

December 2018

**Volume 34
 Issue 12**

Inside this issue:

Upcoming events	1
Note From the Editor	2-3
Transgender Day of Remembrance	3,5
Holiday Party Invitation	4
Holiday Party Ticket Link and Information	5
Venetian Cookie Recipe	5,6
November Board Meeting Minutes	6-8
Loving My Sister-Brother	8,12,13
180 Companies Oppose Alarming Effort to Erase Transgender	9-12
Birthdays	13
It Can Still Happen in Cincinnati	14
Advertisements and rates	14
General Schedule	15
Membership Application	15

Crossport Schedule of Events

The Monthly Schedule of Events for Crossport for December and January are as follows:

December Board meeting, Tue Dec 4, 7PM, Mt. Auburn Presbyterian Church

First Friday Karaoke, Fri. Dec 7, 7PM Dinner 9PM Music, Tostados

Second Saturday, Sat. Dec 8, Boswell's

Transgender Peer Support, Mon. Dec 10, 7:30PM, Mt Auburn Presbyterian Church

HOLIDAY PARTY, Thur. Dec 20, 7:00, DeSha's in Montgomery

Saturday Night Out, Sat. Dec 22, 7-11PM, TBD (see Facebook or website)

Transgender Peer Support, Mon. Dec 24 7:30PM, Mt Auburn Presbyterian Church

NOTE: The Dec 24 support meeting canceled due to holiday observances

First Friday Karaoke, Fri. Jan 4, 9:00PM Tostados

January Board meeting, **TBD check Crossport.org for update**, Mt. Auburn Presbyterian Church

Second Saturday, Sat. Jan 12, 7:00 PM Boswell's

Transgender Peer Support, Mon. Jan 14, 7:30PM, Mt Auburn Presbyterian Church

Thursday Dinner, Thur. Jan 17, 7:00, Mokka in Newport then Social at The Crazy Fox

Saturday Night Out, Sat. Jan 26, 7-11PM, TBD (see Facebook or website)

Transgender Peer Support, Mon. Jan 28, 7:30PM, Mt Auburn Presbyterian Church

Other TG Support meetings may also involve a theme or speaker. Stay in touch with our website and Facebook for the latest changes. Suggestions for themes, venues and events are always welcome.

Crossport.org is posting additional meetings by other Trans- related groups. Please check out the website for more information

If you have questions or comments on meeting locations or times, contact Crossport at 513-344-0116 or at CrossportCincy@yahoo.com or post them on the

CrossportCincy Facebook group

NOTE FROM THE EDITOR**Biological Determinism**

A recent leaked memo that the Trump administration was moving to define gender as biologically determined at birth and unable to be changed has caused yet another uproar in the nation. Many from LGBT community are decrying the suggestion, while a good number of “conservatives” are applauding it. It is important to point out that the definition tendered by this memo did not take into account, or address, any scientifically acceptable non-binary existence like Klinefelter’s or Androgen Insensitivity Syndrome or a myriad of other findings.

Rather it defaulted to the basic premise that the attending doctors visual observation determined everything. Beyond the obvious political and transgender rights implications, it is interesting to examine the basic philosophical meaning of the approach. When it is boiled down, the approach is to tie Gender to a rigid and limited Biological definition. That in turn attempts to dismiss Gender as a continuous variable or just as importantly, a choice.

However, the concept of choice has been rejected by both Pro and Anti Trans advocates alike. Before getting worked up by any suggestion that choice may be involved, consider the reason why the argument is so important to people on both sides of the issue. When Biological determinism removes choice as a factor, it also removes responsibility and accountability. For some, this means that being born LGBT isn’t their “fault”. They are who and what they are. But without this biologically based determination, who they are is formed some other way. Now this could also be beyond their control, and they may feel that they are a product of their experience, and still have little to no choice in who they are.

The concept of Nurture vs. Nature points to an experiential formation. The concept is that our personalities and choices are a series of responses to external stimuli and positive and negative feedback that informs our future reactions and choices. While this type of causal formation has some merit, the predictability is lower due to countless variables and therefore very inconsistent. Even if Nurture is far more influential, it is very difficult to quantify and measure. On the other hand, since Nurture is seen as having an outside influence, and possibly weaker

in its short term effect, many see that providing the proper counter-programming can “correct” the deviation from the norm.

Why is this so important? In the case of LGBT folks, years of judgment and social pressure have been ingrained into them. The basic message is that being LGBT is not normal, and therefore wrong. And if you “choose” to be non normal or wrong, you are declared to be a bad person, defective, and possibly dangerous. Further, because it is a choice, it is inexcusable. So one response to this line of thinking is that if it is NOT a choice, but somehow unavoidable, then there is no wrong, no fault, and no need to be excused. This is not quite enough to defend LGBT folks from frequent attacks. Even if others accept a biological (or other deterministic) foundation, the treatment of LGBT individuals may still include accusations of being defective, deviant or abhorrent.

At the same time, opponents of Trans identity, non-binary gender, and acceptance of LGBT orientation and expression also tend toward a biological determinism. For them, the concept of an easily identifiable and immutable gender and sexual orientation tied to a given set of biological characteristics makes life easier. With a simplistic definition, questions about what is right and wrong, good or bad, do not need to be raised. This is important for some people because their total world view is based on a relatively few basic beliefs. Pulling a thread could be very dangerous; Not knowing where to stop may end up unraveling a lot of their entire belief system. In their view, biological rigidity provides a standard by which all other deviation can be dismissed as wrong. To avoid this, any challenges to their accepted beliefs would have been quickly conquered.

Proponents of LGBT identities as acceptable understand this argument, but also believe that if they can provide proof that orientation and identity have biologically based influences, they can disprove binary biological rigidity. Once proven by science, the world at large would have to admit that LGBT individuals are natural variants, and therefore owed the same respect and rights as everyone else. This is certainly an optimistic belief which ignores centuries of history showing that biological equity or even normality does not protect people from oppression and persecution.

(Continued on page 3)

Paid advertisements or Letters to the editor or Crossport organization in the Innerview are not an endorsement by Crossport.

This is a CROSSPORT Production, all rights reserved. © 2018

(Continued from page 2)

Further, by falling into the trap of trying to use biology to fight fire with fire, the entire concept of choice being acceptable or not is entirely abandoned. By trying to go toe to toe with those who would discount the value of the LGBT individual, the playing field is not level. By allowing the entire choice question to be framed into a negative strawman, any argument against it becomes very difficult. It's like trying to answer the question "So when did you stop beating your wife?"

In the end, I believe that it is going to be very difficult to prove that LGBT orientation or identity has

a sufficient amount of biological determination to change minds on a large scale. Even if the data is there, the acceptance of conclusions is very far away. Changing mass world views is far more likely when individual investment in acceptance is beneficial. While we can't exactly pay people to accept orientation and identity, a personal level of acceptance can be spread by living well, being genuine, and staying strong.

Your Editor,
Meghan Fournoit
mhb2ist@yahoo.com

Transgender Day of Remembrance 2018

-Cathy Allison

Transgender Day of Remembrance was founded in 1999 by Gwendolyn Ann Smith, a transgender woman, to memorialize the murder of transgender woman Rita Hester in Allston, Massachusetts, and it has slowly evolved from the web-based project started by Smith into an international day of action.

In the United States alone, from November 21, 2017 to November 20, 2018, Twenty-three transpeople were murdered. Of those, all but one were of color, all but one were transwomen, and all but one were under the age of 35.

For the last several years in Cincinnati, the TDoR ceremony had been organized by a few individuals rather than by any specific group, although both Crossport and Heartland Trans* Wellness were involved in organizing it in prior years. This year Living with Change did the organizing for the ceremony which was held at the Woodward Theater.

There is a small working group of people from Crossport, Heartland, Central Clinic, TransOhio plus several unaffiliated local trans activists that have been meeting regularly to form a new 501(c)(3) organization to raise funds for the trans community in the Greater Cincinnati area. Within this group, Evie Heflin of Central Clinic came up with the idea that there should also be a protest which covered not only continuing violence against trans people in Cincinnati [see article "It Can Still Happen in Cincinnati", page 12] but also the recently leaked release of a memo from the Department of Health and Human Services which, if implemented, would essentially eliminate federal recognition of an estimated 2 million trans and

gender non-conforming people in America, as well as numerous protections for women and some men.

The working group agreed this was something which should be done, so planning began. The protest hit a last minute snag when it became known that 3CDC wanted a \$300 permit to use the gazebo at Washington Park with its electricity. Heartland offered their portable sound system, but without a permit, it could not be used. The decision was made to go ahead without a permit, and I was able to rent an electric megaphone which could be used in lieu of a sound system. Plans were also made to move the protest to a public sidewalk if the police decided to enforce the fact that we did not have a permit.

Evie and I arrived at the Washington Park gazebo just before 5pm. There were already a dozen people there and a political group called Socialist Alternative was there with a table and literature. We were approached by a couple of UC students who offered to help, so we put them to work passing out buttons we printed #WeWillNotBeErased and "Transgender Day of Remembrance". Eventually the crowd grew to about 60 people. Every aspect of the trans spectrum was represented, from non-binary to gender fluid, to transwomen and transmen. There were many allies, both gay and straight who came in support as well. One woman brought flowers in remembrance.

We had a signup sheet for speakers and were just a tad worried when only one person signed up to speak. Fortunately after the first person spoke, another one came up and spoke and ultimately about a dozen people made their say. They included:

- An army vet recently returned from service who was there to support a high school friend who was trans. He also made the argument that trans peo-

(Continued on page 5)

Join us at the
*CrossPort
Holiday
Party*

December 20, 7 p.m.

DeSha's Restaurant

11320 Montgomery Rd
Cincinnati, OH 45249

Cost: \$40 per person

Includes a buffet dinner with salad, non-alcoholic drinks, cake and a chance to win a door prize.

Cash Bar

Bring a gift (value \$10 or less) if you would like to participate in the gift exchange.

There will also be a 'Split the Pot' fundraiser.



(Continued from page 3)

ple in the military did not disrupt readiness any more than having gay and lesbian service members did.

- A mother from Northern Kentucky who told about growing up a bigot, in a family of bigots, being faced with the choice of remaining a bigot or loving her child when they came out as trans. She came to the protest because her child wanted to attend but was working.
- A young transman who had never spoke in public before, but was inspired by the other speakers.
- A young person from rural Indiana that came out publically as non-binary for the first time.

Several speakers mentioned access to healthcare that covered transition as being very important and more than a few were unhappy with the way the trans community was being treated by the Federal government.

The event ended at 6:15 and about half of the group walked from Washington Park to the Woodward Theater for the TDoR Ceremony. There was a

small buffet prior to the ceremony. Brice Mickey of LwC was the MC.

Due to the demographics of this year's victims, every speaker at the TDoR celebration was of color. The only two I already knew were Jonah Yokoyama of Heartland who gave the opening speech, and Ariel Mary Ann who gave a speech later in the program. I would like to mention all of the speakers, but at least three of them were not listed in the bulletin.

Someone known to many of you readers, Paula Ison, read a proclamation from the Hamilton County Commissioners declaring TDoR to be county wide.

After the ceremony was over, Stacy, Renae and Paula headed off to the Birdcage. I was pretty much done, however and headed for home.

I did get to meet several people I had only previously known online. I was also able to reconnect with several folk that I only see at events like these. I believe the protest event went quite well for a first time effort and will most likely be repeated. Although this was my first TDoR, I am sure that it will not be my last.

HOLIDAY PARTY INFORMATION

After December 6, ticket prices will increase by \$10 to \$50 by check or cash and \$52 by Paypal or Credit Card

Advanced reservations helps us get an accurate count for planning. You can order tickets for the Holiday Party ahead at the following link:

http://crossport.org/?ai=lec_event=holiday-party-at-deshas-restaurant

Gift Exchange! If you bring a gift (\$10 or less) you can exchange. Ticket drawing will determine the selection order.

Door Prizes! We will be giving away at least 20 gifts. Everyone gets a one raffle ticket, however we will be selling extra raffle tickets if you want to increase your odds.

Split the Pot! Tickets are \$5.00 each, 3 for \$10.00, or 7 for \$20.00!

Venetians - Meghan

- 8 oz. almond paste (1 can)
- 1 ½ cup butter, softened (3 sticks)
- 1 cup granulated sugar
- 4 eggs, separated
- 1 teaspoon almond extract
- 2 cups all-purpose flour, sifted
- ¼ teaspoon salt
- 10 drops green food coloring
- 8 drops red food coloring



Photo courtesy of Patch.com

12 oz jar of apricot preserves, warmed and strained

4+ squares semisweet chocolate Melted (day 2)

¼ cup shortening for greasing

Preheat oven 350 deg. F.

1. Grease three 13"x9"x2" pans, line with wax paper, grease again. Make sure paper goes up to top of the ends of the pan.

2. Break up almond paste with fork in large bowl. Add butter, sugar, yolks and almond extract. Beat with electric mixer until light and fluffy (5-10 minutes).

This is a fun, but moderately challenging recipe for one of my favorite Holiday cookies. You can print this out and cut along the dotted lines, and add this to your recipe box. You can also change the recipe as you wish, adding more chocolate to the edges, or substituting in seedless raspberry or blackberry jam for one of the layers. These keep for two weeks out of the fridge or about a month in the fridge or 3 months in the freezer. Or so I am told. They never last that long.

Venetians Recipe (Continued from page 5)

3. Beat in flour and salt.
4. In a separate small bowl, Beat egg whites until stiff peaks form. Gently fold egg whites into almond batter using a wood spoon or rubber spatula.
5. Put 1/3 batter (~1 ½ cups) into 1 pan, gently spread till even. Put 1/3 batter into another bowl, fold in green dye. Put green batter in 2nd pan and spread. Fold red dye into remaining batter. Put red batter in 3rd pan.
NOTE: cakes will end up ¼ inch thick.
6. Bake in oven at 350 deg. F. for 15 minutes, or just until edges turn golden brown.
7. Remove cakes from pans immediately. Cool thoroughly on wire racks.
8. Line jelly roll pan or baking sheet with wax paper. Place inverted green layer on sheet, and remove original wax paper. Spread ½ of warm strained apricot preserves over green layer to edges. Carefully slide or place yellow layer on top of green layer. Remove original wax paper and spread remaining preserves over yellow layer to edges. Place pink layer on top of yellow layer, remove original wax paper
9. Cover with plastic wrap. Place large cutting board or another jelly roll pan on top, and weigh down with 1.5-2.5 lbs. Put in refrigerator over night.
10. Melt chocolate in very small pan or cup over water (double boiler). Spread over top to edges. Cool 30 minutes. Trim edges. Cut into 1” squares.

Crossport Board Meeting Minutes

November 6, 2018

Cathy was the meeting Facilitator.

Board members present: Cathy, Stacy, Jill, Laura Ann, Vicky

Board members absent: Tina, Jeanne

Guests present: Sheila Y., Wendy, Officer Lisa Johnson

The meeting was called to order at 7:01pm.

After the meeting was called to order, Officer Lisa Johnson (Cincinnati, LGBTQ+ Liaison) gave the board an update on the situation surrounding the incident on Sunday, November 4 where a transgender woman was accosted by a man with a gun who threatened to shoot her.

Old Business:

Minutes: Cathy submitted the Minutes from the October 6th meeting. They were accepted.

Holiday Party Planning: Nine people have paid to date. Vicky will check people in. Cathy will do the Gift Exchange, Raffle and will get the cake. Stacy will sell extra raffle tickets. Vicky and Stacy will acquire and

wrap the raffle prizes. We still need someone to handle “split the pot” and to purchase raffle tickets.

Checking Account/PayPal Transfer: Vicky reported that Stacy has been added as a second name on the checking account so that there will be a smooth transfer when Vicky retires. Paypal not yet transferred.

Board Elections for 2019: Candidates must let the board know they want to be on the ballot by November 20. Solicitations to be made via email and Facebook. Ballots will be emailed rather than printed in the InnerView on November 21 with a return date of December 18. Counting to occur on that date and results announced on the 19th be email and Facebook posting.

Bringing Crossport into Legal Compliance: Cathy set up an account on the Ohio Business gateway and filled out the Name Registration Form 534A. Vicky was given log in instructions so she can make the \$39 payment. An annual meeting of the members will need to be scheduled after the first of the year.

Bylaw Changes: All proposed changes passed. The updated bylaws are available on crossport.org and

(Continued on page 7)

(Continued from page 6)

the membership has been notified of the results. Laura Ann will serve as the head of the Membership Committee and will select two other board members as needed.

Volunteer Policy: Laura Ann reported the VA does not have an official volunteer policy. The board determined that the only requirement for non-trans volunteers is that they should become members before they can become a volunteer.

New Business:

Annual Outreach Calendar: Laura Ann will put together an annual planning calendar so that the board will know when to start planning outreach events.

Flyers/Business Cards: Stacy brought up the problem that we have no more of either so need to get some printed. Cathy reported that there are both in Jeanne's storage unit. She will work with Jeanne to get access to them.

Monthly Reports:

P.O Box. Vicky reported on the PO Box. There was nothing in it.

Hotline Phone. Stacy submitted a report to the board. She has been using her personal phone to return calls as phone has been busy this month. She intends to get a replacement phone in the next week.

Membership. Vicky submitted a report to the board. As of this Board Meeting, CrossPort currently has 31 members for 2018. The quorum for the Board elections will be 16 votes cast.

Finances. Vicky submitted a report to the board. CrossPort currently has \$1535.91.

CrossPort Website and Social Media. Jeanne was unable to report on this topic due to accepting a new position and being sent out of town for training.

Email Correspondence. Cathy submitted a report to the board.

- There were five requests for information about the peer group events or socials. Cathy resolved them.
- There was one request to be added to the newsletter list. Cathy resolved it.
- There was one email about Building Bridges. This was forwarded to the board.
- One TG newsletter was received, from Chicago Gender Society.
- Email from Living with Change offering a table at their MRTS event. Forwarded to the board which declined the offer.
- Email from GLSEN offering booth space for Youth Summit on Oct 27. Forwarded to the board but no one available that day.

CD/TS Peer Support Group. Stacy submitted a report to the board. She reported that attendance has been good and has been the conversations. She intends to start gathering email addresses and/or phone numbers from new people. Cathy gave her a stack of new member cards which protect people's privacy better than a list.

First Friday Social. Stacy submitted a report to the board. She reported that 16 attended Tostados in October.

Second Saturday Social. Stacy submitted a report to the board. She reported a group of six met at Boswell's where they helped her celebrate her birthday and where she met an ex-girlfriend.

Thursday Night Social. Stacy submitted a report to the board. She is concerned because Mokka closed up at 9pm last month. She wants to check out some other venues starting with Washington Platform where Crossport used to meet 15 years ago..

Saturday Night Out. Stacy submitted a report. Halloween party at the Crazy Fox was a great time for the dozen who attended.

Library. Jill submitted a report. One book is out on loan.

(Continued on page 8)

(Continued from page 7)

Outreach. Cathy submitted a report to the board. She reported on attending both the P&G GABLE Conference and the 501(c)(3) organization meeting with Heartland on October 21. A previous meeting with Heartland on October 3 was cancelled.

The name of the new 501(c)(3) shall be called the Transgender Advocacy Council (TAC). \$225 was collected to file forms with the State of Ohio. That portion should be completed by the end of 2018.

Newsletter. Cathy submitted a report to the board. The October newsletter was emailed to 308 email addresses on September 30. One bounced and two unsubscribed.

As of November 5, 103 unique emails had been opened (33.6%) and 79 had clicked through to the InnerView (25.7%).

The November newsletter was emailed to 314 email addresses on November 1. There was one soft bounce and no unsubscribes.

As of November 5, 101 unique emails had been opened (32.3%) and 71 had clicked through to the InnerView (22.7%).

Between October 1 and October 31, eight more email addresses were added.

The meeting was adjourned at 9:08pm. The board agreed that Cathy should facilitate the December meeting.

Editors Note—*This is a reprint of an article run in the November 2018 of "The Pretty T Girls Magazine" available on www.rachelwilliston.com.*

Loving My Sister-Brother

Over dinner one night, my sibling announced he was becoming a woman. And so began the greatest test of my faith.



Margaret Philbrick

“Look at it this way: You aren’t losing a brother. You’re gaining a sister,” said my brother of 46 years at dinner one night. A month prior I had noticed the makeup on his face. When I asked about it, his response was simple: “I feel better about myself with it on.” I assumed he was gay.

As we sat on his balcony in Chicago, over salmon and focaccia, I listened as he read aloud his personal statement. The letter, written for his boss, explained his decision to transition to living as a woman and his new expectations of others. By the end of the reading, tears flowed. He wait-

ed in silence for my response.

My only sibling. My ally. As children, our relationship was a wall of defense in the minefield of our parents’ dysfunctional marriage. We escaped to the woods behind our ranch house and sailed our bathtub boats in the creek. Creating blanket forts and playing army men in our beanbag chair kept us busy after our parents put us to bed. He called me “M. M. L.” I called him “Chobey.” He was my brother, and we did things that boys liked to do. Never once did I think, He’s acting like a girl.

We grew up in a Christian family. Our father was best described as a “wildcat,” adventurous and volatile, our mother, beautiful and genteel. My brother gave his life to Christ while attending an Arkansas crusade around age 6. Billy Graham’s ministry brought me to salvation at age 7. We were both baptized and confirmed, and attended Honey Rock Camp, run by Wheaton College. Dad taught our Sunday school class. Our family was “normal.”

Over dessert, my brother told more of his transition story. After work and dinner with his family, he’d drive into the city. He’d change clothes in his car and stroll through Chicago’s Boystown neighborhood trying to make transgender friends, then change back again to travel home, say goodnight to his son, and go to bed.

As I listened, I felt the tectonic plates of my heart shift, jarred by a combination of compassion and questions. How could he live like this and why? What happened? When did it start? What would I call him now? I studied his heartbreak, respected his courage, and managed to respond

(Continued on page 12)

Businesses Defend Transgender Legal Protections

The following is a press release from outleadership.com. Despite the recent attempts to limit gender identity to narrow definitions and limit protections for those who assume non-traditional gender identities and expressions, many businesses have recognized the importance of supporting the Trans community. This is but one example.

-Meghan

FOR IMMEDIATE RELEASE: November 13, 2018
 Dave Hughes | dave.hughes@outleadership.com | 619-709-4043
 Stephen Peters | stephen.peters@hrc.org | 202-423-2860

NEW: Nearly 180 Companies Oppose Alarming Effort to Erase Transgender People From Legal Protections

- Statement comes following New York Times report that federal agencies are discussing attempts to redefine “sex” in an effort to erase transgender non-discrimination protections
- Since the statement from 56 major companies was first published on November 1, an additional 49 enterprise businesses and 73 small and mid-size companies have joined
- In total, 178 companies – with more than \$3.2 trillion in collective revenue – stand in solidarity with transgender, gender non-conforming and intersex people
- Statement organized by 16 community organizations working for LGBTQ+ equality

NEW YORK — Responding to a rising tide of legislative and administrative attempts to further marginalize transgender, gender non-conforming and intersex people – detailed in a recent report by the New York Times on administrative efforts to erase transgender non-discrimination protections through reinterpreta-

tion of existing law – 121 additional companies, including 49 enterprise businesses and 73 small and mid-size companies, have joined the Business Statement for Transgender Equality since it was first published on November 1.

178 companies in total have now signed the statement, which asserts that diversity and inclusion are good for business, observes that discrimination significantly harms transgender people and imposes enormous productivity costs, and calls for full equality for transgender, gender non-conforming and intersex people under the law. The full text of the statement is included below.

The companies that have signed the statement represent more than 7 million employees, have a collective annual revenue of more than \$3.2 trillion, and are drawn from a broad range of industries including financial services, consumer products, and technology.

Sixteen LGBTQ+ community organizations, led by Out Leadership and the Human Rights Campaign (HRC), have organized the effort to secure corporate signatories. The coalition also includes: Athlete Ally, Freedom for All Americans, GLAAD, GLSEN, Lambda Legal, The Matthew Shepard Foundation, The National Center for Transgender Equality, The National LGBT Chamber of Commerce, The National LGBTQ Task Force, Out & Equal, PFLAG National, The Trevor Project, The Transgender Law Center, and the Transgender Legal Defense and Education Fund (TLDEF).

“We’re deeply inspired to see so many of the world’s leading companies speaking with a united voice in support and defense of transgender, gender non-conforming and intersex people. And we’re grateful to every company that’s signed on, including the Out Leadership members who stood up immediately to call for this statement. As we continue to see in our work around the world, including at our Summits in Australia last week and Asia this week, the business community is serving as a crucial backstop for hard-earned progress on LGBT+ equality – because inclu-

(Continued on page 10)

(Continued from page 9)

sive cultures are more innovative, more productive, and more efficient, and because it's the right thing to do." — Todd Sears, Founder and Principal, Out Leadership

"In one united voice, the business community is making clear they stand with the transgender community against the Trump-Pence administration's unconscionable efforts to gut enforcement of existing civil rights protections. These businesses are speaking out at a crucially important moment as the LGBTQ community faces relentless attacks on equality. No matter how hard the Trump-Pence administration continues to try, we will not be erased." — Jay Brown, Acting Senior Vice President for Programs, Research, and Training, Human Rights Campaign

"So often, these discriminatory policies are made in the name of Business, but companies and communities know that discrimination is – in fact – bad for business. Millions of Americans who believe in equality for all are watching - and they're spending and investing based on this value. Transgender people are deserving of employment, equality, and respect, and the companies who have signed this statement know that, and are stronger for it." — Erin Uritus, CEO, Out & Equal Workplace Advocates

Business statement for transgender equality November 13, 2018

We, the undersigned businesses, stand with the millions of people in America who identify as transgender or gender non-binary, or who are intersex, and call for all such people to be treated with the respect and dignity everyone deserves.

We oppose any administrative and legislative efforts to erase transgender protections through reinterpretation of existing laws and regulations. We also fundamentally oppose any policy or regulation that violates the privacy rights of those that identify as transgender or gender non-binary, or who are intersex.

In the last two decades, dozens of federal courts have

affirmed the rights and identities of transgender people. Cognizant of growing medical and scientific consensus, courts have recognized that policies that force people into a binary gender definition determined by birth anatomy fail to reflect the complex realities of gender identity and human biology.

Recognizing that diversity and inclusion are good for business, and that discrimination imposes enormous productivity costs (and exerts undue burdens), hundreds of companies, including the undersigned, have continued to expand inclusion for transgender people across corporate America. Currently more than 80 percent of the Fortune 500 have clear gender identity protections; two-thirds have transgender-inclusive healthcare coverage; hundreds have LGBTQ+ and Allies business resource groups and internal training efforts.

Transgender, gender non-binary, and intersex people are our beloved family members and friends, and our valued team members. What harms them harms our companies.

We call for respect and transparency in policy-making, and for equality under the law for transgender, gender non-binary, and intersex people.

Enterprise Businesses As of November 1, 2018

Accenture
Adobe Systems Inc. Airbnb
Altria Group Amalgamated Bank Amazon
American Airlines
Apple
Automatic Data Processing Inc. (ADP) Bank of America
Ben & Jerry's Homemade
BNY Mellon
Cargill
Cisco Systems Inc. Citi
Clifford Chance
The Coca-Cola Company
Corning Incorporated

(Continued on page 11)

(Continued from page 10)

Corteva Agriscience™, the Agriculture Division of
DowDuPont
Deutsche Bank
The Dow Chemical Company
E. I. du Pont de Nemours and Company
Facebook Fastly, Inc. Google
Hogan Lovells
HSBC
IBM Corporation Intel Corporation Intuit Inc.
Iron Mountain JPMorgan Chase & Co. Levi Strauss &
Co. LinkedIn
Lush Fresh Handmade Cosmetics
Lyft
Marriott International
MassMutual
MGM Resorts International
Microsoft Corp. Nike, Inc. PepsiCo
Replacements, Ltd. Ropes & Gray
Royal Bank of Canada
S&P Global Salesforce Sheppard Mullin
Sodexo Inc. Splunk
State Street Corporation
TiVo Corporation
Trillium Asset Management
Twitter Inc.
Uber
Warby Parker

As of November 13, 2018

Allen & Overy
AMD
American Express Asana, Inc. Atlassian
Best Buy Co. Inc. BNP Paribas BounceX
Cardinal Health Converse, Inc. Couchbase, Inc. Cum-
mins Deloitte
Diageo Dropbox Inc. eBay Inc. Ecolab
Etsy, Inc. EY Gamestop Gap Inc. GitHub GSK Gusto
Hilton Worldwide Inc. Johnson & Johnson Kaiser Per-
manente Littler
Macmillan Mastercard Mercer Mozilla Ogilvy
Omnicom Group
Orrick
PayPal
Perkins & Will Perkins Coie LLP Progressive Insur-

ance Quantcast
Sanofi US Shutterstock, Inc. Spotify
Square
Squarespace, Inc. Swiss Re
Tableau
ViiV Healthcare
Workday

Small and Medium-Sized Businesses As of November 13, 2018

7R Media & Expeditions AdRoll, Inc., dba AdRoll
Group America Competes
Automatic
Bento Box Communications
Betterment
Bizzabo
Brain+Trust Partners
Branch Metrics
Braze, Inc. (formerly Appboy)
Callen-Lorde Community Health Center
Chef Software Civis Analytics Collective Health
Combs Advisory Services Complete Marketing Sys-
tems Cultivating Change Foundation Dallas Voice
Dialog Group
Donatti Translation & Interpreting
Elettore
EnFocus Strategies Fernandez & Company Five
North Chocolate Foursquare
Freedom QA GALA NTX
Grand Rounds, Inc
Greater Houston LGBT Chamber of Commerce
Handshake Headspace Hootsuite Intersection
Lab Monkey Communications Lansky Career Con-
sultants Lime
Litmus Software, Inc. Lola.com
Mango Digital, LLC MapAnything, Inc MediaMath
Megawatt Analytics, LLC Minted
Mitosis Management
Modern Columbus Realty
Momentum Psychological Services, PLLC Nakanishi
Research & Consulting LLC New Relic
NightSHIFT Communicator's Network
Nuna
Oregon Health & Science University (OHSU)

(Continued on page 12)

(Continued from page 11)

OutSmart Magazine
 Owkin Patreon Peloton
 Philadelphia Gay Men's Chorus
 Pivotal
 Rathman Consulting & Coaching, Inc. Rhodes Perry
 Consulting, LLC
 Rudner Law Offices
 Safe Connections
 Shift Technologies, Inc. Signal Digital, Inc. Sprout So-
 cial
 Strava
 Studio 5 - Learning + Development, LLC SweetRush
 Inc
 Texas Competes Action The Ally Coalition TripAc-
 tions
 TripAdvisor
 Twilio
 Witeck Communications, Inc.

Out Leadership is the global LGBT+ business net-
 work CEOs and multinational companies trust to
 generate Return on Equality®. It creates global exec-

utive events and insights that help leaders realize the
 economic growth and talent dividend derived from
 inclusive business, and convenes groundbreaking
 talent accelerators: OutNEXT, the first global leader-
 ship development program for the next generation of
 LGBT+ talent; Quorum, which seeks to advance
 LGBT+ diversity in corporate governance; and
 OutWOMEN, which convenes and celebrates LGBT+
 women in business. Out Leadership is a certified B
 Corp. For more information, please visit
www.outleadership.com

The Human Rights Campaign is America's largest
 civil rights organization working to achieve equality for
 lesbian, gay, bisexual, transgender and queer people.
 HRC envisions a world where LGBTQ people are em-
 braced as full members of society at home, at work
 and in every community.

[https://businessfortransequality.com/app/uploads/2018/11/
 Business-Statement-on-Transgender-Equality-Second-
 Wave-Press-Release-v_Final.pdf](https://businessfortransequality.com/app/uploads/2018/11/Business-Statement-on-Transgender-Equality-Second-Wave-Press-Release-v_Final.pdf)

(Continued from page 8)

with a quiet, "I'm so sorry."

To my surprise he shot back, "Aren't you going to
 judge me?" My heart ached with the hurt of my faith being
 misunderstood and the recognition that the prevailing view
 of Christians as judges remains strong, even within the
 minds of those closest to us. I took some time and ex-
 plained that judging is not my job. That's God's job. All I
 can do is try to love people in the best of the Holy Spirit's
 goodness and grace apportioned to me and in a manner con-
 sistent with my beliefs. Jesus and the woman caught in
 adultery came to mind. Who am I, a sinner, to cast a stone
 at my brother? The grievous sins I have committed are no
 less or lighter weight than what my brother is walking out.
 If I am following in the way of Jesus, then I am called to
 respond in this conversation like Jesus did: "Neither do I
 condemn you....Go now and leave your life of sin" (John
 8:11).

But "Go and sin no more" is hard to say to some-
 one sitting across the table, confidently explaining that his
 decision to ultimately pursue sex reassignment surgery is,
 in his words, "what God has for me." That decision, and its
 effect on his family, was the focus of *Becoming Us*, a real-
 ity television show that starts airing tonight. Much prayer,
 soul-searching, and financial investment went into his deci-

sion. My brother searched the Bible for comfort and found
 it in 1 Samuel 16:7: "The Lord does not look at the things
 people look at. People look at the outward appearance, but
 the Lord looks at the heart."

Deep Listening

"He wakens me morning by morning, wakens my
 ear to listen like one being instructed" (Isa.50:4). The poet
 Luci Shaw quoted this verse at the 2014 Festival of Faith
 and Writing. It helped me to recognize how the dawn of
 each day brings with it a unique listening opportunity.

One of my spiritual disciplines is to begin each day
 with prayer before I set my feet on the floor. It is a prayer
 we taught our children in Sunday school: "Good morning
 Lord, this is your day. I am your child, show me your way.
 Help me to hear your voice and love the people you put in
 my path today."

Because my brother has a son in high school, a
 good deal of our conversation centers on him. My heart,
 hope, and prayer were for my brother to delay his full
 transgender transition to respect his son's need for a father
 during these critical years. Couldn't he at least wait until
 Ben's high school and puberty passed before having sur-
 gery? I enlisted praying friends to join my prayers and fast

(Continued on page 13)

(Continued from page 12)

for my brother and Ben.

Fifteen months after our conversation on the balcony, my brother underwent sex reassignment surgery. I found myself on the phone listening to the trials of dramatic recovery, hormone therapy, and medically required dilation (a word I once assumed was confined to eye doctor visits and having babies). I returned again to deep listening, which calls for an inclination of the ear to understand that which is beyond our grasp. There is undivided focus and, while the person is talking, a constant silent prayer: "Lord, help me. I'm not getting this." Deep listening provokes the posture of Proverbs 2:2, "turning your ear to wisdom and applying your heart to understanding." This is the kind of listening I would need to practice for my brother's and my relationship to flourish in this change.

Holy Week at our church is the centerpiece of the year, a season filled with the Lord's presence, compassion, and mercy. I invited my brother and his lesbian girlfriend to our Maundy Thursday service. The awkwardness of introducing them to our friends initially overwhelmed my joy in their participation. I fumbled through an unbearably confused greeting, "This is my brother, Carly, and his girlfriend, Cera." Even close friends who knew my brother before his transition stared and attempted to shake hands and close their gaping mouths. My brother and I look more alike now than ever, only adding to the confusion.

As the service progressed, it led to the traditional foot-washing. I was looking forward to Washing my brother's feet, but his black tights, white skirt, and heels prevented me from doing so. Instead of washing his feet, I poured water on the feet of his girlfriend and she on mine. The Lord met us in a white plastic tub of tepid water. In that moment I knew I loved her. I admired her courage going forward and embracing the unfamiliar. She hardly knew me, yet she came to my Anglican, evangelical, charismatic church and let me wash her feet. How like the Lord to transform our uncomfortable, twisted hearts and minds with his presence and love. I'm hoping to wash my brother's feet next Holy Week, but he'll need to wear sandals.

As I walk out this journey, I become increasingly aware of my own weakness and sinfulness. Loving people well does not come easy, but the Lord is abounding in steadfast love. As my cell phone rings, I often think, I just can't talk about this today. But the Lord is pressing in with his generosity and compassion. He is listening.

The older I get, and the more complicated my life gets, the more I find myself crying out to the Lord, "Help me." I've spent many hours in the small chapel of our church praying, asking for his resources and reservoir of love for those whose choices are hard for me to accept.

He is faithful to answer, most recently in the words of Gregory of Nazianzus, the bishop of Constantinople in A.D. 389:

Is it not God who asks you now in your turn to show yourself generous above all other creatures and for the sake of all other creatures? Because we have received from him so many wonderful gifts, will we not be ashamed to refuse him this one thing only, our generosity? Though he is God and Lord, he is not afraid to be known as our Father. Shall we for our part repudiate those who are our kith and kin?

The Will to Embrace

We as Christians are not called to repudiate. We are called to love. It is love to say to a brother or a sister, "Go and sin no more." It takes guts and abandon to the way of Jesus, but it rings as truth when we speak it in love.

Gender issues are one of the great challenges of our day, and I believe we can rise to meet this challenge. Our forebears in this country emancipated the slave, and today we are called to set another kind of slave free, the sexually trafficked. We embraced the foreigner, and today we invite them into our homes through foster care and adoption. We hurt the LGBT community by ostracizing them from our churches. Let's bless them with our listening ears, willingness to be uncomfortable, and hunger to seek the heart of Jesus in every conversation.

This spring, after years of smoking, my brother underwent open-heart surgery. Before the surgery, he could see how earnestly our family was struggling with his name and the use of acceptable pronouns. It is hard to switch to "she" and "Carly" when you've known someone as "he" and "Charlie" for most of your life. I'm working on it, but the shift still feels unnatural and forced.

On the night before his surgery, he told our mother and me, "Call me Chobey. That will work best for everyone." Chobey is a name we all adore. His grace moved me. Despite his knowing that I believe his decision to live as a woman is inconsistent with the tenets of my faith, he continues to draw near to me and I to him. As we all do this, may grace return.

Happy Birthday!

Dixie D.	Deborah P.	Brenda C.
Tammie H.	Joni A.	Meghan F.
	Renia M.	

If you would like to be added to our list, please send the month and date of your birthday along with your name to:

Crossportcincy@yahoo.com.

It Can Still Happen in Cincinnati

-Cathy Allison

Every November we celebrate the Transgender Day of Remembrance to remember those who were killed simply because they were gender nonconforming. This year an incident occurred here in Cincinnati that brings that reality closer to home.

At the Crossport November board meeting, Officer Lisa Johnson (Cincinnati, LGBTQ+ Liaison) gave the board an update on the situation surrounding the incident on Sunday, November 4 where a transgender woman was accosted by a man with a gun who threatened to shoot her.

According to Officer Johnson, there were several inaccuracies in the media stories released. The victim was walking down the street in Walnut Hills with a cis-girlfriend when Jerome Curry, Jr. allegedly suddenly stopped his car next to them, jumped out and threatened to shoot the transwoman in the head saying to her "You're a fag." He then threatened to shoot the cis-woman if she talked to anyone. Fortunately for them both, he re-entered his car and drove away.

The two women called 911 and Curry was quickly arrested a few blocks away. His mother was also in the car and the gun Curry used was found by police in his mother's handbag. As he denied the weapon was his, both Curry and his mother were arrested and taken into custody.

Unfortunately for the transwoman, Fox 19 news showed up at the home of her parents before she had a chance to talk to them about the incident and started asking them questions as to whether their daughter was involved in prostitution. Channel 5 news also managed to locate her cell phone number and made several calls and texts to her about the incident. Officer Johnson said these intrusions added to the trauma the woman suffered.

As of November 6, Curry remained in jail with a \$100K bond. Officer Johnson said the incident appeared to be random act.

"To be yourself in a world that is constantly trying to make you something else is the greatest accomplishment." – Ralph Waldo Emerson

Scott E. Knox Attorney at Law

13 E. Court St., Ste. 300, Cincinnati, OH 45202
(513)241-3800; scottknox.com; scott@scottknox.com
2011/12 "Best Lawyer", CityBeat

Social Security Disability/SSI; Wills, POA's, estate planning; GLBT legal issues



Darts, Pinball, Big Screen TV, Free Parking & a Cool Patio!
Drink Specials & Free Pool till 8pm daily (Happy Hour)
We have Absinthe as it was meant to be enjoyed!
Open 3pm till 2:30am daily
The Corner of 9th & Washington
Newport, Kentucky
(859) 261-2143

Becca's

3700 Hair Studio, Inc.

3704 Wilmington Pike, Kettering, Ohio 45429
(937) 298-9222 Email: Beccas3700@yahoo.com
<http://www.beccas3700.com/>

InnerView Advertising Rates and Formats

Size	Price Per Issue
1.825" x 3.625" Business Card	\$3.00
3.713" x 3.625" Double Stack	\$6.00
4.655" x 3.625" 1/4 Page	\$7.50
4.655" x 8" 1/2 Page Horizontal	\$14.00
9.313" x 8" Full Page	\$26.00

Images should be .JPG or .PNG (32), and should be no wider than 300px for half page width or 620px for full page width. RGB or adaptive pallets are recommended. File size should be kept to under 256Kb for 1/4 page or less, and under 1.2Mb for full page. Other file formats and sizes may be possible.

To place an ad contact:
Mail: Crossport P.O. Box 19936 Cincinnati, OH 45201
Email: crossportcincy@yahoo.com

Paid advertisements in the InnerView are not an endorsement by Crossport.

Crossport Social Meeting

The social is held on the *third Thursday of each month at 7:30pm* at a local restaurant (currently Mokka) and its purpose is to provide an opportunity for all transgender individuals to get out and socialize at a safe environment. Following dinner is a gathering at The Crazy Fox, Newport, an LGBT friendly bar that is used to TG patrons.

Combined Peer Support Meeting

Meets 7:30pm on the second and fourth Mondays of each month Mt Auburn Presbyterian Church. The meeting, which focuses on female-to-male and male-to-female transition as well as crossdressing issues, and living your authentic gender identity, offers an opportunity to network in a supportive forum.

Crossport Board Meeting

The board typically meets on the *first Tuesday of each month at 7:00pm*, Mt Auburn Presbyterian Church, to discuss club matters. All members are welcome to attend.

Crossport Saturday Night Out

This is an evening out at a local nightclub. It is tentatively scheduled for the *fourth Saturday* evenings of each month. The time and location of this event will change with each occurrence.

Crossport Second Saturday Social

This is an evening out at a local dining establishment. Similar to Third Thursday, but for those of us who can't get out during the week. It is scheduled for the *second Saturday* evenings of each month. Held at Boswell's in Cincinnati's Northside neighborhood, dinner is at 7:00.

Karaoke Friday Nights

The *first Friday* of the month Crossport meets for a social engagement to share fellowship, music and merriment at a Tostado's, dinner at 7:00pm and music at 9:00pm Spouses, Significant Others (S O's), and family are also welcome and encouraged to attend all meetings and events.

For more information on all meetings please email Crossport: crossportcincy@yahoo.com, visit the Crossportcincy Face Book group, or call the Crossport Phone number listed below.

Contacting Crossport

Mail: PO Box 19936, Cincinnati, OH 45219

Email: crossportcincy@yahoo.com

Phone: 513-344-0116

Our phone line is a digital mobile telephone answered by a designated Crossport Member. Please be assured that you can safely leave a message and your call will be returned in confidence at a time of your choosing.

Crossport Website: <http://www.crossport.org>

Message us through Facebook, either through the Crossport Cincinnati page or the Crossportcincy group.

MEMBERSHIP APPLICATION

All membership information will be held in strict confidence.

Our goal is to better serve your needs!

PREFERRED NAME: _____

(+LAST INITIAL) (used at gatherings/newsletter)

MAILING NAME: _____

MAILING ADDRESS: _____

*EMAIL: _____

NEWSLETTER: YES __ NO __

PHONE: _____ OK TO TEXT? ____

SPECIAL EDUCATION/CAREER/SKILLS? (TELL US ABOUT YOU!)

YOUR INTERESTS: TS ____ TG ____ CD ____ GAY ____ FRIENDSHIP ____

EVENTS ____ OTHER ____

*YOUR DATE OF BIRTH: ____/____/____

MUST BE OVER 18 TO ATTEND, UNLESS PARENT/GUARDIAN IS PRESENT

SPOUSE/SIGNIFICANT OTHER'S NAME: _____

TODAY'S DATE: ____/____/____

HOW DID YOU FIND CROSSPORT? _____

MEMBERSHIP TYPE: NEW ____ RENEWAL ____ INFO CHANGE (\$30/YEAR, JAN-DEC)

TYPE OF PAYMENT: CHECK _____ CASH

PAYPAL accepted via our website: Crossport.org

FULL MEMBERSHIP @ \$30/YEAR (Jan 1-Dec 31)

Voting, hold office

PLEASE CONSIDER DONATING AT A HIGHER LEVEL, TO SUPPORT CROSSPORT EVENTS AND SERVICE TO THE TRANSGENDER COMMUNITY IN THE GREATER CINCINNATI AREA

BRONZE LEVEL @ \$50/YEAR

SILVER LEVEL @ \$75/YEAR

GOLD LEVEL @ \$100/YEAR

MAIL TO: Crossport, PO Box 19936, Cincinnati, OH 45219

Or pay at any Crossport meeting or event

Or via the website: Crossport.org