

# CROSSPORT *InnerView*

November 2020

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## Crossport Schedule of Events

The Monthly Schedule of Events for Crossport for next two months are as follows:

**NOTE: SCHEDULED EVENTS MAY BE CANCELLED, RESCHEDULED OR RELOCATED DEPENDING UPON THE CURRENT DIRECTIVES FOR SOCIAL DISTANCING DUE TO THE CORONA VIRUS PANDEMIC.**

(Strikeout and red texts are cancelled, red text are uncertain, green text are current, blue text are changes from usual schedule or place)

November Board meeting, Tue. Nov 3, 7:00 pm, [Via Zoom](#)

Transgender Peer Support, Mon. Nov 9, 7:30 pm, [Via Zoom](#)

2nd Saturday Social, Sat. Nov 14 7:00 pm, [Via Zoom](#)

3rd Thursday Social, Thur. Nov 19 7:00 pm, [Via Zoom](#)

**Transgender Day of Remembrance, Fri. Nov 20 7:00 pm**

**Join TDOR at <https://www.facebook.com/events/641106363232817>**

Transgender Peer Support, Mon. Nov 23, 7:30 pm, [Via Zoom](#)

December Board meeting, Tue. Dec 1, 7:00 pm, [Via Zoom](#)

2nd Saturday Social, Sat. Dec 12, 7:00 pm, [Via Zoom](#)

Transgender Peer Support, Mon. Dec 14, 7:30 pm, [Via Zoom](#)

3rd Thursday Social Thur. Dec 17, 7:00 pm, [Via Zoom](#)

Transgender Peer Support, Mon. Dec 28, 7:30 pm, [Via Zoom](#)

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](mailto:CrossportCincy@yahoo.com) or post them on the

CrossportCincy Facebook group

**Please Check the CrossportCincy Facebook group for updates on Social Event locations, as they are subject to change**

### NOTE FROM THE EDITOR

I recall when I was in 6th grade, the Catholic middle school that I attended had a big presentation about Sickle Cell Anemia, followed with a campaign to test students for the disease. I don't recall participating in the test, what 11 year old wants blood drawn?

The likelihood of my having the disease was very low. Not so much for 75% of my classmates. For those who don't know, this genetically linked condition is concentrated with African ancestry. While it can also occur in Caucasians, the incidence is very low. This disease causes the red blood cells to become shaped like a "C" or sickle. These blood cell then become harder and stickier which results in a variety of problems. The damaged blood cells do not flow properly through the body, and do not deliver oxygen. They can create clotting problems or other circulatory problems. For those who have this disease, it can be very debilitating and lead to premature death.

I hadn't thought about this disease for decades, but recently I saw a news article about a young girl who had it. My ears perked up, since I knew what it was. What I found out from this segment was fascinating.

Up until now, the standard treatment for Sickle Cell has been bone marrow replacement or stem cell replacement. It is a very difficult, risky and limited procedure. It is similar to Leukemia treatments but somewhat less viable. But according to the news article, they had developed a new gene replacement therapy, which the young lady received. The therapy was successful, and she was cured.

Beside it sparking a memory of my childhood, the story had another quite astonishing fact. In order to get the gene therapy to work, it was introduced and transferred via genetically altered cells. These cells were from the HIV virus! It turns out that the mechanism by which the HIV virus has attacked the body was able to be harnessed to allow an efficient gene replacement strategy.

This bit of news was an incredible revelation. If it weren't for years of study to combat AIDS, this biological gem of knowledge may have never been discovered. It's likely that other gene therapies may also benefit from this discovery.

As I further reflected on the story, I thought of all the people that have suffered and died of HIV and AIDS. For the LGBTQ community this has been perhaps one of the most formative and disruptive factors in the past 40 years. Not only by the directly tragic medical conditions, not only by the almost surety of a death sentence, but also by the incredible social damage caused by fear, blame and hate due to the epidemic.

Yet now, one result of the enormity of the epidemic is a small glimmer of light shining forth. While the tragedy of 32 million deaths can not be taken for granted, perhaps in some small way, we can take solace that their deaths are not meaningless. In some way, their deaths have provided some hope for others moving forward. Don't get me wrong, I am sure that anyone of them would rather have not had to give up their lives, and getting a horrible disease is not an honor I would wish on anyone.

There is an old proverb that says "It's an ill wind that blows no one any good". As in this story we see massive tragedy that ends up being used for good beyond the original disease. In the long run, I find this to be a message of hope. We need to hear these types of messages, especially today. Maybe that is something to be thankful for in 2020.

Your Editor,  
Meghan Fournoit

(P.S.) Belated Happy Halloween



### Happy Birthday!

Tanya H	Venessa L	Rylie F
Steve L	Melissa T	Janette B
Robin K	Julie S	Katie W
Cindy D	Riki R	

If you would like to be added to our list, please send the month and date of your birthday along with your name to: [Crossportceincy@yahoo.com](mailto:Crossportceincy@yahoo.com).

## Cathy's Corner

-Cathy Alison

I have been hearing about the difficulties faced by transgender folx at polls attempting to vote for some time, especially in those cases where their gender presentation did not match the gender marker on their official documentation.

2020 is the first Presidential election where I have found myself in that same situation. What would happen to me if I presented female at the poll while my state issued driver license clearly has an "M" and my male name. Would I be allowed to vote? Would I be harassed or challenged?

When I first brought up the idea to Laurie, her initial reaction was "Girrrrrll....!?" But, after talking about it, she decided to go along, if for no other reason than to keep me out of trouble or out of jail. We decided to go to the Hamilton County Board of Elections where early voting was being held. One reason was that if there was an issue, they should have easy access to a higher up for adjudication. Another reason was if I got denied, I would still have time to vote "the old way".

I did a bunch of planning. I printed out a copy of the "Voting While Trans" document from the National Center for Transgender Equality found here: <https://www.transequality.org/sites/default/files/docs/resources/voting%20while%20trans.pdf> Another can be found here at the TLDEF website: <https://transgenderlegal.org/stay-informed/vote/>

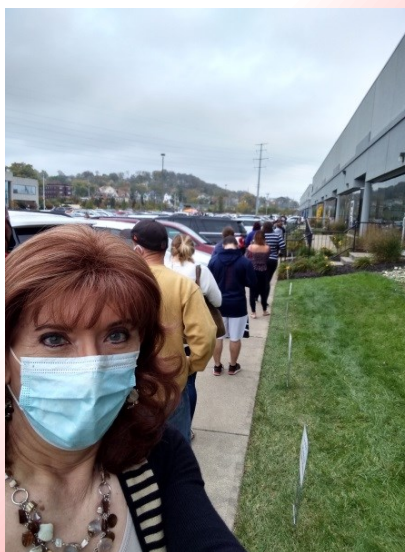
I located my passport as well, simply because the photo on it is three years newer than the one on my license. I figured I could use it to corroborate my personal information. Lastly, I put on a nice outfit, since I have learned over the years that people give you less crap in general if you are dressed nicely.

Wednesday finally came and we headed out to the BOE. As we got off Exit 3 of the eastbound Norwood Lateral, the cars started to back up. That surprised us. Surely the early voting couldn't be that

crowded on an early Wednesday afternoon.

It was though. Traffic was bumper to bumper all the way to the BOE building. Fortunately they had officers directing traffic both in and out. We made it to the Voter Parking just as someone was pulling out and scored an easy parking spot close to (we thought) the voting entrance. We got out of the car and headed to vote and...

My goodness, yes, we were close to the entrance, but there was a line several hundred people long waiting to get in to vote. We starting walking to the end of the line. That turned out to be all the way down the block and around the corner. Fortunately, everyone near us were wearing masks. AND the line was moving at a pretty good clip.



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

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## Crossport Board Meeting Minutes

6 October 2020

Abbey was meeting facilitator

Board members present: (all via Zoom) Abbey, Cathy, Joni, Laura Ann, Mick, Wendy

Board members absent: Brittney

Guests: None

Meeting called to order: 19:04 (7:04PM)

### Old Business:

**Minutes from Previous Meeting:** Joni submitted Minutes from previous meeting. Board agreed to accept the Minutes in toto by unanimous voice vote.

**Provider Survey:** Abbey will revise the therapist list with recommended changes and then send out a sample version to several professionals within the Greater Cincinnati area.

**Library Responsibilities:** Wendy to continue ongoing dialog and contact with Jill.

### New Business:

**Holiday Party Planning:** Due to uncertainty of the ongoing severity of COVID-19 the Board has opted to cancel the party this year.

**Reduction in Standard Membership fee for 2021:** No support beyond suggestion.

**Heartland Losing Rental Space:** Heartland has lost their lease with Mt Auburn Presbyterian due to non-payment and overall poor communication. There is no longer a trans-specific safe space in Greater Cincinnati. The Board will await further developments as other groups have entered into negotiations to lease the space.

**Bylaw Change Proposal:** Proposed bylaws change to be voted on by the membership in December: "2.1 The Board shall have five members..." Board voted unanimously to add this to the ballot in December.

### Monthly Reports:

**P.O. Box:** Cathy submitted a report to the Board that the P.O. contained letter from a trans woman in Cleveland (JM) looking to move to Cincinnati who wanted to know what resources were available.

**Hotline phone:** Mick submitted a report to the Board that there was one call of note to the hotline phone:

- M called wanting general support. She was not tech savvy and Mick offered to help with Zoom meeting navigation and offered to send along one

of our printed pamphlets once she provided a mailing address.

**Membership:** Cathy submitted a report to the Board that Crossport currently has 36 paid members. Cathy continues to send email reminders to all members whose membership is about to expire.

**Finances:** Cathy submitted a report to the Board that Crossport currently has \$2531.38 in their checking account as of 30 September 2020. This is over \$1400 more than last year on the same date.

**Website and Social Media:** Cathy and Abbey submitted a report to the Board:

- Crossportcincy Facebook: 432 followers, 400 total page likes, 241 members, and 41 posts. 141 individual sessions from 126 users, with 671 distinct page views at 4.76 pages per session.
- Twitter@CrossportCincy: As of 4 October, 61 following, 34 followers, 5 new posts
- Instagram@CrossportCincy: As of 4 October, 10 following, 26 followers, 3 new posts

**Email Correspondence:** Abbey submitted a report to the Board that there were eight emails. Of note were:

- Email from Megan Green notifying Crossport that the 2020 Pride Festival had been cancelled. Cathy responded in acknowledgement and indicated Crossport had already voted not to attend.
- Email from JD indicating he had received a grant from ArtWork Cincinnati to support a public art project with the trans community.
- Email from KD about a Transgender Veteran Research project as part of the Health for Every Veteran project.
- Question from RS about the next Crossport support meeting. Cathy replied with meeting information
- Email from JW asking if Crossport was aware Kroger was asking for birth gender for flu vaccines. Cathy responded that we would follow-up. Kroger agreed to work to make such information gathering less ugly.
- An email was forwarded from MC about Golf Manor Nondiscrimination Ordinance updates. A follow-up email came from MC with a link to the inclusion policy at the Village of Golf Manor.
- Cathy sent an email to Pastor Stacy Midge of Mt. Auburn Presbyterian Church about Heartland los-

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ing their lease. This led to an exchange of emails around the topic.

- Cathy sent out 'Sorry to see You Go' messages to people that did not renew.

**CD/TS Peer Support Group:** Cathy submitted a report to the Board that Lauren moderated both meetings via her Zoom account. The 14 September meeting had eight in attendance, and the 28 September meeting had nine in attendance.

**Second Saturday Social:** Cathy hosted via Zoom on 12 September with one attending

**Third Thursday Social:** Cathy hosted via Zoom on 17 September with eight attending.

**Library:** Jill submitted a report to the Board that in September there was no new activity.

#### Outreach:

Cathy submitted a report to the Board.

**Trans Clipper Project:** No activity since last Board meeting.

**Cincinnati PRIDE:** Cancelled

**TDoR—Friday November 20:** TAC has had two organizing meetings to date. They are held via Zoom

every Wednesday at 7:00 PM. TDoR will be virtual this year due to COVID-19 restrictions.

**Newsletter:** Cathy submitted a report to the Board.

- The September issue was emailed to 379 addresses. There were no bounces and no unsubscribes. 112 unique emails had been opened (29.6%) and 68 had clicked through to access the InnerView (17.9%). Zero had clicked through to Crossport Cincinnati FB page, and zero had clicked through to Crossport.org
- The October issue was emailed to 380 addresses. There were no bounces and no unsubscribes.
- Between 31 August and 5 October, three more emails were added to the list increasing the current number of subscribers to 380. All subscribed themselves through the Crossport Cincinnati Facebook page or Crossport.org Subscribe page.

The meeting was adjourned at 20:21 (8:21 PM). The Board agreed to meet virtually again if statewide COVID-19 restrictions are not lifted. Abbey will facilitate the next meeting, and Joni will submit minutes for this meeting.

# TRANSGENDER DAY OF REMEMBRANCE

20



FRIDAY, NOVEMBER 20, 2020 AT 7 PM EST

## Transgender Day of Remembrance

Online Event

Join TDOR at <https://www.facebook.com/events/641106363232817>

Create a watch party  
and join us for the first  
statewide TDoR.

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As we got closer to the entrance, they were letting people enter in groups of twenty. At the entrance was hand sanitizer and masks for anyone who came without one. All the BOE workers/helpers had on blue vests so you could identify them. People were directed into two paths with 6 foot distancing markers. This led to twenty booths, each with a voting scanner and printer. Note: They do not want you taking pictures inside. I found that one out the hard way when a worker said to me "Ma'am, please no pictures inside."



After reaching a processing booth, I handed both my license and passport through the opening in the plexiglass that kept the workers separated from the general public. The woman said "I can't use your passport so you keep that."

She scanned my license and asked "Is your name <insert legal name here>?"

I answered "Yes".

Then she asked "Address?" which I also answered.

She flipped the voting scanner and said "sign here." I signed, she flipped it and compared it to the signature they had on file.

She then simply printed off my ballot, handed it to me and said "Thank you for voting."

Wait- what!?! That was IT!?! It was simply too easy. I went to one of the several dozen voting tables, filled out my ballot, scanned it, got my "I voted" sticker and met Laurie near the exit. They did have a "selfie wall" on the way out.

So all that angst was for nothing. Of course this year is not a common year. The BOE was processing voters through at about 10-15 per minute. It was very streamlined and no room for BS. Then with everyone wearing masks, I don't think they even tried to compare faces to IDs.

So we will see how it goes next year. I'm never voting as male again.

The day after I voted, I had an early morning flu shot scheduled at Wyoming Family Practice next to Drake Hospital. I have been going there for almost thirty years. Last spring my primary care physician retired and I was extremely lucky to be picked up by Dr Sarah Pickle as a patient due to my transgender status.

In October 2019, University Hospital Medical Center implemented SOGI fields in their EPIC medical records system. For those of you not familiar with the term, SOGI stands for "Sexual orientation and gender identity". It is a series of fields that you may choose to use to identify yourself to the staff. They are supposed to override some of the default medical records fields (such as legal name). Mine happens to look like this:

Details About Me	
Preferred Name	Legal Sex ⓘ
Cathy	Male
Gender Identity	Sex Assigned at Birth
Transgender Female / Male-to-Female	Male
Sexual Orientation	Marital Status
Not entered	Married
Race	Ethnicity
White or Caucasian	Not Hispanic or Latino
Language	Religion
English	None

[EDIT](#)

Up until this week, I have kept my preferred name equal to my legal name because I had not gone

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into the office since the SOGI fields were implemented. I decided that this time, for the first time, I was going in as “me” and could see how well SOGI worked in real life.

I had an appointment at 8:15am for a blood draw and a flu shot. I arrived at the office right at 8am as they had requested. Almost immediately, I heard “Cathy?” and turned to see the lab tech calling me.

I answered yes and she said “Come in here and I will do your blood draw then you can check in.”

Wow. That was really affirming.

After the blood draw, I got in line to check in. The older woman (probably my age) doing the check in was running behind because a second front desk person had failed to come in. She was still registering the same new patient she was working with when I first arrived. Finally finishing with him, she asked me for my driver license and medical card which I handed to her.

She scans the license and then stares at the screen for about thirty seconds. Finally she turns to me and asks “What is your first name?”

I must have looked pretty surprised and didn’t answer right away, so she says “Is it <insert legal first name here>?”

I answered yes, and she said “Oh, I thought I had the wrong person up.” She then asked me to

confirm my date of birth and had me sign a consent form and asked me to wait to be called.

So, not as affirming and I was disappointed. In retrospect, since she was unable to connect the person standing in front of her with the image they had on file from 18 months ago, maybe better than I first thought.

After about five minutes, the person who was to administer my flu shot opened the door and called out “Cathy <insert legal last name here>?”

I hadn’t quite expected that. I have quite a unique last name and there are only five families in the greater Cincinnati area I share it with. I followed her back to an exam room, and had a seat. She asked “How have you been feeling lately, Cathy?”

I answered some basic health questions and received my shot and headed out.

Much better. I left feeling pretty upbeat. The practice just needs to work on the check in process some more.

## Election News

As a reminder, Crossport will be completing the election of the Board in December, 2020. It is important that all candidates are identified by the end of this month in order to allow the membership time to review and vote.

Currently there is a slate of 5 members interested in being board members. In addition to casting your vote for board members, a change to reduce the number of board members from 7 to 5 will be on the ballot. While this change will address the recent issue of vacancies, all members are encouraged to consider participating in a more direct way. This will ensure the health of the organization and provide a more diverse representation of our community.



whyatt.com.au

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## Practical Advice for Transgender and Nonbinary Folks Navigating the Job Search

by

S.E. Fleenor

<https://www.themuse.com/advice/transgender-nonbinary-job-search-advice> Images Removed.

(Content warning: Mentions of misgendering, harassment, discrimination, and anti-trans hatred.)

The job search can be stressful for anyone. You have to find a company you like offering a position you're qualified for (and will hopefully enjoy!), and then you have to submit your application, reach out to your potential references, clean up your social media, and (fingers crossed) prepare for an interview. You have to think about what you want and how you'll convince employers you're the very best person for the job. It's enough to make anyone self-conscious, nervous, and even a little overwhelmed.

Transgender and nonbinary folks experience all of the above, of course—but with added layers of stress regarding how we're perceived, evaluated, and treated.

Transgender folks are all too familiar with workplace discrimination. According to the National Center for Transgender Equality's U.S. Transgender Survey, 27% of transgender people who'd had or applied for a job the year of the survey said they were fired, denied a promotion, or not hired for a job because of their gender identity or expression. Transgender people of color generally experience even higher rates of discrimination.

There's a lot that's out of our control. It's understandable to feel discouraged or afraid looking at the statistics. We deserve a better world, one where we can live and work in peace, but until then, we have each other.

If you're applying or thinking about applying to jobs, especially if you're doing it for the first time since transitioning or coming out, here are seven tips to help make your experience easier—from people who've been there.

### Find Trans-Inclusive Jobs and Companies

To some degree, all job searches are about finding the right job at the right company in the right location. For transgender employees, though, the stakes are higher. Plus, it can be difficult to find em-

ployers who are truly inclusive and affirming, particularly in some fields and locations.

Where you search for jobs may be limited by needing to be in a place where you can access healthcare and find community with other LGBTQ folks. Or you may only want to apply to positions that allow you to work remotely while you transition, so you don't have to deal with the pressure of "passing" in front of cisgender colleagues.

The health benefits offered by an employer can be a major indicator of their attitude toward transgender employees. The Human Rights Campaign maintains a list of businesses with transgender-inclusive health insurance benefits. You can also contact companies' HR departments—typically after you've gotten an offer—to get the contact information for the health plan. You don't need to disclose your gender identity at this point, but do tell them you're looking to learn a bit more about the health benefits they offer. You can then call the health plan directly as a prospective member and ask about specific benefits, such as the exclusions policy.

It can take some time and work, but you can do everything in your power to identify an inclusive employer before you accept an offer.

### Transition Your References

Retaining your professional references from any prior job is paramount—and your work experience counts even if it predates your transition.

You might have received glowing recommendation letters or LinkedIn recommendations from past bosses and colleagues. Sutton Sy Belyea, a graphic designer and illustrator who "happens to be transgender," as he says, suggests reaching out and asking folks to update those with your correct name and pronouns. If you're asking for a recommendation letter for the first time, make sure to let folks know the correct ways to refer to you as well. Don't expect them to know or remember: Be explicit to make sure you get exactly what you want!

Even if you don't have or need letters, there's a good chance your search will require a reference check over the phone. If your references aren't aware of your transition, reach out. "It can be really intimidating to call a previous employer and say, 'I'm applying for jobs, you might get a reference check. So you know, this is my name now and these are the pro-

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nouns I'm using," says Michal Duffy, an education and program manager at Out Boulder County. "But I think it's really important to have [this conversation] especially if you're not out as trans," and prefer not to be at that stage of your job search.

Ask the person providing your reference to write your name and pronouns down on a piece of paper. Duffy suggests telling them to "put it in front of their face while they're having that phone call—while they're doing that reference check—so they have a constant visual reminder."

Finally, remember to explicitly tell them if you don't want your gender identity mentioned during the call.

### **Align Your Name Across Legal Documents**

You might want to refrain from disclosing your transgender identity during the job search. If that's the case—and perhaps even if not—legally changing your name to match your chosen name can be helpful, for both logistical and emotional purposes.

"I really wish I would have sped up my name change process," says Belyea. "I had a couple jobs where I got called in for an interview and they asked me to provide some information. When I started filling out the forms, I had to use my legal name...and then it was weird. I never got a call back," he explains. "That happened twice and it really set me back."

Andrew Miller, a health equity trainer at the Denver Health LGBT Center of Excellence, had a similar experience. "Applying for positions without my legal name changed felt very difficult," he says. In fact, the job search is what prompted him to legally change his name in the first place. While the process at the time in Virginia was expensive, convoluted, and triggering, he is grateful to no longer live with "the fear and risk and trauma that comes with having to out yourself every single time you apply to something."

If you're not sure where to start to change your name, the National Center for Transgender Equality maintains a database of information for each state where you can learn about the process wherever you are. The Transgender Legal Defense and Education Fund and the Colorado Name Change Project also provide support for transgender folks living in some states.

Be aware that if your employment is contingent on a background check, your deadname or former name might have to be disclosed. It depends on the level of background check, but generally those

who work with children and vulnerable communities can expect to be asked to list previous aliases and former names.

### **Consider Your Online Presence**

It's not uncommon for employers to look you up on LinkedIn, Twitter, Facebook, and other social media platforms, as well as any other websites you might appear on. So if you haven't already, review your accounts and bios to ensure consistency both in how your name is displayed and in how you present yourself. This step is particularly important if, for any number of reasons, you don't want to be out during your job search.

You can change the privacy settings on some platforms and remove photos of yourself that you feel could out you. But be aware that even if your accounts are private, some sites allow potential employers (and others) to view limited information and images.

### **Remember What You Bring to the Table**

Interviews are often particularly stressful for trans and nonbinary job seekers. "Transitioning can undermine self-confidence because you don't know why you're being rejected or overlooked," says Belyea. Not to mention that "the wider societal hatred of trans folks undermines our confidence and we get in our own heads sometimes about how we'll be perceived."

To help alleviate self-doubt, prepare for your interview. Make a list of the skills and experiences you have that align with the job. Then, do a mock interview with a close friend to help you practice showcasing your skills. You already bring a lot to the table—it's simply a matter of keeping it top of mind and making the connection for employers.

Acupuncturist and former professional dancer Cristina Michaels knows how hard it is to remain confident in your abilities when seeking employment. From deadnaming to intimidation to being deemed "unhirable" as a dance instructor due to her transition, her experiences with anti-trans hatred have caused Michaels to be more reserved when networking. Before transitioning, Michaels would hand her business card to just about anyone, but now she is more cautious, citing concerns for physical safety.

To steel herself and ease her anxiety in professional settings, she uses three mantras that

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ground her: "Don't take things personally. Believe in yourself. [You] no longer have to suffer."

### Be Your Own Advocate

No matter how confident you are, the unfortunate reality is that you may be misgendered or otherwise mistreated during an interview. But you can advocate for yourself in a professional way.

"If they mess up your pronouns, kindly correct them," Duffy says. "Just because someone misgenders you doesn't mean it's not an inclusive environment. Maybe it does, but you can kind of tell from how they handle [being corrected]." You can try to reduce in-the-moment stress by preparing a few phrases you can draw on to correct them and shift the conversation back to what you bring to the table. It can be as simple as saying, "Actually, I use she/her pronouns," and then moving on. Later, you can evaluate whether this seems like part of a broader pattern and is potentially a red flag.

If you feel like what you're facing rises to the level of discrimination, make sure to document your experiences and consider reaching out to an organization that provides transgender legal services where you live. "Know your facts. Know your state laws," says Miller, whose home state of Colorado has legal protections for transgender folks. "If someone has made you an offer and withdraws after the background check, ask why. Then, document their answer and everything else." All of this information could be useful if you choose to seek legal recourse.

### Prioritize Your Physical and Emotional Safety

The job search can be difficult and filled with triggering experiences for transgender and nonbinary folks. While there are some ways to mitigate harm, including reducing how often you see or disclose your deadname by legally changing your name, the truth is that the world is not always a safe place.

For some of us, being out during the job search is a deliberate decision. For others—particularly those who are early in their transitions or who are nonbinary—passing or concealing our gender identities just isn't an option. But whether it's by choice or not, being out can place us in dangerous and even life-threatening situations. While self-confidence is key to any job search, it would be foolish not to acknowledge that in some scenarios rocking a dress might put the wearer at risk of being harassed or worse.

Ideally, the world would be a safe place for all gender identities. But until that's true, it's important to protect ourselves by paying attention to how we feel. Trust your own sense of what's safe and what's not. For instance, if you don't feel safe wearing a dress on public transit to go to your job interview, consider changing at a friend's house, asking someone to give you a ride, or skipping the dress in favor of something more gender-neutral. While it's horrible to have to change how you express yourself, showing up at a job interview shaking with fear isn't any more fun.

When it comes to your emotional well-being, be aware of how microaggressions and other interactions during the job search (or otherwise) deplete your energy and impact your mental health, and make sure you take care of yourself. "When I know that my battery is being drained, I ask: 'Who's giving me that little bit of recharge to help me pull through?'" says Miller. Then, he makes time for connection with his transgender friends in spaces where he can be 100% himself.

*S.E. Fleenor writes novels and articles centering on feminism, queer identities, pop culture, and literature. Words appear in Vice, Electric Literature, them.us, and SYFY WIRE's feminist vertical, FANGRRRLS.*

### T-Shirts for Sale!

Get them while they last! There are a few Crossport T-Shirts left from the run last summer. They are a light gray cotton blend with the purple Crossport "mirror" logo across the top. The shirts are \$20.00 apiece.

You can contact a board member to make arrangements for purchase.



Rejuve Cosmetic and Wellness Center

Alison Arnett, LME

3434 Michigan Ave  
Cincinnati, Ohio 45208

(513) 533-FACE  
Alison@rejuvecosmetic.com

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Michelle A. Minette, MA, CHLC

Positive Pathways

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SCAN ME

"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**

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(513)241-3800; scottknox.com; [scott@scottknox.com](mailto:scott@scottknox.com)  
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**Crossport Social Meeting**

The social is held on the *third Thursday of each month at 7:30pm* at a local restaurant and its purpose is to provide an opportunity for all transgender individuals to get out and socialize at a safe environment. Often following dinner, some members proceed to another location for social engagement.

**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. (For more information call the Hotline Phone listed below.)

**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 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 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](mailto: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](mailto:crossportcincy@yahoo.com)

Phone: 513-344-0116

**Current Board (Jan 2109-Dec 2020)**

Cathy Allison - [Cathyallisonxp@gmail.com](mailto:Cathyallisonxp@gmail.com)

Joni Andrews - [Joni.andrews@yahoo.com](mailto:Joni.andrews@yahoo.com)

Wendy Le Cross - [Satinwow@yahoo.com](mailto:Satinwow@yahoo.com)

Laura Ann Weaver

Mick Spivey - [fearthetiger@gmail.com](mailto:fearthetiger@gmail.com)

Brittney A.

Abbey Tackett—[abbey531@yahoo.com](mailto:abbey531@yahoo.com)

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? \_\_\_\_\_

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