

## Transgender Politics

By Pam Chamberlain  
Summer 2008

This has real consequences because the lack of unity with the LGBT movement about whether to fight for including transgender people in ENDA, the Employment Nondiscrimination Act, contributed to their absence from the final bill in 2007.

Opening the Door to the Inclusion of Transgender People: The Nine Keys to Making Lesbian, Gay, Bisexual and Transgender Organizations Fully Transgender-Inclusive

by **Lisa Mottet** and Justin Tanis, **National Gay and Lesbian Task Force** and the National Center for Transgender Equality, Washington, D.C., 2008.

A recent thorny issue for LGBT groups is the realization that they want to work for transgender inclusiveness but have few trans people in their memberships or on their staffs and boards. Two such national organizations have joined forces to publish a manual on how to include transgender people in authentic ways into activist and social organizations.

This has real consequences because the lack of unity with the LGBT movement about whether to fight for including transgender people in ENDA, the Employment Nondiscrimination Act, contributed to their absence from the final bill in 2007. (Of course, rightwing organizing also was rampant: Lou Sheldon of the Traditional Values Coalition, master of fearmongering, called the bill "dangerous" and transpeople "gender confused individuals" and "she-males.")

With its detailed suggestions for LGBT organizations to become more trans-inclusive, the reports also provides models for odier types of organizations that recognize they, too, must come to terms with inclusion issues.