

The Crystal Chronicle

Columbus, OH

<http://www.tgender.net/cc>

Vol. 13 No. 8 - August 2001

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Vice President - Valerie

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Secretary - Jenifer

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Meeting Coordinator - Group

Screening Officer(s)

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Web Mistress - Mary Ann

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The Crystal Chronicle is the official newsletter of the Crystal Club. The Chronicle is published and mailed a week prior to the regularly scheduled meeting.

Complementary copies of the Chronicle may be obtained by contacting a club officer or any club member.

News items for the Chronicle should be mailed to the Club before the end of each month. The e-mail address is:

ccnl@tgender.net

Please specify in the subject field that this is an article for the newsletter.

President's Corner

-Tina

Hi ladies here it is August already. With two football players passing out and dying with this extreme heat, I urge you all to wear protective clothing but

don't overdress in this heat. Get plenty water and stay in an air-condition place when you can, if not in front of a fan. I don't want to lose any club members from heat exhaustion. Next meeting (this month) we are having Colleen Marshall from Channel 4 come to talk with us - only her - no cameras. So you won't be on TV. We are also having Regis Wigs set up a section for anyone who wants to look at and/or buy wigs. Next month is our Picnic and it is going to be in a place different from last several years. It will be held at our normal Social meeting place. The picnic is to start getting under way about 4 pm and about 7:30 we are having a speaker (rather 2 speakers) from Mary Kay Cosmetics. They are Barb Canter-French and Dawn Boyd. I set it up with Jill Van Valkenburg thinking the other ladies couldn't keep their appointment with us, so Jill bowed out. She said that Barb is good at dealing with transgender customers (us). So be sure to check out her products and buy if you need something. Then in October is our Halloween party. Last year we had two ladies come in wedding dresses, and a lot of interesting costumes. It is not a requirement to wear a costume for that party, but this will give you that excuse to come

dressed as a woman and tell them at the costume shop so you can buy those things you need to achieve the feminine look. No Social meeting in November because of all the holidays in them month, but early December (Dec. 1st) we are having the Christmas party and we want it be the event of the year. We want all members to come to that and bring a spouse or close friend (someone that will not look down on us as cross-dressers). More about it later - all I can say is Diana Mills and her spouse is doing most of the cooking and last year did one fantastic job. It is well worth it for you to be with your family of cross-dressers then. We will have some guests there too, and if you aren't a member, we want to see you there too - but all must make advance reservations so Diana knows how much to prepare. Ok ladies. We are having a great year full of talented people speak with us for us and provide us with information. Please take advantage of each meeting and come.

Thank you. Tina

Meeting notes

We did not have any speaker at the July meeting. Mary Ann brought the tapes from PFLAG and the recently shown television documentaries on transgendered issues. Thanks Mary Ann! The next two months will be busy with several excellent speakers – it won't be long before the weather starts turning nasty, so come out now and enjoy the weather as well as some excellent speakers / presenters.

Newsletter Editor Needed!!!

As many of you are aware, our former newsletter editor (Angie Bolin) had to step down from her position. Angie had lost her employment in the recent economic downturn and was unable to find work in the Columbus area. She has relocated to Kansas and is doing well.

HOWEVER-----

We need a new editor for the newsletter!!!

Diana was kind enough to complete the newsletter for July and Nikki for August, but we need a permanent person to take over this important responsibility. Any volunteers should contact Tina.

Valley Gems Meeting

This is a reminder to let you know that the Valley Gems meet on the first Saturday of each month. For more information on the club please call Holly at 937-236-0477.

The Good, the Bad and the Ugly... News from the TG front

COLUMBUS, OHIO -- On July 23rd in The Franklin County Court house, Columbus Ohio Magistrate Nancy Novack issued a surprising and unfair custody order in favor of the estranged wife of a Transgendered woman. The magistrate denied custody to Dawn Kerelulik FKA Donald even though Forensic Psychologist and the child's Guardian Ad Lidem both recommended primary custody be placed with Dawn. The Psychologist logged over 70 hours investigating

the family, and child, and the guardian ad Lidem spent over a year reviewing paperwork, discussing with the family and interviewing with the child. They both felt that the child would be better off in Columbus which has a more accepting atmosphere, and counselors, peers and church members who understand the child's unique situation. In addition she would have the support of her two stepsisters who are currently living with her father and her partner. The child currently lives with her mother in Eaton Ohio which does not have Columbus' diversity and has very little to offer the child in support. Both of the experts in this case felt the mother placed undo stress on the situation due to her anger over her estranged husbands transition however the magistrate ignored the experts citing "the court is unwilling to accept the notion that the best way for heather to deal with her fathers Trans-gendered issues and unconventional lifestyle is to place her in the center of it". The father Dawn Kerelulik and her partner Katheryn have filed an objection with the court.

July 20, 2001 Posted: 2:23 p.m. EDT (1823 GMT)

(FindLaw) -- In Enriquez v. West Jersey Health Systems, the court held that New Jersey's Law Against Discrimination protects transsexuals from discrimination both on the basis of disability and on the basis of sexual identity.

Carla (born Carlos) Enriquez was a biological male afflicted with gender dysphoria, a gender identity disorder also known as transsexualism. The preferred treatment for gender dysphoria is sex reassignment, a transformation that takes years to complete.

Before surgery that changes the individual's anatomical gender to align with his or her psychological one, transsexuals begin the transformation by assuming the external appearance of the opposite sex. For Carla, this meant shaving her beard, piercing her ears, growing long hair and wearing a ponytail, and, by virtue of hormonal therapy, beginning to grow breasts.

Meanwhile, Carla was working as a doctor in private practice. Her contract with West Jersey Health Systems provided that either party could terminate the relationship upon 90 days

written notice, with or without cause.

Upset with her external changes, the higher-ups at West Jersey Health confronted Carla and, according to her complaint, told her to "Stop all this and go back to your previous appearance." When Carla refused, she said, she received a letter terminating the professional services agreement.

Transsexuals and sexual-orientation discrimination

As do many other states, New Jersey has a law prohibiting employers from discriminating on the basis of sex. Unlike most states, however, New Jersey also prohibits employment discrimination on the basis of "affectional or sexual orientation," a provision added by the legislature in 1992 and defined to include heterosexuality, homosexuality and bisexuality. One question in the Enriquez case was whether this provision was broad enough to encompass discrimination against transsexuals. The New Jersey court said no. Because most transsexuals, including Carla Enriquez, are not homosexuals, the court refused to apply this provision of the statute.

Transsexuals and sex discrimination

Enriquez did, however, receive a favorable ruling on another ground. She also alleged a more traditional sex discrimination claim against West Jersey Health, on the theory that sex includes gender and forcing men to "act like men" and women to "act like women" constitutes gender discrimination.

This argument has not, thus far, been successful in cases proceeding under Title VII, a federal law prohibiting employment discrimination on the basis of sex. No federal circuit court has squarely held that transsexuals are protected by Title VII, and several have held that they are not.

The New Jersey court, however, interpreting New Jersey law, ruled that Carla was correct: Discrimination against transsexuals constitutes gender discrimination. (The court also held that discrimination against transsexuals might constitute illegal disability discrimination under New Jersey law).

The effect of *Waterhouse v. Hopkins*

While the New Jersey court's ruling differed from those of federal courts that had confronted the same issue, the New Jersey court did find one federal precedent persuasive. It relied on the United States Supreme Court's 1989 decision in *Price Waterhouse v. Hopkins*, which took a very broad approach to defining sex discrimination.

In *Waterhouse v. Hopkins*, the plaintiff was denied partnership in an accounting firm, at least in part because she was too aggressive, cursed like a truck driver, and did not walk, talk, or dress in a feminine manner. In short, she was a woman who acted like a man, and for that she was dealt a career-stunting blow.

The court held in *Waterhouse v. Hopkins* that Title VII forbids employers from discriminating against an employee for failing to live up to gender-role expectations. You can't, in other words, punish a female employee for not being feminine enough.

Refusing to allow employers to discriminate against transsexuals who dress and maintain an outward appearance that is inconsistent with their anatomical sex would seem to be a logical consequence of the *Waterhouse* decision.

If a female employee cannot be punished for not being feminine enough, then certainly a (biologically) male employee like Carla cannot be punished for not being masculine enough.

Yet with the exception of the recent New Jersey ruling, courts, for the most part, have stuck to their guns despite *Price Waterhouse*. That is, they have continued to interpret Title VII and its state counterparts to permit employers to punish transsexuals for, in essence, failing to conform to gender expectations. Why?

The law of dress codes

There has been a long-standing anomaly in Title VII case law that permits employers to maintain sex-specific dress and grooming codes. Employers can, for example, require that men wear short hair, while allowing women to grow theirs long. They can also require men to wear business suits and ties, while requiring women to wear dresses. Decisions upholding these kinds of rules are anomalous

because they seemingly permit precisely what Title VII clearly forbids: treating employees differently on the basis of sex. Not surprisingly, the reasoning of these decisions is unconvincing.

To justify the dress and grooming codes at issue, courts have at times resorted to platitudes about employers having the prerogative to run their business the way they see fit. But, of course, there are lots of ways employers might see fit to run their business that we do not allow.

For example, we do not allow employers to hire only white employees, nor to fire older workers and replace them with younger ones. Yet dress code cases, in effect, allow employers to insist on Archie Bunker's world, where "girls were girls, and men were men."

Dress codes: Not gender-neutral

Other courts have attempted to claim that dress and grooming codes are not really discriminatory but are actually gender-neutral, because they require men and women alike to adhere to generally accepted community standards. That these standards are different for men and women, and themselves the product of sex stereotypes, is conveniently ignored.

After all, it is not as if, for example, men traditionally happen to wear beige, while women happen to wear navy. Rather, high heels, long hair, and dresses connote particular "female" traits -- suggesting the wearer is pretty, sexy, demure, fashionable, or what have you. Conversely, short hair and business suits connote the "male" traits of being no-nonsense, all-business and in control.

Moreover, the extra time needed to take care of long hair, and the impediments to movement that high heels and dresses can impose, suggest that they embody not just a style, but a concept of how women should spend their days, and how they should move and behave.

The sheer time investment in dressing "like a woman" can be daunting. Just ask any businesswoman running, in high heels, to make her plane after blow drying her hair and putting on makeup for an hour. Or better, ask her male colleague, already calmly seated on the plane and reading the newspaper.

The future for transsexuals

In any event, however unconvincing their justifications, the dress code cases are bad news for transsexuals. Courts have generally allowed employers to insist that men "dress like men" and women "dress like women" -- and that is precisely what pre-operative transsexuals cannot do.

Still, the New Jersey court in Enriquez was not alone in extending rights to transsexuals. Rather, it followed a small number of state courts that have interpreted state anti-discrimination laws more broadly.

Perhaps federal courts will someday recognize that *Waterhouse v. Hopkins* cannot be reconciled with their narrow interpretation of Title VII, and follow New Jersey's lead.

Joanna Grossman, a FindLaw columnist, is an associate professor of law at Hofstra University, where she teaches Sex Discrimination, among other subjects.

Meet Your Officers Nikki – Asst Web-mistress

In the past several months, each of the officers has taken a turn at introducing themselves. Additionally, the officers have attempted to provide the club members with some insights relative to their thoughts on the club and possible future directions. Since I have somehow become saddled with writing the newsletter this month, I guess that it is my turn to express something in this column.

A lady never tells her age, and I quit counting when I hit thirty (and that was a few years ago). I have been trans-gendered since pre-adolescent, but have only been "out" since January of 2000. For many years, I felt guilty and ashamed of my condition -- it became something to be hidden away and kept under tight wraps. Part of the output of this shame and "dark secret" was a great deal of depression and it's related twin -- anger. Several years ago I started to re-evaluate my life and my direction. I came to realize that Nikki was a distinct and real part of my personality, and that denying this portion of my psyche was not only limiting my development as a

human being, but also creating life problems in my personal relationships.

I attended my first Crystal Club meeting in January of 2000. Since I was still married at the time (and my spouse did NOT approve), I had to attend the first several meetings in “boy” mode. I didn’t even have a “fem” name and chose Michelle at random. Still, the support and acceptance of the group encouraged me. In November of 2000 I purchased my first wig (along with makeup). The transformation was astounding and I cried all night. The buildup of nearly 30 years of hiding a secret was out, and a wonderful, empathetic, and happy person emerged. I replaced Michelle with Nikki because I felt a connection to this name – that I was in fact, a complete person within this identity.

I now go out regularly in “girl” mode, including the Crystal Club, LNO, and general shopping (or just going out around town). I have moved beyond guilt and shame and can be proud of what I am – a person who refuses to limit their personality around social gender norms. I’ve found that much of being out is/was in my head. If you think scared, out of place, and embarrassed, you will stick out, be noticed, and all of your fears will come true. Alternatively, if you act with confidence and present yourself appropriately, most people really don’t seem to care – they’re generally so wrapped up in their business that they won’t get involved.

I think what saddens me the most is how trans-gendered individuals are treated; not only by the public at large, but even within the GLBT community. Post SRS individuals have told me personally (and quite meanly) that if I didn’t want to go all the way, I wasn’t good enough. It seems everywhere I read that the trans-gendered individual, regardless of their place along the male-female spectrum, are routinely subject to discrimination, ostracism, and harassment. The worst part is that we allow ourselves to believe we are worth less as individuals – we allow our communities, our families, and our relationships to control our identity and self-expression. I’m not saying that we should all show up at work tomorrow in a dress – but until we can be proud of who and what we are, how can we be accepted by our families, friends, and communities? I believe that we need to reach out and help the many members of OUR community learn to be at peace

with ourselves – and cease to be our greatest enemy.

This is one of the primary reasons that I volunteered for the web site position. I firmly believe that the Internet provides a powerful tool for the trans-gendered community. For the first time, anyone with access to the web can find out that they are not alone. We need to reach out to the community – we need to join together, and we need to support each other. A famous quote says it best – “together we must stand, for individually we must surely fall.”

I think the second important aspect for the club is to encourage support for our spouses and families. We need to unite those in our relationships behind us, with understanding, with information, and with assistance. We need to focus beyond our own issues and remember that these individuals have their own concerns relative to the trans-gendered persona(s). If we cannot achieve the support of those closest to us, how can we ever hope to achieve acceptance in the community at large?

I’m not sure what the future brings, either for myself, or for the club. But I would like to support those ideas and activities that lead to happier lives for both our selves and our families. Life is too short to be miserable and unhappy. Maybe if we learn to accept our selves first, then we can convince the world to accept us as we are.

Beauty Secrets By Vicki P.

Ladies – what no takers on giving out beauty secrets? Maybe you are just shy. The truth is that many genetic men and women have just as many problems “looking beautiful” as trans-gendered individuals. This column is dedicated to supporting trans-gendered individuals improve their looks and appearance, improving their own self-confidence and their ability to be accepted in the community.

I’ll start the ball rolling by recommending a book. “Color Me Beautiful” by Carole Jackson is a paperback priced under \$10 that is full of good ideas. Have you ever noticed that some outfits seem to attract positive attention more than others? Are there certain outfits that you routinely wear because you feel better wearing them? Ms. Jackson’s book

explains some of the reasons why.

Based upon your coloring (hair, eyes, and skin), you basically fall into one of four “seasons” – Winter, Spring, Summer, and Fall. You look (and feel) your best when your wardrobe (and makeup) matches your appropriate coloring. So what color’s are best for you? In the following sections I will discuss the types of colors that go best for each “season” – if a number of these colors appeal to you, you’re probably within that type. For more details – read the book!

I’ll start with winter. A winter person looks best in cool colors. Elizabeth Taylor, Cher, Audrey Hepburn, and Maria Osmond are examples of winter coloring. Winter’s can wear pure white, black, and true grays (from icy to charcoal). They can wear primary colors (pure red, yellow and blue), and the darker counterparts, such as icy tones. Winter’s should avoid pastels, golden yellow, gold orange, rust, peach, orange-reds, yellow-greens, and most browns and beiges.

Examples of summer people include Cheryl Tiegs, Farrah Fawcett, and Caroline Kennedy. Summer’s wear pastels and soft neutral colors well. Think blue, rose, soft lavender, orchid, and mauve pastels. The darker tones of plum, burgundy, and raspberry will also complement the summer type of complexion. A summer should avoid gold tones, oranges, yellow-greens, and all yellow undertones.

Famous people representing the spring category include Sally Struthers, Zaa Zaa Gabor, Marilyn Monroe, Debbie Reynolds, and Julie Andrews. Springs should think clear warm colors, such as yellows. Crisp peaches, peachy-pinks, orangey-reds, yellow-greens, camel, and golden tans work well. Light ivories, medium violet (and blues) are also good choices. Spring’s should avoid burgundy, black, pure white, colors with blue undertones, and dark (or muted) colors.

Finally, autumn examples include Carol Burnett, Ann Margeret, Lucille Ball, and Katherine Hepburn. Autumn’s are best complemented by golden undertones, warm colors, and earthy shades. Olive-green, orange-red, bittersweet-red, moss-green, turquoise, gold, coffee-brown, and pumpkin are appropriate choices. Muted or clear tones are fine. Avoid black, pink, gray, blue-reds, and colors with blue undertones.

Use these guidelines to select your clothes, makeup, and hair coloring and you will go a long way towards looking (and feeling) better about yourself.

Let’s have some more contributions, or beauty tips for the next column!!!

Upcoming Meetings

August 2001

25 - Crystal Club regular meeting

Collen Marshall will be speaking, along with a representative from Regis Wigs. There will NOT be any television cameras, so please feel free to come. This should be an interesting speech and represents an opportunity to show a prominent member of the local media about ourselves and our organization.

September 2001

14 - Crystal Club business meeting

22 - Crystal Club Picnic

The annual picnic will be held outdoors (weather permitting) at the normal monthly meeting site. Additionally, representatives from Mary-Kay will be on hand to provide some example facials, and provide some tips. These ladies are trans-friendly and have a number of tricks to improve your look. The lead representative spent several years in theater and has experience transforming the male face into a female presentation. This should be an excellent event.

October 2001

12 - Crystal Club business meeting

27 - Crystal Club Halloween Party

Come in a costume or not – always a good time.

Reading Material

Girlfriend – Men, Women, and Drag by Holly Brubach and Michael J. O'Brien (Photographer)

Synopsis

As Brubach and O'Brien travel across the world to investigate drag, readers are introduced to a wonderful group of vivid personalities who bring cross-dressing to life.

From the Publisher

"Drag is a loaded topic, triggering ferocious responses in a wide variety of people. There are men (both straight and gay) who abhor drag for its flamboyant display and find it alarming that the transition from masculine to feminine can be made by means of something so facile as a change of clothes, and others who are seasoned spectators, who go out and look at drag queens the same way some guys watch Monday Night Football. As for women, there are those who consider drag queens their soul sisters, and others who feel insulted by drag as a mean-spirited, sexist caricature. There are intellectuals (men and women alike) who champion drag as a laboratory for what is known in academic circles as 'gender studies.' And finally, there are those who consider drag decadent, perverse, reprehensible."

But no matter what you think of it, there can be no denying that drag is everywhere—The Adventures of Priscilla, Queen of the Desert; Dennis Rodman and Howard Stern; Hedwig and the Angry Inch—and in *Girlfriend* this fantastic world of gender-bending is explored by former New York Times Magazine style editor Holly Brubach and celebrated photographer Michael James O'Brien.

Brubach, once described as a writer "who could make a safety pin sound fascinating," covers the drag scene in New York, London, Paris, Berlin, Amsterdam, Rio, Tokyo, and Bangkok, introducing us to a wonderful group of vivid personalities who bring cross-dressing to life in the unique style of each city. *Girlfriend* features individual artists and group events:

Wigstock; the annual drag queen invasion of the Pines on Fire Island; the banda d'Ipanema's parade through the streets of Rio during Carnival; a "Diamonds Are Forever" party in Japan. O'Brien's photographs portray a world of great diversity—witty, flamboyant, touching, and enormously imaginative.

Girlfriend is a brilliant and insightful look at the people and places that create this vibrant culture. In the end, this guided tour tells us as much about our own received notions of gender as about the imagination and artistry of the men and women who dress as members of the opposite sex. *Girlfriend* is a passport to a new world, one brimming with creativity and joie de vivre, contradiction and irony.

Girlfriend – Men, Women, and Drag by Holly Brubach and Michael J. O'Brien (Photographer)

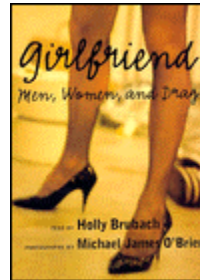
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The Crystal Chronicle
Information Page

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Our Purpose

The Crystal Club is a non-profit social and support group for transvestites, cross dressers, transsexuals, and other transgendered individuals. Spouses and significant others are welcome and encouraged to participate. Both male-to-female and female-to-male individuals are welcome. Also, members from related organizations, helpful professionals and approved guests are welcome when cleared through a Crystal Club officer.

Screening Officers:

(614) 806-7288 (with voice mail)

Electronic Mail:

cc@tgender.net

World Wide Web Page:

<http://www.tgender.net/cc>

What to Expect at a Meeting

Except for being transgendered, participants in the club are just like other people. We dress pretty much like average people, and meet only to socialize and participate in club functions. We range in age from our 20's to our 60's, and come from a wide range of professions. Most of us are cross dressers, although several of us are transsexuals. Most of us are married and have kids, and often our spouses attend the meetings, too. Nothing of a sexual nature is permitted at any of the meetings.

You will not be criticized for how well you dress or pass. The club isn't a beauty contest. We range from hardly convincing to completely passing. Some of us dress up, some dress down. Come however you are comfortable. Our regular meetings will have a private changing room, so you may bring a change of clothing with you.

We do insist, however, that you dress either completely male or completely female. Gender-blending attire is normally not an option. We also insist that everyone behaves as ladies and gentlemen (which is more polite than simply "women and men"). Overtly sexual or obnoxious behavior is unwelcome; we don't need to exasperate the feelings of people who are already nervous!

You will not be required to reveal your legal name, or any other personal information. You can be as open or anonymous as you wish. We ALL have been newcomers and have had similar feelings. We can (and will) sympathize completely!

Membership Dues

One year membership, includes newsletter	\$42
Newsletter subscription only	\$18
Meeting Fees:	
First Timer	Free
Member (of any T group)	\$10
Member and Partner	\$15
Non-Member	\$20

Your membership renewal date is shown after your name on the mailing label. Membership fees paid on months other than January are prorated to January.

Contact Information

Postal Mail:

The Crystal Club

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Contact Policy

All calls are kept strictly confidential. We do not use caller ID and will return your call only at your request. If you are still concerned about caller ID, you can block this function by pressing *67 (or dialing 1167 for rotary/pulse) before the phone number. All written inquiries are kept confidential. The newsletter is mailed in a plain, white envelope, bearing only the return PO box and no markings pertaining to the Crystal Club. The meeting location is never published, and is only disclosed after a prospective attendee has been interviewed by the screening officer.

Meeting Dates and Times

Regular meetings are held the fourth Saturday of the month, except for November and December. The doors open at about 6:30 p.m. (for those wishing to change). The meeting begins at 8:00 p.m. Refreshments are normally provided, and activities usually center around a presenter or selected topic. Several members may go to an accepting dance club or restaurant after the meeting (of course, this is optional).

A business meeting is held on the second Friday of the month. The doors open at 7:30 p.m. After the club's business is addressed, this meeting is more of a relaxed and personal discussion time than the regular meeting - a great time to get support for "real world" issues!

During the month of December, and at various other times, we will hold special activities (such as a holiday party). These will be announced in the newsletter.