



NETWORKING 45° NORTH

Friends North of
Michigan, Inc.

Networking 45° North

Winter 2001-2

WE WON!

**No votes: 2944 (57.8%) Yes
votes 2152 (42.2%)**
This makes Traverse City's
victory among the largest
margin of victory EVER in

this country against an
anti-gay initiative.
Thanks to all for your
support!!

Paul Heaton

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Hat Trick

Three Anti-Gay Initiatives Fail in Michigan

(Michigan) Three anti-gay ballot measures were soundly defeated by Michigan voters yesterday.

Efforts to curb civil rights protections for gay, lesbian, bisexual and transgender (GLBT) were dealt a devastating blow when voters in three Michigan communities defeated anti-gay ballot measures inspired and initiated by the American Family Association.

Traverse City and Kalamazoo, Michigan voters defeated an anti-gay city charter amendments that aimed to prohibit those cities from protecting gay's and lesbians from discrimination. The ballot language would have invalidated any existing or future civil rights protections on the basis of sexual orientation. Traverse City's "Proposal 1" was defeated by approximately 800 votes. Kalamazoo's "Proposal A" was defeated by nearly 1,000 votes.

Huntington Woods voters affirmed the city's human rights ordinance, making it the 11th city in Michigan to protect from

discrimination based on sexual orientation and gender identity. The ordinance was passed by a 2 to 1 margin.

"The American Family Association has made a tragic miscalculation about Michigan," said Sean Kosofsky, Director of Policy for Triangle Foundation. "Michigan voters have soundly defeated these anti-gay ballot measures and took a stand for diversity and acceptance. This is a clean sweep. The AFA's message of discrimination will not fly in Michigan and we strongly encourage them to heed the message from voters and stop their anti-gay crusade.

Triangle Foundation has been active in fighting these and other anti-gay ballot measures in Michigan since 1994.

Many around the nation were watching these three communities because of the increased anti-gay ballot activity in Michigan. Michigan had more anti-gay ballot measures than any other state in the country. Three of the four were decided last night. The only remaining one, for now, is in Ypsilanti.



LESBIAN? GAY?

BISEXUAL?

TRANSGENDERED?

HAVE QUESTIONS?

NEED HELP?

**CALL THE NORTHERN
MICHIGAN HELP LINE!**

(231) 946-1804

FOR EMERGENCY HELP

(231) 922-4800

(800) 442-7315

FRIENDS NORTH

AN ASSOCIATION OF GAY MEN, LESBIANS, BISEXUALS, TRANSGENDERED, AND THEIR FRIENDS

The Mission of Friends North of Michigan, Inc., is to provide social, educational and support activities and opportunities for the gay men, lesbian, bisexual and transgendered communities in Northern Michigan.

Please note: Friends North is not a dating, nor dating referral service.

Networking 45° North is the newsletter of Friends North of Michigan, Inc. For information, write to:

Friends North, PO Box 562, Traverse City, MI 49685-0562.

www.friendsnorth.org

Viewpoints expressed in Networking do not necessarily represent those of the Board of Trustees or the general membership.

Friends North of Michigan, Inc., is an association of lesbians, gay men, bisexuals, transgendered and their friends from Northwestern Lower Michigan centered in Traverse City. Friends North provides social activities, a newsletter, an information line, workshops, a web site and a scholarship fund for financial assistance.

Friends North's Board of Trustees is elected each December at the Annual Meeting. Regular Board meetings are held at Grace Episcopal Church, at the corner of Washington and Boardman Streets in Traverse City, at 6:30 pm on the 1st Tuesday of every month except July. Everyone is welcome to attend. Please contact Friends North in writing ahead of time if you have an item for the agenda. Current members of the Board include:

Tom Kincaid, President, (231) 929-2919
 Gwen Sanford, Vice President, (231) 946-0433
 Toni Poole, Secretary,
 Richard Pozniak, Treasurer, (231) 933-3969
 Bob Buck, Trustee, 7 Bowerman Rd. Mansitee, MI 49660
 Dianna Johnson, Trustee, (231) 933-0571
 Joe Kaubenaw, Trustee, (231) 947-8402
 Craig Philip Richard, Trustee, (231) 922-1967
 Alan Collard, Trustee, (231) 941-9110
 David Hummel, Trustee, (231) 929-1226

The Friends North Newsletter Committee is responsible for the publication of Networking 45° North.

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Classified Advertising and notices are run without charge. Please submit your ads in writing.

Display Advertising in *Networking* is available in business card sized displays at a rate of \$25 per space per issue or an annual rate of \$100. Inserts and larger sized ads are available; please contact the advertising editor for more information.

Contributions to *Networking* are welcome. Letters, essays, features, reflections, poetry, original art work etc. should be sent to Networking 45° North, PO Box 562, Traverse City, MI 39685-0562, or to either the publisher or editor listed above. *Networking* will not accept material that is sexist, discriminatory or sexually explicit. Contributors are responsible for obtaining permission from those whose names they submit for publication. Please include your name, address and a phone number where you can be reached. If you would like your contribution to be printed anonymously, please let us know.

Address Changes should be sent to the above address.

Subscriptions & Memberships are \$15. Please send checks or money orders to the above address. Complimentary subscriptions are also available to those who are unable to pay.

Distribution: *Networking* is sent via bulk mail in a plain envelope to subscribers. Additional copies are available at select local establishments.

President's Column

Well here I sit amazed at what has happened in the last 24 hours. Traverse City defeated Proposal 1 and elected Margaret Dodd for our mayor. This was the largest turnout ever in a motion having to do with gays and lesbians. We should be very proud that this failed to pass and that we took our city away from the right wing zealots who tried to make us fit into their box

I would like to thank the Traverse City Campaign against Discrimination for all their tireless hours they spent on this. Thank you for the terrific work you did, the hours you have been away from your families, partners, and loved ones, and all your tireless efforts.

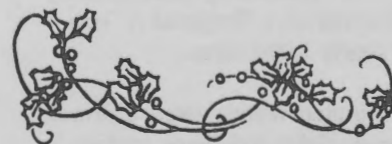
Since the last newsletter our world has shifted. September 11, 2001 will always stand in our minds as the most devastating event in our nations history. We have all been affected by this horrific event and my thoughts and prayers go out to everyone.

Please remember that our annual meeting is the first Tuesday of December at Grace Episcopal Church. It is a potluck and will begin at 6:30.

For all of you that have called and said that you wanted to be part of Friends North this is a great time to get started.

Best Wishes for the Holiday Season

Tom Kincaid



Vice President's Column

Goodness! We're at that time of year again when the Christmas displays are showing up in all the stores, and even some homes. For some, it's Holiday fun with friends and family. For others, it's with friends, but family is another subject.

I just can't comprehend how parents, brothers and sisters, and the rest are able to turn their backs on a family member because he or she is lesbian, gay, bi or transgendered. Yet it happens all the time. Much of the ostracism is reinforced by religious principles, which really amazes me. Must be a different version of the bible than I read.

A few weeks ago I saw a quote on the front page of the Traverse City Record Eagle:

Where it begins

"The tendency to claim God as an ally for our partisan values and ends is ... the source of all religious fanaticism."

Reinhold Niebuhr, American clergyman and author.

That quote spoke to me about the war between the United States and the Taliban. Each is so sure, that God will help them prevail. Kind of like, "our God is stronger than your God." Myyyy dad is stronger than yourrrr dad. But, the same source of thought provides fuel for non-acceptance.

There are also a host of other reasons why family won't accept us. Lack of understanding and willingness to learn top the list. And some people are just plain mean. Probably because they're unhappy about their own lives. Of

course this conversation goes on through infinity.

So who do we turn to? Each other? Seems like a reasonable thing to do. If our glbt friends don't understand, who does? The unfortunate part though is that some glbt's don't understand ... themselves. And they eventually take their own life.

Where are the friends and loved ones then? Did anyone have a chance to do something? Perhaps not, but if we don't listen to one another and take the time to care, at least a little bit, then maybe we share some responsibility.

Our families and former friends may turn us away, but hopefully, we possess the ability to care for each other in the Community. And that's not to say that the Community is made up of just glbt's. There are very many non-glbt's in the Community. I believe most of the volunteers that made TCCAD successful were straight. Imagine that! People who believe in equal rights and don't have anything to gain. I love them!

After all of that, let me say this. When I came to Friends North there was caring. The men and women actually asked how you were and meant it. They offered help and love. Something you don't seem to find in many churches. Perhaps I'm prejudiced, but I really believe the glbt Community have a corner on the market when it comes to those qualities that define humans. Hooray for all of us, and especially our straight friends. I love all of you.

Gwen Sanford

As for what to do with Osama bin Laden:

Killing him will only create a martyr. Holding him prisoner will inspire his comrades to take hostages to demand his release.

Therefore, I suggest we do neither.

Let the Special Forces, Seals or whatever covertly capture him, fly him to an undisclosed hospital and have surgeons quickly perform a complete sex change operation. Then return her to Afghanistan to live as a woman

Treasurer's Report

Friends North has not had any fund-raisers in the past 3 months. We tried a "Ranch Weekend" in Sept. in the Bear Lake area, it was done on short notice and hopefully we will include it as a fund-raiser in our next years schedule of events.

The Fall Hike ended up with fare weather considering how much rain we were having. Don't forget the Sledding Party in February. Of course these two events are not fund raisers, but are just a lot of fun.

Outside of money coming in from membership dues and ads we did get a nice donation from the United Church of Traverse City for \$318.73. We have been able to maintain staying in the black. The only outstanding bills till the end of the year are the cost of the Newsletter and the phone bills.

Hopefully we will go into the New Year with around \$2,000.00 in the bank.

Have a great Holiday Season, stay Healthy and be Safe !

Your Treasurer,
Richard Pozniak

Friends North of Michigan Inc.

Minutes of the September 4, 2001

Board Meeting

Held at Grace Episcopal Church, Basement,
341 Washington St., Traverse City

Board Members Present: Tom Kincaid, Richard Posniak, Toni Poole, Craig Richard, Bob Buck, Alan Collard, Joe Kaubenaw, David Hummel

Others Present: Vicki, Jamie

Board Members Absent: Al Kitzmiller, Dianna Johnson, Gwen Sanford

Meeting called to order at 6:37PM

- Minutes of the August 2nd board meeting were reviewed.
 - **Motion by Toni to accept the minutes, seconded by Craig, carried unanimously.**
- Richard gave a Treasurer's Report. He stated \$4843.16 as of this date. Richard also informed the board of a check from Unity Church in the amount of \$358.73, received due to Friends North being selected as "Financial Tithe" charity for the month of June.
- Tom brought up the newsletter, and the fact that the current issue which was just folded and is ready for mailing needs to be relabeled due to old postal markings having been used. Tom will see that this is done.
- Joe talked about Pride.
 - \$800 for additional tent is not paid, as was previously stated.
 - Pride committee will raise funds to cover. FN will pay in the interim.
 - **Motion by Bob to pay for tent immediately, seconded by Craig, carried unanimously.**
- Tom asked about progress on 501C3 status, and says we have a Federal ID number. Richard states that we need to open new bank accounts. Richard and Tom will do this, with Toni and Gwen signing on.
 - Bob asked The Network for their 501C3 application, and will follow-up.
- Tom mentioned police stings taking place in local parks. Tom says he visited the locations with Jeff Montgomery of the Triangle Foundation to areas. Tom encourages all board members to tell people to stay away from parks.
- Tom asked Toni about TCCAD. Toni stated a need for more volunteers and encouraged the board to commit to a night of phone banking and/or canvassing for the campaign.
 - Toni asked if the intent was still present to call Friends North members. Both Tom and Bob say that was never the intent, and that it would be akin to giving out the list.
- A guest, Vicki, talked about an upcoming event on September 22nd in which Friends North would be invited to partake in.
 - The event will take place on a 180 acre ranch in the Bear Lake area.
 - Activities will include hay rides, horseback riding, and a small rodeo.
 - Vicki suggests that FN operate a concession and keep the proceeds.
 - Tom indicates a willingness for FN to be included, and asks Vicki to design a flier that FN can mail out. Tom asks Richard and Craig to head this up.
 - Motion by Bob to authorize \$300 max for mailing and food for event, seconded by Joe, carried unanimously.
 - Any interested parties will meet at Richard's house September 5th at 7:30PM to coordinate.
- Tom mentioned that Annual Meeting is December 4th and reminds all that it is a potluck. Tom encourages all board members to talk to people that might want to be on the board.
- Tom reminded all that the Fall Hike is October 14th at Bahley's Warming Hut in Suttons Bay.
- Craig talked about lack of volunteers for fall cleanup. He called county road commission and they indicated that missing a year would not result in signs being pulled.
- Tom asked all present to think about different events for next year.

Moved to adjourn at 7:28PM by Bob, seconded by David, carried unanimously.

Toni Poole, Secretary
Friends North of Michigan, Inc.

Friends North of Michigan Inc.

Minutes of the October 2, 2001
Board Meeting

Held at Grace Episcopal Church, Basement,
341 Washington St., Traverse City

Board Members Present: Tom Kincaid, Gwen Sanford, Richard Posniak, Toni Poole, Craig Richard, Alan Collard, David Hummel, Dianna Johnson

Others Present: Jay L., Bud S.

Board Members Absent: Al Kitzmiller, Gwen Sanford, Bob Buck, Joe Kaubenaw

Meeting called to order at 6:32PM

- Minutes of the September 4th board meeting were reviewed.
 - **Motion by Toni to accept the minutes, seconded by Richard, carried unanimously.**
- Richard gave a Treasurer's Report. He stated \$3914.69 as of this date.
- Brief discussion ensued about Pride. Craig suggested obtaining written financial report from Pride committee. More discussion ensued.
- Tom brought up subject of Friends North mail list having been given to Wellness by himself.
 - He offered an apology to the board.
 - Much discussion ensued, with several board members expressing their displeasure.
 - **Motion by Toni to direct Tom to write a letter of apology to the Friends North membership for inclusion in the next newsletter. Seconded by Gwen. Motion carries 6-0 with 2 abstentions.**
- Jay L. brought up the subject of a Friends North monthly film club. He would like to get something started.
 - Discussion ensued. All present agreed to Jay and Tom initiating this endeavor.
- Tom brought up the newsletter.
 - He stated the need to get it out before the Annual Meeting on December 4th.
- A deadline was set of November 7th for all article submissions.
- A fold date of November 20th was set.
- Tom talked about Fall Hike at Bahle's Warming Hut in Suttons Bay.
 - He indicates we have a lot of leftover food from the recent event at Bear Lake.
 - Tom will arrive early and open up, and Alan will set up.
 - Discussion ensued about making food available or having deserts only.
 - **Motion by Craig to have nothing but desert, seconded by Alan, carried unanimously.**
- Tom brought up Annual Meeting. Indicates we have enough board members for the upcoming year, but could always use more. He encourages board members to find others who may be interested.
- Craig asked about money spent on Gay Rodeo. Exact figures were not available. Craig encouraged Tom to get firm numbers on this event.
- Alan suggested Friends North year long calendar for 2003, professionally printed. Discussion ensued. Problems of dates changing, etc was brought up. Alan will investigate costs and report back to the board.
- David brought up website. He indicates Tom agreed with him that he should monitor and forward all emails. Toni will make necessary changes.
- Phone monitoring was brought up by Craig. He indicated he will be handling outgoing messages and messages left by callers from now on.
- Gwen brought up advertising.
 - She advises that she recently sent letters to all advertisers informing of rate changes. Out of 23 advertisers, only 3 have responded back so far.
 - Gwen also says she is working on new newsletter design.

Moved to adjourn at 7:45PM by Craig, seconded by Alan, carried unanimously.

Toni Poole, Secretary
Friends North of Michigan, Inc.

Friends North of Michigan Inc.

Minutes of the November 6, 2001

Board Meeting

Held at Grace Episcopal Church, Basement,
341 Washington St., Traverse City

Board Members Present: Tom Kincaid, Gwen Sanford, Toni Poole, Craig Richard, Joe Kaubenaw, Alan Collard, David Hummel, Bob Buck

Board Members Absent: Richard Posniak, Dianna Johnson, Al Kitzmiller

Meeting called to order at 6:26PM

- Tom gave a Treasurer's Report in lieu of Richard's absence. He stated \$3242.47 as of November 1st. He points out that this is approximately \$3200 ahead of where we were a year ago.
- **Motion by Joe to accept last three months treasurer's report, seconded by Craig, carried unanimously.**
- Tom reviewed activity/interest questionnaire for newsletter.
 - Reminds all that folding is scheduled for November 20th.
 - Tom suggests we send out questionnaire separate from newsletter. Discussion ensued. Toni suggests that one potential benefit of sending it out separate utilizing first class postage would be return of bad addresses, allowing us to weed out the newsletter mailing list.
 - **Motion by Toni to send questionnaire out first class separate from newsletter, seconded by Joe, carried unanimously.**
- Joe talked about new Pride Committee.
 - He indicates they are moving to obtain 501C3 status.
 - They have raised \$300 to date.
 - They are planning various events over the upcoming months to raise additional funds.
 - Next event, a spaghetti dinner, is slated for November 18th from 3-7PM.

- A Pride date of June 8th has been set.
- Tom brought up subject of Annual Meeting on December 4th. He reminds Gwen to add a note to the newsletter reminding members of this, as well as the fact that it is a potluck.
- Bob read letter he composed to be sent to members whose dues are expired. A couple modifications were suggested.
 - Craig will make sure letter gets in only members whose expiration date was 1998 or before.
- Tom talked about Triangle Foundation hosting Speakers Bureau training December 1st.
 - Cost is \$35/person, plus travel and hotel costs.
 - He indicates he would like to send two people to this event, and who is interested.
 - Craig indicates interest, and Tom himself says he would like to go after nobody else indicated it would be possible given the quick timing.
 - **Motion by Bob to spend no more than \$325 total to send Craig and Tom to the Triangle Speakers Bureau training, seconded by Alan, carried unanimously.**

Moved to adjourn at 7:13PM by Toni, seconded by David, carried unanimously.

Toni Poole, Secretary
Friends North of Michigan, Inc.

To all Members of Friends North

Recently I made an error with my decision making as President of Friends North.

Wellness Networks asked for our mailing list for their fundraising efforts, and I against policy, gave it to them. I am assured that no copies were made, and it was returned to us.

I need to apologize to the membership for this breach, and any breach of confidentiality this may have caused.

Sincerely,
Thomas D. Kincaid
President Friends North

Words To Consider

Kabat-Zinn, Jon. WHEREVER YOU GO, THERE YOU ARE: Mindfulness Meditation in everyday Life. New York: Hyperion Books, 1994. With just its insightful title, this book has important lessons to teach. It concerns meditation and the many valuable benefits that it can bring to one's life—I find they start in merely physically quality to it (and a pleasant odor?) which calms me and relaxes my soul. The first part of the book deals with the rationale of meditation and the benefits which come from "mindfulness": or "paying attention in a particular way—on purpose, in the present moment, and nonjudgementally." In this part, the author deals with subjects such as stopping, breathing, non-doing, letting go and concentration. Part two, "the heart of practice," deals with aspects of a formal meditation practice: sitting meditation, dignity, how long to meditate, and various postures and/or ways to meditate. The final part deals with "application and perspectives" on

mindfulness. Stories about subjects such as grounding yourself early in the morning, astronomical observatories, "Dr. Have-It-All-Together," cleaning the stove, "selfing," and cat food in the sink are all illustrative of Kaban-Zinn's gentle way of introducing lessons concerning mindfulness. Throughout the book are a series of "try" sections—experiment with this or that concerning meditation, slowing yourself down and the like. I have used many of them and found them to be valuable. This is a gem of a book. If you missed it when it was first published, pick up a copy and consider its insightful teachings. Highly recommended.

Contributed by,
Jim Litlell



Billboards Vs Funding

Last summer Jim Carruthers, along with the encouragement and pledge of support of several people in the community, placed two "We Are Traverse City" rainbow billboards along Traverse City streets. The total cost for these billboards (including an unanticipated charge for artwork) came to \$1,920.00.

For a variety of reasons, some of the funding that was committed to this effort never came through. To make a long story short ... a few people gave generously toward the billboards, but it wasn't enough to cover the entire cost of the billboards. Lamar still has an amount unpaid of \$1,120.00.

I do not have the list of contributors; Jim does. If you already helped us fund this project, thank you very much!

If you feel that you could help us toward retiring this debt to Lamar Advertising, it would be deeply appreciated (any amount will be welcomed toward settling this debt)! If you know of anybody that might be able to help, please pass this note along to them.

Please write your check to:

Lamar Advertising (We Are Traverse City Billboard)

And address your envelope to:

Wellness Networks

Jim Carruthers

516 East 8th Street

PO Box 1632

Traverse City MI 49685-1632

If you have any questions, please call 933.0279

Thank you in advance for your kindness and consideration of this matter.

M'Lynn



Tragedy might pave way for gay rights

LAURA BILLINGS, Pioneer Press Columnist

Back when newspaper editors actually cared about the weird voices in Anne Heche's head and that kid who was too old to pitch in the Little League, a few interesting facts did manage to escape from the new Census Bureau survey.

It turns out that gay couples were wildly underrepresented in the 1990 survey and could now be seen in great numbers, fueling the 72 percent surge in cohabitating couples of either sex. The findings also show that gays are no longer concentrated in urban areas but now live in the suburbs. They serve on school boards and adopt children. Just like families everywhere.

Though the findings are the sort that might lead to substantial gains in gay rights - say, a new discussion of gay marriage or something smarter than the military's dumb don't-ask-don't-tell rule - nothing much has happened. But what a difference a day makes. Particularly when the day in question is Sept. 11.

One of the attack's many aftershocks is the way we're examining more closely how gays are treated in this country and looking for new ways to mend the inequities.

Though same-sex partners still can't qualify for Social Security benefits or workers' compensation from the loss of a loved one, the American Red Cross has announced it will give relief benefits to homosexuals who lost their partners in the Sept. 11 attacks. The United Way has also said it will donate money to groups that reach out to gay partners.

Even more surprisingly, the House of Representatives, which spent nine years blocking a domestic-partners law in the District of Columbia, finally voted to let it take effect last week. Some 41 Republicans deserted their party leaders and sided with Bill Delahunt, a Democrat from Massachusetts who argued: "One of the four passengers who appear to have thwarted the hijackers of United Flight 93 was a gay man, a 31-year-old rugby star from San Francisco named Mark Bingham. He was a hero who may very well have prevented that plane from destroying the

building we are standing in. And this is how we thank him for his heroism."

President Bush, who could once have counted those two bigots at The 700 Club as his biggest fans, denounced them for their outrageous assertion that gays were among the suspicious minority groups who had alienated God and brought on the death of nearly 7,000 innocents.

The Pentagon suspended don't-ask-don't-tell, a hopeful precursor to doing away entirely with a rule that pleases no one. For their troubles, the Bush administration earned the swift condemnation of the conservative Family Research Council, which has identified a "disturbing trend" at the White House, an "implicit endorsement of the homosexual agenda."

In other words, the compassion in their conservatism is finally showing.

Maybe these swift changes shouldn't be such a surprise at a time like this. Historically, the path of real social change has often been paved not by education or marches or awareness months, but by crisis. Women who took up factory jobs and a new economic autonomy during the war effort eventually gave way to the women's rights movement. Blacks and other minorities who risked their lives on battlefields in Europe and Asia came home to fight for the civil rights they deserved in their own country.

Gays and lesbians who died in the September tragedy - who worked in the twin towers and the Pentagon, or offered emergency medical care, or served as firefighters or police officers, or volunteered their time, or lost their own lives to bring down the hijackers - made sacrifices as great and suffer from grief just as real as anyone else. They deserve the same rights and benefits as everyone else. They deserve their day.

After Sept. 11, that day may come a little sooner.

Laura Billings can be reached at lbillings@pioneerpress.com or (651) 228-5584.

Court allows TG job bias case to move forward

Gay People's Chronicle,
November 16, 2001
P.O. Box 5426, Cleveland Ohio 44101
(Fax: 216-631-1052) (E-mail: chronicle@chronohio.com)
(<http://www.gaypeopleschronicle.com>)
Court allows TG job bias case to move forward
by Eric Resnick

Cleveland - A federal judge ruled November 9 that a Cleveland transgender woman can sue a former employer under Title VII of the Civil Rights Act of 1964. This is believed to be the first time a court has allowed a transgendered person to sue for employment discrimination on the basis of sexual stereotype non-conformity.

Continued page 9

Court allows TG job bias case to move forward, continued

The case was brought by a Cleveland woman against United Consumer Financial Services in January 2001, after she was fired as a temporary employee in July 2000 when United officials questioned her gender and demanded medical records.

United finances consumer purchases of Scott Fetzer products, including Kirby sweepers and World Book encyclopedias.

The case was filed in federal court in Cleveland by attorney Randi Barnabee of Macedonia as a "Jane Doe" case in order to protect the woman's interests in another discrimination suit against Cuyahoga County. There, the woman is alleging discrimination following 15 years of employment as a supervisor.

It was because of the county's termination that the woman, then age 58, sought temporary to permanent employment with United through the Reserve Network agency.

The woman alleged that on July 10, 2000, following ten days on the job, collections manager Brian Davis summoned her to the office of United vice president William Ciszozon. Also present was personnel manager Debbie Woodworth.

During that meeting, it was explained to her that the personnel department was having difficulty verifying her high school records. The woman graduated in 1960 with a male name. In 1973, she legally changed her name to a female name when she began to transition.

United does not normally require school records as part of their pre-employment procedures.

At the meeting Ciszozon asked the employee if she was a man dressed as a woman, and what her gender was because, "by looking at [her], [Ciszozon] can't tell." Ciszozon also wanted to know if the woman had an operation.

When the woman protested the line of questioning, she was told that an employee had complained that "a man dressed as a woman was using the Ladies restroom."

The next day, Woodworth told the Reserve Network that the woman's services were no longer needed.

Reserve Network case notes show that on July 7, a representative visited

United to check on the placement, and was asked by Woodworth if she noticed anything peculiar about the employee. Then, Woodworth told the representative, "employees here have named her Mrs. Doubtfire . . . but they don't say it to her face."

The November 9 decision by Judge Kathleen McDonald O'Malley was a ruling on United's attempt to have the entire case dismissed.

Cleveland attorney Lee Hutton, representing United, argued that all federal courts have held that Title VII cannot protect transsexuals, because in a 1984 case, *Ulane v. Eastern Airlines*, it was found that Congress had a narrow definition of "sex" in mind when the 1964 Civil Rights Act was passed.

However, in 1989, the U.S. Supreme Court ruled in *Price Waterhouse v. Hopkins* the act covers a person discriminated against for not conforming to the gender stereotype behavior expected by another person or social norms.

But O'Malley found that a 2000 ruling by the Ninth Circuit Court put the later decision first.

"Ulane has been overtaken by the 'logic and language of *Price Waterhouse*' and that Title VII prohibits discrimination based on 'sexual identity,' not just based on biological sex," wrote O'Malley. O'Malley will allow the woman to continue to press her claims of slander and intrusion. But she granted United's motion to dismiss the complaints filed under the Americans with Disabilities Act and the intentional infliction of emotional distress claim under Ohio law.

Hutton did not return calls for comment on this report. Barnabee said that since this is the first time a judge has allowed a transgender discrimination case like this to go forward, "it may have taken him by surprise."

Barnabee, who is herself transgender, said if the case does not get settled, she expects discovery to begin soon, and for a trial to be scheduled by summer.

Inside Story Headline

Guest Column

Police Blameless in Gay Teen's Suicide,
Will Verdict Adversely Effect Gay Teens
by R. Zeke Fread

The jury decision that cleared three Borough of Minersville, PA, police officers of violating Marcus Wayman's constitutional right to privacy, is a great setback in Gay Teen Suicide Prevention. (news story) It sends a message to our fragile and tormented gay teens, their constitutional rights to privacy are limited and serves to cause something more for them to be in fear about.

Concerns for the adverse effect of this verdict on Gay Teens and what can we do to combat the negative impact.

The facts are clear that the officers had threatened to disclose that Marcus was gay and he was so traumatized by the officers threat to tell his grandfather he was gay, he killed himself several hours after being released from police custody. This is not disputed. The note he left, even further shows the connection to his Grandfather saying, "I'm sorry grandpa, I found my future, I won't let everyone's life be ruined by mine."

It is so difficult for me to believe, a jury could find the officers COMPLETELY BLAMELESS in Marcus's decision to take his own life. With the treatment the teen endured at the hands of those charged with protecting him, calling him and a friend queers, condemning, ridiculing them with misinterpreted references from the Bible, was not torment enough, they had to threaten to tell Marcus's Grandfather he was gay.

They may have escaped blame and responsibility for their actions by a jury of their peers. They have not escaped being held accountable by those of us who do not want our gay teens to believe their actions are acceptable. That, this treatment of gay teens is wrong and will not be allowed to continue unchallenged.

Gay teens should not have the added fear, that they themselves could someday be the victims of such horrific treatment.

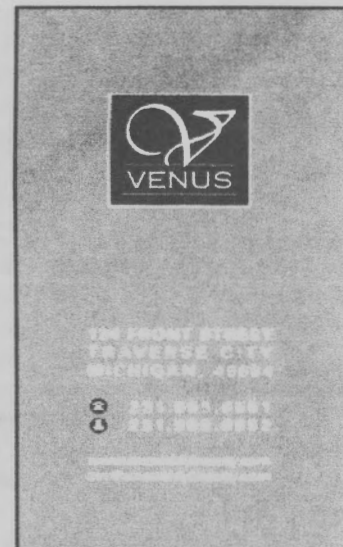
We have to protect them from those who would cause them harm. Let us not

allow the jury to send our gay teens the message this is the type of justice they as gay teens can expect in future. For whatever reason they decided the police officers in this situation were free of any blame and actions were not wrong. We must be sure, that we send our message that we care about them and they absolutely do not deserve to be treated in such a manner solely for who they are.

Talk to teens, both gay and non-gay, be sure they know how much we care and are here to protect them. So, at least, they will not feel the fear that the Marcus's have been exposed to by the intolerant and bigoted beliefs of others.

R. Zeke Fread is Coordinator & Organizer of gay rights organization Tampa Bay Coalition

News That Matters (LGBT Edition)
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		1	2 LAMBDA AA 5:30 pm @Grace Episcopal	3	4	5 LAMBDA AA 11:00 am @ Grace Episcopal
6	7 Windfire	8 FN Board Meeting 6:30 pm @Grace Episcopal	9 LAMBDA AA 5:30 pm @ Grace Episcopal	10	11	12 LAMBDA AA 11:00 am @ Grace Episcopal
13	14 Windfire	15	16 LAMBDA AA 5:30 pm @ Grace Episcopal PFLAG 7:00 pm @ 3rd Level	17	18	19 LAMBDA AA 11:00 am @ Grace Episcopal
20	21 Windfire	22	23 LAMBDA AA 5:30 pm @ Grace Episcopal	24 Potluck Social 6:30 pm @ Grace Episcopal	25	26 LAMBDA AA 11:00 am @ Grace Episcopal
27	28 Windfire	29	30 LAMBDA AA 5:30 pm & Grace Episcopal	31		

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2 LAMBDA AA 11:00 am @ Grace Episcopal
3	4 Windfire	5 FN Board Meeting 6:30 pm @ Grace Episcopal	6 LAMBDA AA 5:30 pm @ Grace Episcopal	7	8	9 LAMBDA AA 11:00 am @ Grace Episcopal
10 Sledding Party & Chili Cook Off 1 to 5pm Suttons Bay	11 Windfire	12	13 LAMBDA AA 5:30 pm @ Grace Episcopal	14	15	16 LAMBDA AA 11:00 am @ Grace Episcopal
17	18 Windfire	19	20 LAMBDA AA 5:30 pm @ Grace Episcopal PFLAG 7:00 pm @ 3rd Level	21	22	23 LAMBDA AA 11:00 am @ Grace Episcopal
24	25 Windfire	26	27 LAMBDA AA 5:30 pm @ Grace Episcopal	28 Potluck Social 6:30 pm @ Grace Episcopal		

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From The Editor

Note from the editor: One of my most favorite letters to the Traverse City Record Eagle's editor regarding Proposal 1:

Offensive mailings

I cannot believe the offensive mail I've been bombarded with lately. I am embarrassed to call myself a Christian anymore.

First, they use children (the Boy Scouts) to further their political agenda and now they have resorted to the good old fear tactic. The last bulk mailing delivered to my home used the words "force" and "threaten" seven times. I have never been forced or threatened by a homosexual in my life.

All this banter about choice. Homosexuality isn't a choice. But to the best of my knowledge religion is, and it has protected status. Did a bunch of homosexuals spend thousands of dollars to spread loads of fear-tactic propoganda around the city to fight "religion" from being part of city policy? I doubt it!

What a luxury it must be to have the time, energy and money to go around (to other towns even) condemning and

judging others. What was it Jesus said about judgment and self righteousness? What a glorious world it would be if all that time and energy was spent on self-reflection, humility, brotherly love, compassion, peacefulness, simplicity, acceptance and integrity. If these things were happening, no one would have felt the need to request protection under a city ordinance. Hmmm.

If my mailbox were to allow me to think for myself, I would:

1. Go the polls and vote no on Proposal 1.
2. Continue to spend my energy on positive things like bettering myself and fostering my own spiritual relationship with God, not pouncing all over anyone who doesn't think like me.
3. Tell anyone who finds it such a huge priority to examine and cast judgment on the personal lives of others: "Stay out of my closet. Go home and clean your own."

Sue Green
Traverse City

It Could Have Been Anything

Okay! Someone screwed up and didn't submit an article on time. And we know who you are.

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EVENTS & HAPPEN'INS

Fourth Thursday Potlucks

On the fourth Thursday of every month Friends North sponsors a potluck. It is held at Grace Episcopal Church, on the corner of Boardman and Washington streets. This ongoing event continues to be popular with a few of our community members.

The Fourth Thursday Potlucks are a great time to see old friends, meet new ones, catch up on what's happening, and enjoy a variety of home cooked dishes.

I would like you to try coming to our potlucks.

We are especially interested in having more women attend. The current turnout is predominately men. I like diversity!

It really doesn't matter what you bring to share. I have never known a night that did not include a nice variety of things. Friends North provides instant coffee, herbal teas, and hot cocoa.

If you would like to try something different in our lgbt community, come to a Friends North potluck! The time is 6:30 p.m. Ample parking and the entrance to the building are in the rear of the church.

If you want more information please contact me: Dave Hummel, 929-1226.



Richard Pozniak took pictures at the potluck dinner we had at Dave Rinckey's farm a couple of months ago. - Dave

We invite you to the Fifth Annual Friends North Sledding Party and Chili Cook Off, Sunday February 10th, 2002 from 1 pm till 5 pm.

Bring warm clothes, sleds, skis, snowshoes, board games, cards, a Valentine's dessert to pass, and friends who like to play in the snow.

Board members will bring chili and the crowd will vote on the best. The infamous chili crown will then be passed from last years winner to this years Chili Cook-Off King or Queen.

Directions: Driving north on M-22 from T.C. to Suttons Bay, turn left at the only blinking light, go 2 blocks to Lincoln St., turn right on Lincoln and continue to the fork in road. At fork continue straight ahead and up the hill to the warming hut at the end of the road on the left.



FRIENDS NORTH OF MICHIGAN ANNUAL MEETING & POTLUCK

Tuesday, December 4th, 2001

6:30 PM

Grace Episcopal Church
Corner of Washington & Boardman
(parking lot and entrance off the alley)

We begin this yearly event with the eating of the wonderful food that everyone brings. (The first thing I learned about Friends North events was that good food was an essential part.)

The meeting follows with a review of the past year, any changes in the By-Laws and the introduction of the new candidates for the 2002 Board of Trustees. We are losing three this year, and if you are interested, give one of the Trustees a call. Their phone numbers are list on page two of this publication.

Following the election of the new trustees, they get to adjourn to the library and select new officers for 2002. However, the rest of us get to sample leftover goodies that we might have missed the first or second time.

It's a great time. Kind of an early Christmas party if you will. No alcohol in the church, but that's a good thing. No apologies are needed in the morning.

Resources Page

State And National Hotlines

Department of Justice.....800-347-4283
Gay/Lesbian National Youth 800-347-TEEN (8336)
Triangle Hate Crime Reporting..... 877-7-TRIANGLE
(877-787-42640)

Statewide Services

ACLU Of Michigan.....Office..248-398-7105
Help Line.....800-398-4297
E-mail..michaclu@aol.com <http://michigan.aclu.org/>

Lansing Association of Human Rights.....517-332-3200
<http://www.macatawa.org/~lahr>

Triangle Foundation.....
19641 W. Seven Mile Rd., Detroit, MI 313-357-3323
.....<http://www.tri.org>

GLSEN.....www.GLSEN-Michigan.org

National Services

GLSEN (Gay, Lesbian & Straight Education Network)
212-727-0135<http://www.GLSEN.org/>

HRC (Human Rights Campaign)202-628-4160
E-mail.....hrc@hrc.org<http://www.hrc.org/>

IFGE (International Foundation for Gender Education)
781-899-2212 ... E-mail..info@ifge.org<http://www.ifge.org>

LAMBDA Legal Defense & Education Fund 212-809-8585
.....www.thebody.com/lambda.html

NGLTF (National Gay & Lesbian Task Force)202-332-6483
.....www.ngtlf.org/

PFLAG (Parents, Families and Friends of Lesbians and Gays)
..... 202-638-420
Email..info@pflag.orgwww.pflag.org/

Lesbian and Gay Aging Issues Network
.....www.asaging.org/lgain.html

Local Spiritual

Circle of the Sacred Earth, Rev. Nancy Hayward...231-223-7999

Journey in Light Ministries, Rev. Linda L. Wilson.231-271-2529

Unitarian Universalist Fellowship of Grand Traverse, Rev.
Emmy Lou Belcher, 6726 Center Rd., Traverse City, MI 49686
Home..231-938-9079Office..231-947-3117

Unity Church, Rev. Judy Grimes
3600 Five Mile Rd., Traverse City, MI 49686.....231-938-9587

Unitarian Universalist Congregation of Petoskey
PO Box 873, Petoskey, MI 49770..... 231-347-8916

Local HIV/AIDS Health Counseling & Information

HIV Testing Anonymous & Confidential

Community Health Clinic (same day)..... 231-929-4448

Grand Traverse County Health Dept..... 231-922-4831

Planned Parenthood Northern Michigan800-230-PLAN (7526)

Emmet County Health Dept.231-347-6014

Wellness Networks.....231-933-0279 Toll-Free.....800-947-1160
.....www.WellnessNetworks.org

Local Service/Social/Political

Friends North of Michigan, PO Box 562, Traverse City, MI 49685-0562
Northern Michigan Help Line231-946-1804
E-mail.....info@friendsnorth.org www.friendsnorth.org

GLSEN, PO Box 9, Traverse City, MI 49685-0685..... 231-943-5050
E-mail...GLSEN@TraverseArea.com..... www.TraverseArea.com/GLSEN

Gay Alcoholics Anonymous Grace Episcopal Church, Traverse City
Call John....231-922-0746 or Hilda.....231-938-9294

WINDFIRE Gay & Lesbian Youth Support Group...Call Third Level for
location & time....231-922-4800 Toll-Free.....800-442-7315

Human Rights Commission.....231-922-4447

Local Counseling

CDRS (free substance abuse referral).....231-929-1315
.....Toll-Free.....800-686-0749

THIRD LEVEL Crisis Intervention Center
1022 E. Front Street Traverse City, MI 49686.....231-922-4800
www.traverse.net/members/third_level/.....Toll-Free...800-442-7315

WOMAN'S RESOURCE CENTER Phone.....231-941-1210

Susan Odgers, PhD.....946-0331

Barbara Jones Smith, PhD.....947-1444

Bay Area Counseling, LLC.....933-4009

Susan R.Breuer, PhD, Benzonia.....882-4455

Sarah's Circle / Carol Anderson.....995-9431

Bay Psychological Services, Dr. Jennifer J. Soble.....946-6488

Gay, Lesbian, Bisexual, Transgendered?

Have Questions, Need Help?

Call the Northern Michigan Help Line

231-946-1804