chair Beth Plotner. Her contact information is included on page 3 with the rest of the current Board.

**The Next Meeting of
It's Time, Illinois
Will Take Place at 7:30 p.m. on
Thursday, September 5, 2002
at TransGenesis
4554 N Broadway
Suite 311
in Chicago**

*The October Meeting will be held at 7:30 p.m. on
Thursday, October 3, 2002 at Transformations, 146 N.
Oak Park Ave, Oak Park*

It's Time Illinois to Receive Equality Grant

It's Time Illinois has been awarded a grant for \$5000 from the Human Rights Campaign. The grant is one of a number of Equality Fund Grants that HRC has been awarding to statewide LGBT political organizations over the past few years. The Human Rights Campaign has been inclusive of transgender rights since early in 2001. Since that time, It's Time

(See Grant on Page 4)

Vigil Against Hatred 2002

Well, it has been a banner year for violence against the gender variant. There have been eighteen reported deaths attributed to violence against transgendered people or the gender variant. Last year at the Vigil Against Hatred on November 28th we were shocked to honor the deaths of eleven souls in the previous twelve months. This year we're ahead of that number by seven with three months to go. It is sad, to say the least.

It is in the shadow of the latest horrible killings of two women in Washington DC on August 12 that we have started the planning process for this year's Vigil Against Hatred. On November 20 at 6:30 at the Thompson Center we will, once again, come together to honor these unfortunate people. As was last year, this will be an event sponsored by It's Time Illinois and other GLBT organizations around the state. We plan to have a wide coalition supporting this important event.

Michelle Mohr of Amnesty International closed her speech last year with a particularly poignant poem by Pastor Niemoeller, a victim of the holocaust:

FIRST THEY CAME FOR THE JEWS
AND I DID NOT SPEAK OUT –
BECAUSE I WAS NOT A JEW.
THEN THEY CAME FOR THE COMMUNISTS
AND I DID NOT SPEAK OUT –
BECAUSE I WAS NOT A COMMUNIST.
THEN THEY CAME FOR THE TRADE UNIONISTS
AND I DID NOT SPEAK OUT -
BECAUSE I WAS NO A TRADE UNIONIST.

THEN THEY CAME FOR ME –
AND THERE WAS NOT ONE LEFT
TO SPEAK OUT FOR ME.”

We urge you all to come out and speak out against hatred and ignorance. If you'd like to help out you can call the ITIL hotline at (312) 409-5489 or email Lisa Scheps at lscheps@mindspring.com. Details will be posted on the It's Time Illinois website (itstimeil.org) as the date approaches.

Transgender Deaths in DC: It's Murder Out There

By Miranda Stevens-Miller

Stephanie Thomas and Ukea Davis ... two teenage Washington, D.C., girls who, as luck would have it, happened to be transgender.

According to reports: *"Witnesses say a car drove up beside the two youths, and a gunman fired shots from an automatic weapon. The gunfire killed Davis and critically wounded Thomas ... The gunman then got out of the first car and fired additional shots into Thomas' car, killing her."*

The D.C. police have said they don't know whether this was a hate crime. What more do they need to call it a hate crime? They were gunned down for no other reason than they were transgender. And the killer came back to finish the job.

When the firefighters arrived on the scene, Stephanie and Ukea were already dead. There was nothing more they could do ... except the unthinkable ...

"The dead women were dragged out of Thomas' bullet-riddled car, and Thomas' body was dropped face first on the ground. Later a firefighter pushed Thomas' body over with his foot, as blood poured from her head and neck wounds."

I don't know whether we will ever know what happened that morning, the wee hours of the morning of Aug. 12, when Stephanie and Ukea were gunned down.

But I sure as hell know a hate crime when I see it, and that firefighter was every bit as guilty of a hate crime as the cold-blooded murderer who pulled the trigger.

It's happened in Washington, D.C., before, when Tyra Hunter was allowed to die by a paramedic who thought it was funny that she was transgender.

(See *Murders* on page 8)

Baltimore Council Takes Up Trans Rights

By Rhonda Smith, Reporter for The Washington Blade

BALTIMORE, MD --- The 19-member Baltimore City Council introduced a proposed ordinance Aug. 12 to prohibit discrimination based on gender identity or expression in employment, housing, education, public accommodations, and health and welfare agencies.

The statewide gay civil rights law enacted in Maryland last year does not include protection against discrimination based on gender identity or expression. Gay civil rights advocates in Maryland plan to approach individual jurisdictions throughout the state that already provide legal protection against discrimination based on sexual orientation and lobby them to grant the same protections for transgender people. Baltimore is the first jurisdiction they approached in this effort.

"This was an area in which many within the gay, lesbian and transgender community felt they were not protected," said Alvin O. Gillard, director of the Baltimore Community Relations Commission.

The 10-member commission requested the proposed law and would be in charge of enforcing it. Baltimore Mayor Martin O'Malley, a Democrat who supports the proposal, appoints members to the Community Relations Commission. In Baltimore, discrimination of various forms already is prohibited based on race, color, religion, national origin, ancestry, sex, marital status, physical or mental disability, and sexual orientation. The city has included protection against discrimination based on sexual orientation since 1988.

"Through this bill, Mayor O'Malley is saying that everyone deserves an equal opportunity for a good job and a decent home without fear of discrimination," said Blake Humphreys, managing director of Free State Justice, a gay political organization in Maryland that represents residents statewide. The proposed anti-discrimination ordinance would not apply to religious or denominational institutions in Baltimore.

(See *Baltimore* on page 7)

Whatever... Why We Need To Change

By Beth Plotner

I hope you have all read the article on page 1. The time has come, or should I say "It's time for It's Time" to become Illinois Gender Advocates ("ILGA"). Here are some of the reasons why we need to make this change and make them now.

While it is true that being a 501 (c)(3) organizations limits what political activities we can do the fact is we have been operating well within these limits. We don't endorse candidates or parties. Yes we lobby, but that is not significant part of our overall activities as defined by the Internal Revenue Code. I am not going to lay out the rules here, as they are long, complex and boring. And that is coming from a person who deals with these rules as part of their living.

(See *Whatever* on page 6)

Miranda Writes... But What About Our Trans Youth?

By Miranda Stevens-Miller

It seems like more and more now I am becoming aware of cries for help from trans youth in crisis. It started out a few years ago when their stories started surfacing in the transgender discrimination reports. Two years ago there were four separate incidents in which transgender teens were locked up in psychiatric hospitals in the Chicago area, and subjected to shock therapy. This year there were incidents in which transgender teens were mistreated in group foster homes. And they always blame the victim.

"I had been attending school as a female for a while when I was expelled from school for 2 weeks for fighting. What happened was I was attacked by another girl at school and was only defending myself"

(See *Miranda* on page 5)

Grant (continued from page 1)

Illinois and other transgender organizations nationwide have been collaborating with HRC on a number of issues, including a public opinion poll that will be presented at Southern Comfort conference this year.

The grant will be used to hire It's Time, Illinois' first staff person for a period of 3 months. The position is a grassroots organizer for the Chicago and Cook County Gender Identity Amendments. The lobbying effort has been hampered by the lack of a dedicated organizer to identify, train, and mobilize constituents throughout Chicago to meet with and educate their aldermen about the Gender Identity Amendment.

The project would involve hiring a part time staff person, for the a period of three months prior to the expected vote in City Council, specifically for the purpose of organizing the grassroots lobbying effort in Chicago. The activities would involve identifying transgender and gender variant constituents within the wards, training them on the issues, helping them to set up meeting with their aldermen, and following up with the aldermen after the constituent meeting. We expect to hold constituent meetings on the Gender Identity Amendment with a minimum of 35 of the Chicago Aldermen.

The Equality Fund is a grant program of the Human Rights Campaign designed to provide financial assistance to a statewide LGBT organization to assist it in undertaking one or more legislative or regulatory policy initiatives. In fiscal year 2002 HRC made over \$120,000 available in grants in amounts ranging from \$1,000 to \$5,000 to 28 statewide groups in 27 states.

It's All About Me... NOT!

By Lisa Scheps

Lisa, Lisa Bo Bisa
Banana Fanna fo Fisa
Fee Fi Mo Misa
Li-sa

For those of you too young to remember, the name of that song is "The Name Game" by Shirley Ellis (circa 1965). You can insert any name here and it rhymes. For example, Chuck: "Chuck, Chuck Bo Buck..." You get the picture. Instead of "Lisa" here's the name I've been inserting lately:

Freak, Freak Bo Beak
Banana Fanna fo Feak
Fee Fi mo Meak
Fre-ak

Ouch! You say? You bet! It hurts.

Once again, children, gather 'round whilst I intone (yet another) story from my very own personal past, present, and fu... ok, not the future, but you get the idea. This time it may not be as humorous as they have in the past – I hope you'll continue to read anyway.

For years and years and years and years I had labeled myself with the ugly moniker of "freak." I was not normal. Oh, I appeared normal on the outside, I had ten fingers and toes, two eyes, etc. I was even pretty good looking, if I do say so myself. But when I took a gander at my little Opschplung (Yiddish for reflection) in the mirror I saw a misshapen, malformed, hideous circus freak. I know that sounds harsh, but that is the way I viewed myself. Now, I'm pretty sure that I wasn't the only one out there, but this was my life and I **felt** like I was the only one. Was it a sad existence? You bet it was. But in 1995, I lifted myself up by the bootstraps and got to work. It took about five years to transform the image in the mirror from a loathsome thing to something almost (dare I say it) pleasant. Yes, I liked who I was! Boy, that felt (feels) good.

So if I feel so bloody good, why am I singing the freak name game song now?

Although I don't view myself in such a harsh light any more, it appears as if the rest 'o the world does. The world, it seems, still views me as a freak. I use the word 'freak' because, whether or not the world's intentions are well meaning, I'm viewed as something different, something odd, something to study and learn from.

(See *It's Not* on page 9)

Miranda (Continued from page 3)

And then there are the hate crimes... a rape of a 21-year-old transgender woman, the bashing of a genderqueer college student, the murder of a young intersex person.

"The principal made derogatory comments about my appearance and said I was asking for it. He informed my mother that I had become a problem in the classroom because of my appearance."

Our trans youth are really getting the worst of it. GLSEN reports that 90% of transgender students feel unsafe in school because of their gender identity. It's no wonder they don't feel safe... 74% have been sexually harassed and many have been physically assaulted. In a climate where homophobic remarks are rampant, transgender students are particularly vulnerable... they have no place to hide.

"My mother had put me in a psychiatric hospital to 'cure me' of wanting to be a girl. While I was in the hospital I was given what they called aversion therapy I called it torture."

So what is the community doing to support our gender queer kids? Not a whole lot. When I am asked where to send transgender kids for help, I just scratch my head and say that the only agency I know of that can help is TransGenesis. Everyone sends their trans youth cases to TransGenesis. That is the only program in town that was set up to help trans youth at risk.

"I was subjected to aversion therapy techniques to cure me of wanting to be a girl. I was generally mistreated in the facility and was ridiculed by the people who worked there."

How much funding is going into supporting trans youth? Not a whole lot. Other agencies are having a hard time these days making ends meet, but TransGenesis is barely scraping by.

"During my child's hospital confinement she was not only verbally abused and called names but was beaten by 2 attendants. The attack was so severe that my child had to be transferred to a general hospital for her injuries."

So where are the trans youth going? Darned if I know. My friend had started a small trans youth program at

Horizons. Her group grew from just a few participants to fourteen kids... then the funding dried up. So where did they go? What are they doing? Who knows?

"What is she going to do when she is emancipated? Right now, she's hustling. That's why they are going to emancipate her. She's not doing nothing, she's hustling. Right now she's living in a very vulnerable situation."

Who cares about transgender youth? I do. But unless a whole lot of people start caring, and unless a whole lot of hearts and wallets start opening up, my caring doesn't mean anything. It is time for the LGBT agencies to start realizing that the "T" in their name is more than just a letter. It means that some share of the funding, as limited as it is in these hard times, must go to support all the people it has seen fit to include in their mission statements... including the trans youth.

"I asked her, 'If something happens to you, can you go to somebody to talk about it?' She says, 'No.' So she just leaves it alone. There's nobody there she can talk to, who she can trust to help her. So she leaves it alone."

(Quotes taken from It's Time Illinois Reports on Discrimination and Hate Crimes, 2000 and 2002, available online at www.itstimeil.org).

How to contact us...

It's Time Illinois

47 W. Division St., #391
Chicago, IL 60610

Telephone Hotline

312-409-5489

Please leave a message and we will return it as soon as possible.

Email

ItsTimeIL@itstimeil.org

World Wide Web

www.ItsTimeIL.org

Feedback . . .

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

It's Time, Illinois! Board Members:

Chair:

Beth Plotner
Beth@itstimeil.org

First Vice Chair:

Lisa Scheps
Lisa@itstimeil.org

Second Vice Chair:

Marsha Jackson
Marsha@itstimeil.org

Treasurer:

Carole Abrams
Carole@itstimeil.org

Past Chair:

Miranda Stevens-Miller
Miranda@itstimeil.org

LGBT Federation Holds Summer Meeting

Leaders of Statewide Organizations Share Tactics, Training in Miami

Miami -- The Federation of Statewide LGBT Advocacy Organizations met August 1-4, giving statewide leaders from across the nation an opportunity to share war stories, learn new skills, connect with each other, and even contribute to the local effort to defeat an antigay ballot measure in Miami-Dade County.

Illinois was represented by Miranda Stevens-Miller and Beth Plotner from It's Time, Illinois, and Rick Garcia from Equality Illinois. Stevens-Miller serves on the Executive Committee of the Federation as regional representative from the Midwest region.

The Federation is a six year-old, nationwide network of groups that are working on LGBT issues at the state level. Attendees at the meeting had the opportunity to learn what their colleagues in other states are working on, and which tactics are proven to be successful. The meeting also provided advanced skills training on voter identification, fundraising, working with media, organizational planning, and other topics.

For the first time, the Federation made hands-on organizing part of the summer meeting. Miami-Dade County faces an antigay ballot measure on September 10 that would remove sexual orientation from their Human Rights Ordinance, which protects residents from discrimination in employment and housing. Activists are working to defeat this new ballot measure and demonstrate that Miami and the nation have changed since Anita Bryant's notorious "Save Our Children" campaign repealed a similar provision in 1977, which sparked a wave of antigay ballot initiatives nationwide.

(See *Federation* on page 10)

Whatever (Continued from page 3)

Being a c3 would make us a charitable organization. Would donations and grants start pouring in? I wish even if the economy was like it was a few years back I don't see it just happening. Just for the record the grant from HRC has nothing to do with this change. The grant was not dependent on it nor did it qualify us for the grant. The Board has been discussing this change long before the subject of the HRC grant came up.

For all practical purposes nothing but our name and organizational structure will change. Any changes that will be noticeable will be purely cosmetic. We will continue to document activities, speak in front of various groups and advocate for the community.

If you read the proposed By-Laws you will notice changes in Board structure. Most noticeable will be the number of positions on the Board. It is my hope that we can put together a group of hard working diverse individuals.

In short it is our feeling that these changes will help us continue on the road of gender freedom.

Baltimore (Continued from page 3)

O'Malley was on vacation this week and unavailable to comment on the proposal. Gerry Shields, a spokesperson for O'Malley, described him as a longtime supporter of gay civil rights and said the mayor introduced the proposed ordinance on gender identity through his floor leader on the City Council, Stephanie Rawlings, the council's vice president. All 19 of Baltimore's City Council members are Democrats.

"The mayor doesn't want anyone to discriminate against anybody for any reason," Shields said. He also noted that when O'Malley was a Baltimore City Council member in the early 1990s, he supported a proposal to grant health benefits to domestic partners of gay employees.

"Discrimination surrounding gender identity is an issue that must be addressed," Baltimore City Council President Sheila Dixon said in a written statement. "Now that this bill has been introduced, I look forward to scheduling a hearing and listening to the debate. We'll see where the bill goes from there."

A date has not been scheduled for the hearing, but a spokesperson for Dixon said it most likely would take place in the fall. Karen Randle, executive secretary for the Baltimore City Council, said the Judiciary & Legislative Investigations Committee must consider the proposed ordinance before the full City Council votes on it. A public hearing would be held on the measure before the vote.

Various city agencies have received a copy of the ordinance, Randle said, and have 30 days to report back to the Council any concerns or suggestions they have about it. The Council's next regular meeting is scheduled for Sept. 9.

Trans protections needed?

Gillard, director of the Community Relations Commission, noted that opinions vary on the commission about whether specific protections against transgender discrimination are needed.

"Some feel 'gender identity' is already covered under the existing language in the law. But we feel that to amend the law specifically to spell out gender identity is in no way inconsistent with the existing law, and we would support the change," Gillard said. "Certainly, we feel

that everyone should be protected if, in fact, they feel the existing language does not offer the same protections."

The proposed measure, Council Bill 02-0857, defines gender identity or expression as "an individual's having or being perceived as having a gender-related self-identity, self-image, appearance, expression, or behavior, whether or not those gender-related characteristics differ from those associated with the individual's assigned sex at birth."

Jean-Michel Brevelle, a female-to-male transgender organizer for Free State Justice and Marylanders Advocating Toward Transgender Equal Rights (MATTER), an arm of the gay civil rights group, said he and others have spoken with O'Malley's staff members about the proposed ordinance.

"We were really quite pleased that the mayor's office agreed," he said, noting that the Human Rights Campaign and the National Gay & Lesbian Task Force have provided resources to help Free State Justice gain approval of the measure.

If the ordinance were approved, Baltimore would be the first city in Maryland to protect people against discrimination based on gender identity or expression.

Brevelle began in April organizing to get the proposed ordinance approved in Baltimore. He and other members of MATTER hold monthly meetings and have had conversations about the proposal with various supporters, including the Gay & Lesbian Center of Baltimore.

"What we'll see in our next step is a much more visible advocacy effort involving support in and outside the gay community," he said.

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
- Rhonda Smith
- Beth Plotner
- Marsha Jackson
- Windy City Times

Murders (Continued from page 3)

It's happened in New York, when Amanda Milan bled to death as the bystanders looked on and cheered. It's happened in Chicago, when police and paramedics refused to help a transgender woman who had been shot in the back and was lying face down on the sidewalk.

There are layers upon layers of injustice that are going on here. A murderer comes back to make sure that the victim's dead. A crowd looks on and laughs. A paramedic finds it all so amusing. A firefighter is ready to risk life and limb to save a dog from a burning building, but won't lift a finger to help a transgender girl. The police don't call it a hate crime.

How can people treat other people like this?

And all the while, politicians at all levels of government smile and talk and argue about basic rights or special rights, and where we can go to the bathroom. Don't the politicians know that while they debate about hate-crimes laws and non-discrimination acts, people's lives are being destroyed? The answer can start with them. It has been four years since Matthew Shepard was killed, and we still don't have a federal hate-crimes law that includes sexual orientation and gender identity. And in Chicago, we still don't have protection for transgender people under the city's Human Rights Ordinance

No wonder people feel like they can treat us like this. Even the government doesn't recognize that we are human beings.

It's murder out there. But no one seems to care.

The murders of Stephanie Thomas and Ukea Davis were the 15th and 16th hate-motivated transgender murders recorded within a 9-month period. That's almost two murders per month. This year is shaping up to be the deadliest year yet for the transgender community.

The Remembering Our Dead Web site (www.gender.org/remember) commemorates the lives of transgender men and women who were murdered over the past decade or so. The site now lists the names of 242 people who were killed because of their gender identity or expression. The victims of anti-transgender hate-motivated violence outnumber those killed in the bombing of the Oklahoma City Federal Building.

Do we have to wait until the number of people on the Remembering Our Dead list surpasses the number of victims of the World Trade Center attack before people sit up and take notice?

Stephanie Thomas and Ukea Davis... remember those names. When the battle for transgender rights is won, and our history is written, their names will stand with the hundreds of other innocent transgender people who were murdered just for being who they are.

Miranda Stevens-Miller welcomes your comments at MirandaSt1@aol.com.

There is a \$10,000 reward in the murder of Stephanie (Wilbur) Thomas and Ukea (Deon) Davis. The two transgendered women were members of Transgender Health Empowerment, an African-American transgender support group coordinated by Earline Budd in D.C. They also may have been members of the Teen Divas of the Sexual Minority Youth Assistance League. A vigil was held in D.C., and national GLBT groups condemned the murders.

Reprinted from Windy City Times, August 21, 2002

Minutes for the Monthly Meeting of August 2002

By Marsha Jackson, 2nd Vice Chair

The meeting was called to order at 7:30 p.m. on Thursday, August 1, 2002, at Transformations, 146 N. Oak Park Avenue, Oak Park, Illinois. In attendance at the meeting were Lisa Scheps (1st Vice Chair), Julie Ann Johnson, Carole Abrams, Bobby, Beth Schwartz and Marsha Jackson.

Lisa called the meeting to order, as acting Chair, at 7:41 p.m., Beth Plotner and Miranda Stevens-Miller were out of town attending the Federation of statewide LGBT organizations representing ITIL.

It was reported that the Chicago ordinance is temporarily stalled as the City goes back to looking at the language.

(See *Minutes* page 9)

It's Not (Continued from page 4)

So the way I see it (this is still my column and I get to see it the way I see it), I'm viewed in two ways. The first looks at me truly as a freak, something to be afraid of and hated. The second sees me as a curiosity. Folks say, "Hey, I'd like to know more about her life, it seems fascinating." I actually had a well meaning young man asking me a lot of questions and in the middle of the interview he said, "I hope you don't mind me asking you all of these personal questions, I just never met one of **you people**." I never really thought of myself as a "you people" before.

Individually, all of us have a personal battle to deal with the second example. I mean, after all, we're all different. We're ALL a "you people." So it is up to us to be ok with that (or drive ourselves crazy). It is easy for some of us and more difficult for others. I'm afraid I am one of the latter, but that's an issue for me and my caring professional.

What concerns us as a community most is the first group. Those people who are so afraid of anything 'different' that they circle their metaphoric wagons and don't let any outsiders through the defensive shield. They are the I.U.D. and we are the insidious sperm trying desperately to fertilize their innocent little eggs to create more monsters such as ourselves. As soon as we make a little headway, they stir things up and drive us away. (How's that for an interesting metaphor – I just love 'em!).

So maybe it is important to make sure they never feel the need to circle the wagons. If they don't see the gender variant community as a threat... well, we just aren't a threat. Problem solved! Whew, thank God I wrote this article, we can all go home now.

But seriously folks, how do we do that?

Interestingly enough, maybe it is that second group of people I described that hold the key. Perhaps, little by little, as people learn about us and come to accept us, the need to fight for protections will become moot. Pretty soon those 'normal' folks in their circled wagons will be the ones looked on as outsiders (Reading assignment: Dr. Suess's "The Sneeches").

So I guess it's a two pronged approach. We need to continue to work to gain protection against the musket fire coming from the wagons (metaphor for legislation, etc) at the same time, if someone wants to learn... let's teach them. Boy, we have a lot of work to do don't we, so let's get to it.

I guess that is what I'm gonna try to do, after all, It's all about me.... NOT!

Minutes (Continued from page 8)

As mentioned in the August newsletter, Cook County Commissioner Mike Quigley plans to introduce gender inclusive legislation in the September county board meeting.

House Bill 101 is at a standstill, probably until the next General Assembly in January.

Beth Plotner, Lisa, Miranda and Josie are producing a cable access program on the 4th Fridays of the month between 6:30 and 7 on Chicago Cable Access Channel 21.

The Chicago Anti Bashing Network and ITIL are planning a march in October.

Beth S. has been working with Miranda and Beth P. on developing corporate outreach to determine what corporations and other organizations are doing regarding gender issues. Since very few companies have written policies it could include finding out how people have transitioned, were they supported, were there problems, etc. It was also suggested that she/they also look at governmental employees.

It was announced Tina Wood-Sievers has stepped down from the Board.

ITIL will observe the National Day of Remembrance in November, more information will be upcoming in the newsletter and/or website.

ITIL has been looking into getting IRS 501(c)(3) status. To accomplish this requires revisions of the Bylaws. The revisions will be presented at the September meeting.

Federation (Continued from page 5)

"It was important to bring the Federation to Miami to give statewide leaders an opportunity to not only see a major campaign in action, but to have them gain real experience by working on the campaign," said Nadine Smith, Co-Chair of the Federation and Executive Director of Equality Florida.

No to Discrimination/Save Dade, the organization working to defeat the ballot measure, helped train Federation members how to recruit volunteers and identify voters who will vote against the antigay initiative. After the training, Federation members pitched in and spent a half-day putting those skills to use by identifying voters for the campaign.

"I came back from the Federation meeting with new skills and ideas that will allow It's Time, Illinois to work more effectively on issues such as these here at home," said Plotner. "However, the most important part of the Federation's work is simply connecting our statewide leaders with each other, providing us resources that are simply not available anywhere else."

For more information on the Federation of Statewide LGBT Advocacy Organizations, visit www.federationlgbt.org.

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, 47 W. Division, #391, Chicago, IL 60610