



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

May 2016 Issue 14

GREETINGS FROM THE SEEM

Greetings,

Mothers and Fathers have many different ways/techniques to instill their family values and traditions with their children. These diverse child rearing techniques are given from both parents with an equal amount of love.

Father's Day is a National Holiday that honors fathers by celebrating fatherhood, their paternal bond with their children, fatherly guidance to children within the community, and their influence in society.

Sonora Smart Dodd held a Father's Day celebration in Spokane, Washington for her father William Jackson Smart, a Civil War veteran. William raised Sonora and her five siblings after their mother died in childbirth. Sonora is said to have thought of the idea in 1909 while listening to a sermon on Mother's Day, which at the time was becoming established as a holiday. Local religious leaders supported the idea, and the first Father's Day was celebrated on June 19, 1910, the month of the birthday of Dodd's father.

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Greetings

Diversity Day

LGBT Pride
Month

*The New Nuclear
Family*

*9 year old
transgender tells
her story*

LGBT Resources

*Juneteenth: Our
Other
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Craft

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Spotlight





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In 1924 President Calvin Coolidge gave his support to the observance, and in 1966 President Lyndon B. Johnson officially proclaimed it a national holiday. Observance on the third Sunday of June was decreed by law in 1972.

I would like to personally say, Happy Father's Day to you Awesome and Loving Dads! I appreciate your dedication and commitment to raising your children and the children within your community.

Respectfully,

MAJ Deborah Smith
State Equal Employment Manager



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DIVERSITY DAY 2016

Celebrating the Diversity of the Guard

AUGUST 7, 2016

Cultural Displays and Exhibits

Cuisine Sampling

LU Dance Troop Presentation

Artist Essex Garner

0900 – 1300 at ISTS Drill Floor

All Service Members, Families and
Community Welcome



For More information or to participate contact SGT
Robinson 573-638-9500 x 39788



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DIVERSITY DAY AUGUST 7, 2016

This year's Diversity Day will highlight the diversity in the Missouri National Guard

Tell Your Story

- ❖ Tell Us About Your Heritage or Background: Make a display that can be presented during Diversity Day showcasing your background and feel free to make a food dish to be sampled.
- ❖ Alter Ego Profiles: We want to know what you do outside the Guard such as your civilian job or community involvement

We want to showcase and highlight the heritage, backgrounds and accomplishments of the Missouri National Guard we need your help to do that!!!

Please contact SGT Desiree Robinson desiree.n.robinson2.mil@mail.mil or 573-638-9500 x 39788 if you are interested in doing a display, food sampling or profile.



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DIVERSITY DAY AUGUST 7, 2016

This year's Diversity Day will highlight the diversity in the Missouri National Guard

Tell Your Story

Create a display that highlights some of these things:

- ❖ Tell Us 3 facts about:
 - What you do in the Guard
 - Where you are from
 - Community involvement
 - What most people don't know about you
- ❖ History of where you are from
- ❖ Military History of the country you are from
- ❖ What is your civilian job and what do you love about it
- ❖ How does your work in the community help others

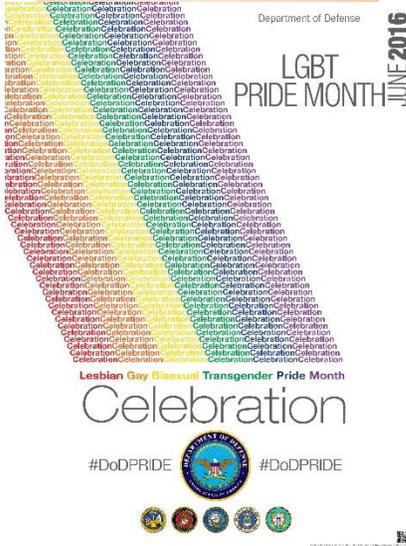


The Trueman

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LGBT Pride Month 2016 Theme: Celebrate



Diversity is one of our nation's greatest strengths. During Lesbian, Gay, Bisexual, and Transgender (LGBT) Pride month, we celebrate our rich diversity and renew our enduring commitment to equity.

The dedication and contributions of our Lesbian Gay and Bisexual (LGB) service members and Lesbian Gay Bisexual Transgender (LGBT) civilians have had immeasurable impact on our National Security and the Department of Defense (DoD).

Our nation was founded on the principle that the individual has infinite dignity and worth. The DoD, which exists to keep the nation secure and at peace, must always be guided by this principle.

In all that we do, we must show respect for our service members, civilian employees, and family members, recognizing their individual needs, aspirations, and capabilities.

We celebrate the progress we have made in ensuring equality for all individuals.

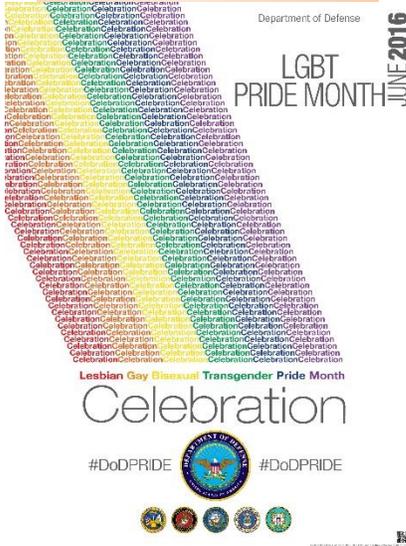


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June was selected as Pride month to commemorate the events of that month in 1969, known as the Stonewall riots—an event that lasted three days.

Patrons and supporters of the Stonewall Inn in Greenwich Village, New York, resisted police harassment of the LGBT community.

The Stonewall riots were recognized as the catalyst for the Gay Liberation movement in the United States.

On June 2, 2000, President Clinton issued Proclamation No. 7316 for the first Gay and Lesbian Pride Month. *“This June, recognizing the joys and sorrows that the gay and lesbian movement has witnessed and the work that remains to be done, we observe Gay and Lesbian Pride Month and celebrate the progress we have made in creating a society more inclusive and accepting of gays and lesbians.”*

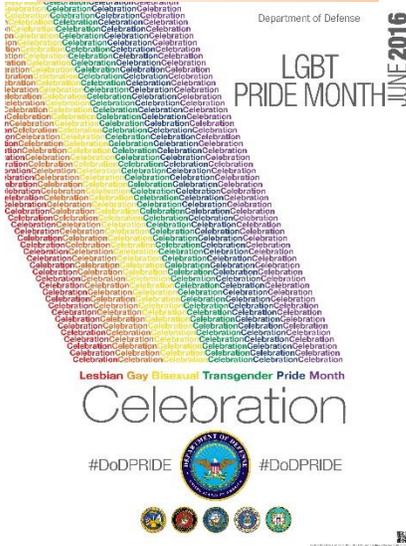


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On June 1, 2009, President Barack Obama issued Proclamation No. 8387 for Lesbian, Gay, Bisexual and Transgender Pride Month.

The President pointed to the contributions made by LGBT Americans both in promoting equal rights to all regardless of sexual orientation or gender identity.

He ended the proclamation by calling upon the people of the United States to *“turn back discrimination and prejudice everywhere it exists.”*

On December 22, 2010, the “Don't Ask, Don't Tell” (DADT) Repeal Act became law.

Certification occurred in July 2011, and full implementation of the Act occurred in September 2011. LGB military members can now serve openly, with honor and integrity.

On April 28, 2014, the Pentagon released an update to the DoD Human Goals Charter, which for the first time included language related to sexual orientation in the section dealing with the military.



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LGBT Pride Month 2016 Theme: Celebrate

Department of Defense

LGBT PRIDE MONTH JUNE 2016

Lesbian Gay Bisexual Transgender Pride Month

Celebration

#DoDPRIDE

Effective March 27, 2015, the Family and Medical Leave Act, or FMLA, extended coverage to all legally married same-sex couples to take FMLA leave to provide care for their spouse.

In addition to serious health conditions of the employee, qualifying events include the care of a spouse or child with a serious health condition, and leave due to a spouse's covered military service.

Previously, the definition of "spouse" under FMLA was defined by the state law where the employee resided. In February 2015, the Department of Labor issued a Final Rule to revise the definition to encompass legally married same-sex couples, regardless of where they live or work.

The definition is no longer focused on an employee's "state of residence" but instead the "place of celebration," which is the location where the marriage was entered into.

For information about the military family leave provisions of the FMLA, visit:
<http://www.dol.gov/whd/fmla/finalrule/MilitaryFAQs.pdf>



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#DoDPRIDE

The new rule will also extend coverage to allow eligible employees to take FMLA leave to care for the children or parents of the employee's same-sex spouse. The rule does not extend coverage to civil unions, whether between a man and woman or a same-sex couple.

In June 2015, the DoD updated its military equal opportunity program to protect service members against discrimination because of sexual orientation.

The Department's ongoing commitment to living the values it defends, includes treating everyone equally.

Diversity and inclusion are readiness imperatives; we rely on our diverse backgrounds, perspectives, and expertise to enable us to address the complex challenges of the global security environment.

Diversity is more than race, gender, and ethnicity—it means diversity of thought, ability, background, language, culture, and skill.



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The New Nuclear Family

What gay marriage means for the future of parenthood

By Suzy Khimm | July 23, 2015 | <https://newrepublic.com/article/122349/new-nuclear-family>

Just days after Shawn Davis and Richard Sawyers were married in September 2011, they started planning to have kids. “You started asking fast,” Davis said recently, looking over at his husband. “Was it even on the honeymoon?”

“I think it was,” Sawyers replied, recalling their time in Venice following their wedding. We were sitting on the couch of their home in Washington, D.C.’s Brightwood neighborhood, near the border of Maryland, which they bought last year. Their two-year-old son, Levi, whom they adopted at birth, was napping upstairs.

The two had talked about parenthood for years before their honeymoon. They had even taken a workshop for LGBT couples that laid out the different paths to becoming same-sex parents: private adoption, public foster care adoption, surrogacy. But for Sawyers, the traditional order of operations still mattered. “It was important to be married and to be a family unit—I wanted that to happen first,” he said.

The same was true for the Wesoleks, another couple I met on the steps of the Supreme Court in June, on the day that gay marriage became legal nationwide. “Other people do it in different orders, but for us it was get married, buy a house, have a baby,” Danielle Wesolek told me. She and her wife, Amy Wesolek, moved to Takoma Park, Maryland, got two Boston Terriers, and then had their daughter, Lena, who’s now 18 months old.

The landmark ruling in *Obergefell v. Hodges* now paves the way for other same-sex couples to follow their lead. Most states permit only married couples or unmarried individuals to adopt, and some have laws that give married couples preference in the process. And if prospective parents want to hire a surrogate to carry their child, many states similarly require that they be hitched.



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Prior to the Supreme Court's decision, the path to parenthood for gay couples was significantly more complicated. In states that prohibited same-sex marriage, couples could pursue single-parent adoption. But that allowed only one parent to be recognized legally, and children could potentially be taken away from their families in the event of the illness, death, or separation of the one legal parent. Schools, hospitals, and other institutions could also deny non-legal parents the ability to make decisions about their children.

This shaky legal footing forced same-sex parents to seek various workarounds to protect their relationships with their children. They've drawn up co-parenting or custody agreements and other paperwork to build a case for their parental rights, even if they wouldn't be legally guaranteed. In 15 states and Washington, D.C., individuals can petition for "second-parent" adoption of children conceived through assisted reproduction as well as adoption. The process can be costly and time-consuming—frequently involving lawyers, criminal background checks, and a home study by a social worker—which can feel particularly invasive for new mothers and fathers who already consider themselves to be the parents of their children.

Even in states that recognized same-sex marriage, couples have sought additional legal protection for when they travelled to states that didn't recognize their union. When the Wesoleks went to South Carolina in May, for example, they made sure to pack the paperwork confirming Danielle's parental status, just in case. "The thing that freaked me out was that this could be all down to one person—this could be down to one judge that said, 'You know what, I'm going to take a stand,'" said Amy Wesolek, Lena's birth mother, who conceived her through a sperm donor.



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The Supreme Court's decision has begun to alleviate some of these anxieties and lower the legal barriers to parenthood. Married same-sex couples are now allowed to adopt jointly in nearly every state, according to Emily Hecht-McGowan, director of public policy at Family Equality Council, an LGBT advocacy group. In the first ruling on the issue since *Obergefell*, a federal judge in Utah ordered that married lesbian couples who use sperm donors must be automatically recognized as legal mothers from birth, the same as with heterosexual parents.

Obergefell hasn't cleared away all of the legal obstacles to same-sex parenthood. Michigan, Virginia, and North Dakota still allow child-welfare agencies to prohibit gay couples from adopting or fostering children for religious reasons. Mississippi prohibits same-sex adoption altogether. And despite the ruling in Utah, there's still no guarantee in other states that couples who use sperm donors will be automatically recognized as parents. States that allow surrogacy often lack clear laws delineating parental rights, and courts have repeatedly granted those rights to surrogate mothers over the objections of same-sex parents. Louisiana outright prohibits same-sex couples from having a child through surrogacy.

But there will be growing pressure—and legal challenges—to dismantle such barriers as same-sex marriage and parenthood become increasingly mainstream. “One of the reason [same-sex] couples haven't been adopting is because they didn't have confidence in the system and the legality of it,” said April Dinwoodie of the Donaldson Adoption Institute, a research and policy group. The Supreme Court's decision should give them more of that reassurance. Post-*Obergefell*, one of the country's biggest surrogacy agencies is already reporting a spike in interest from newly engaged and married LGBT couples.



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So will same-sex parents simply become the new beacons of old family values? In his *Obergefell* decision, Supreme Court Justice Anthony Kennedy drove home the notion that marriage is essential to parenthood and childrearing. “Without the recognition, stability, and predictability marriage offers, their children suffer the stigma of knowing their families are somehow lesser,” he wrote of same-sex couples.

Danielle Wesolek jokes that she feels like an “old man Republican” when she talks to her younger brother, who’s straight and had his first child around the same time as she did. “Don’t you think you ought to be married?” she tells him. In fact, that’s what pioneering gay conservatives had hoped for all along in their push for gay marriage. “The intent of same-sex marriage is not to establish new family structures but to reaffirm the old one,” writer Jonathan Rauch said in a 2004 talk at the University of Michigan.

But the rise of LGBT families could also affirm a more expansive and progressive notion of what it means to be a parent. As gay men and women come out earlier in life, fewer will have children from previous heterosexual relationships. As a matter of necessity, most gay parents have to use outside help—a donor, a surrogate, or adoption agency—to bring children into their lives. That’s affirmed a model of parenting built on relationships, support, and commitment, rather than biology or pre-determined gender roles. “We will have no choice but to see the law eventually evolve with us, and we are going to see an increased, expanding definition of who makes a family and what families looks like,” said Hecht-McGowan.



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Those differences should be recognized and respected, not simply overlooked. Writer Andrew Solomon, who has a young son, recounted recently in the *New Statesman* how he and his husband are still asked “which of us is the mom,” comparing his experience to a single mother being asked what it’s liked to be “both Mom and Dad.”

“All men are created equal but not identical. New family structures are different from mainstream ones,” he wrote. “We are not lesser, but we are not the same, and to deny the nuance of that asymmetry is to keep us almost as ensnared as we were when our marriages and families were impossible.”

The ideal of a nuclear family is itself a historical artifact that rose to greatest prominence in the 1950s, when psychologists actually encouraged couples to abandon their friendships to focus on their families, explains marriage historian Stephanie Coontz, whose work Kennedy cited in his opinion. “In the long run, it harms your ability to call on a larger network of social support that you might need personally from the stresses of life, and that your family needs,” Coontz told me. “The problem with elevating [the nuclear family] as the source of all of your strength is that it almost by definition is too small to carry all of life’s burdens.”

Even as people like Justice Kennedy praise the virtues of marriage and a two-parent household, this traditional view of what constitutes a family is already a fiction. Only 40 percent of children now live with married heterosexual parents, and a record share of Americans have never married. “Legalizing same-sex marriage continues a trend towards more complex family relationships,” said sociologist Andrew Cherlin of Johns Hopkins University. “We’re becoming related to more and more people to whom we owe less and less.”



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Gay parenting simply adds another layer of complexity to what's already a very diverse and complicated picture. In his forthcoming book, *Modern Families*, sociologist Joshua Gamson explains the many ways that assisted reproductive technology and adoption have challenged traditional notions of kinship: A lesbian couple teamed up with a gay couple to adopt two children; a woman carried a child conceived from her partner's egg and a sperm donor. He also tells his own story. His first daughter was conceived through eggs donated by one friend and carried by another. His second daughter was born through a privately hired surrogate.

Such arrangements mean that our notions of what constitutes a family will continue to expand and evolve. Already, open adoptions have increasingly popular for adoptive parents, gay and straight. When Levi's birth mother discovered she was having a boy, she personally called Davis and Sawyers to tell them. They save every text message and email they receive from her to pass on one day to their son. On the bookshelf in Levi's room is a photo of the three of them in the hospital. So far, his birth mother hasn't taken up their invitation to see him, but they told her that they would always leave the door open. "It's important for him to know where he comes from, to know who his people are, to know what that foundation is," said Sawyers. "As a parent, I'm going to do everything I can to foster that relationship."

With gay marriage now legal across the country, such complexity will become increasingly mainstream, making it harder to settle on a simple definition of what makes a family. "The challenges to the more conventional notions of kinship are going to come up more and more," Gamson told me. "There's just going to be more of us."

Suzy Khimm is a journalist based in Washington, D.C., and a former staff writer for the *New Republic*, MSNBC, and *The Washington Post*.



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A transgender 9-year-old tells her story

By Sonali Kohli | May 16, 2016 | www.latimes.com

The 9-year-old is growing up. She used to play with Barbies. Now she's the class treasurer of her West L.A. elementary school. She plays girls volleyball, paints her nails and likes to challenge herself on Minecraft.

She's also transgender.

The girl, as well as her parents and school administrators, agreed to share her story to show how they are grappling with a situation that more and more schools are facing.

The U.S. Department of Education released guidelines Friday to help schools understand how federal law protects the treatment of transgender students on matters such as bathroom use.

The experience of the girl, identified using her first initial, "T," to protect her privacy, provides a number of lessons, among them: how to train staffers and designate "safe" people on whom a student can depend. Teachers and principals will want to know how to deal with notes like the one that slipped out of T's homework folder one day: "You're a boy not a girl get it throu (sic) your head."

California law reinforces the rights of transgender students to be treated as the gender they identify with, whether in bathrooms or on sports teams. A few other states, including North Carolina, are battling the federal government in an effort to restrict both transgender students' and adults' access to these spaces.

There is no official count of the number of transgender children in the Los Angeles Unified School District. But there is a clear sense among those who study gender issues that, nationwide, people are coming out as transgender earlier than in the past.



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Doctors at Children's Hospital Los Angeles saw about 40 transgender and "gender nonconforming" youths a decade ago, says Dr. Johanna Olson-Kennedy, medical director of the Center for Transyouth Health and Development. Now, she says, the center sees about 600 transgender patients between the ages of 3 and 25, T included.

T is normally a confident and chatty third-grader. But discussion of "the note" turns her pensive as she sits in the middle of her bed in a sleeveless orange dress, fiddling with "Liony," a bright green polka-dot "I felt really mad and sad," she says. Her voice softens. Her head drops. "I feel like a girl, not a boy."

After T found the note, her mom told her that the student who wrote it is probably insecure, that the note was a reflection on them and not T. They laughed about the misspelling.

That night, the parents called T's teacher.

T is the first openly transgender student in the school, and her parents and the school's principal had already met to prepare for such problems.

The school investigated but couldn't identify the student behind the note. So the teacher held a class discussion about bullying, cowardice and acceptance.

'I wanted to be a girl one'

The note is one of the very few incidents that have made the girl feel singled out. Both in and out of school, T is self-assured.

She flies around the volleyball court so quickly that one team member's father calls her "Kite." Off the court, she's affectionate and talkative.



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But sometimes it's hard to know what she's thinking, her parents say, because she's so eager to convince them she's safe.

When T says that "everything's great," her mother knows to gently nudge her to continue. On occasion, the mother has found, T is actually thinking about how much she dislikes her penis because it reminds her of why people think she's a boy.

When she was born, the box for "male" was checked because she emerged from the womb with biologically male body parts. She won't decide whether to change her body until she's older. She does, however, assert her femininity in other ways.

As a toddler shopping for costumes, T wanted to be a fairy or cheerleader or witch. On play dates, she hung out with girls in play kitchens. T's mom remembers when she realized it wasn't just a phase.

T was 4 years old, cradled in her lap. The mother had always enjoyed having her nephews around. She explained to T how excited she had been to learn she was pregnant with a boy baby.

"I wanted to be a girl one, Mama," T said through quivering lips.

The most common question T's parents get is why they are letting her transition so early — why not wait until she's older?

In response, T's mom cites statistics showing that lesbian, gay, bisexual and transgender children without family support face a higher risk for depression and suicide attempts.

With that in mind, T's parents started saying "Yes."



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Yes to the sparkly cupcake shirts from the girls section at Target. Yes to the Barbie Dreamhouse.

Still, it was a fine line. Initially, T's girls' wardrobe stayed home. Her parents allowed her to wear sparkly tops to kindergarten, but only paired with pants or tights — a rule they used to introduce the subject of bullies.

After T went to bed, her parents would spend hours online, researching what it means to be transgender. They were afraid that she would feel isolated because she didn't see anyone else like herself.

When T was 6, her dad showed her a 2007 video of Barbara Walters interviewing Jazz Jennings, a transgender YouTube star.

"I have a girl brain and a boy body," Jennings, then a child, tells Walters.

Jennings shows Walters a picture she drew of herself, crying because she can't wear a dress to school.

T, her parents saw, clearly identified with Jazz.

In her journal (which T labeled with strict instructions not to read), T's mom found a picture that T had drawn of herself wearing a purple dress, with long hair.

Her parents knew what they needed to do — which is not to say it was easy.

"You definitely go through a mourning period for the boy you thought you had," T's mom says. "At the same time you're mourning, you're excited because your kid is so happy to be themselves."



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'I want to be a she and a her and a sister'

As the number of children who identify as transgender increases, so do the number of places where the changes occur.

Adults may begin to dress differently, act differently, present a different version of themselves at work. For children, school is usually where they show who they are to kids their own age — who, by definition, are just beginning to wrestle with ideas about what's socially acceptable, what's "normal."

T's transition at school was gradual.

As a second-grader, she came home on the night before a disco-themed after-school dance and said that she wanted to wear a dress to the party.

T often changed into skirts and dresses when she came home, and her parents had been waiting for the day she'd ask to wear one to school.

Before the dance, T changed into the outfit she'd longed to wear: A black-and-blue, almost floor-length dress, framed by bright pink spaghetti straps. Her father shot a photo. She's beaming.

That evening, she gripped her dad's hand tighter and tighter as they walked down the hallway to the auditorium. When she finally joined her friends, her dad backed away and stood with the other parents, proud but nervous, he recalls.

T and her friends danced under the disco ball, joyfully tossed and kicked a swarm of multicolored balloons and gathered in small groups to giggle as 8-year-olds do.



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"She just wore what she wanted to wear and everyone accepted that," T's mom says. "That was sort of her green light."

T started wearing dresses and skirts to school and using the nurse's bathroom.

But she was still "he" to the school.

That May, T made a decision. "My mom asked, 'Do you feel like a girl or a boy?'" T recalls. "And I said, 'girl.' "

T's mom recalls the child whose birth certificate read "male" telling her: "Next year in school, I want to be a she and a her and a sister."

'Google it'

These days, teachers and students refer to T as "she."

When another student's parents had a problem with her using the girls' bathroom, the principal was able to point to district policy and California law to affirm that students have the right to use the bathroom of the gender they identify with.

Gender aside, T is a fashionista who rocks her cheetah-print vest and leggings one day, and a sparkly T-shirt covered by a growling, glittery tiger the next.

Some transgender children choose to switch schools when they transition, to avoid the comparisons people, especially 8- and 9-year-olds, might make between their past and future selves. By staying in her school, in the same classroom and with the same teacher, T retained her support system and her friends.



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But she also has to address the inevitable confusion.

One friend asked T if she was a boy or a girl.

T said she was a girl.

“But you were a boy last year,” the friend said.

“I’m a transgender girl,” T replied.

The friend asked what that meant.

T’s response? “Google it.”

The next day, the friend came back and said that she and her grandmother had done just that. Now they both know what transgender means, she said.

A third-grader in transition

It’s 6:10 p.m., and T sits at the dining room table doing homework. Her blond hair is tied into a ponytail to show off the reindeer earrings she recently bought. She grips a pencil with one hand and drums her fingers — nails painted dark blue — with the other.

Volleyball practice starts at 7, and she’s in a hurry.

There’s a poster above T’s bed of the college where she wants to play, and she can recite volleyball rankings by heart. Her mother played in college, and her sister plays competitively in high school. Now it’s a part of T’s identity too.



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T's favorite color used to be pink: the color she associated with being a girl, the easiest way to assert her femininity.

As soon as the world stopped overtly challenging her sense of being a "she," T embraced the complexities of girlhood.

T's favorite color now is blue. She often ditches the skirts for tights or basketball shorts so she can run around at school more easily, or wrestle her brother.

Her mom calls her a tomboy.

Her dad calls her a warrior princess.

She calls herself a normal girl.



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LGBT Resources

Missouri Resources

Out, Proud, & Healthy in Missouri:

Resources in Central Missouri

<http://www.outproudandhealthy.org/category/community-resources/central-missouri-community-resources/>

The Center Project (TCP), Columbia

<http://www.thecenterproject.org/>

TRANS at Mizzou

<http://trans.missouri.edu/>

MU LGBTQ Resource Center, Columbia

<http://lgbtq.missouri.edu/>

Kansas City Resources, PROMO

<http://promoonline.org/resources/kansas-city-region.html#Health>

TransParent, St. Louis

<http://www.transparentstl.org/#>

TransParent Podcasts: Transgender & Gender Independent Youth

<http://www.mohec.org/Podcast>

LGBTQIA Healthcare Guild of Kansas City

<http://healthcareguild.com/kansascity.html>

SAGE Metro STL

<http://www.sagemetrostl.org/Pages/SAGE-Care-Partner.aspx>

Metro Trans Umbrella Group (MTUG)

<http://www.stlmetrotrans.com/>



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National & International Resources

World Professional Association for Transgender Health (WPATH): Standards of Care for Therapists and Medical Providers

<http://www.wpath.org>

National Center for Transgender Excellence: Know Your Rights Resource Guide:

<http://transequality.org/know-your-rights>

The Center of Excellence for Transgender Health:

Primary Care Protocol for Transgender Patient Care-Adults

<http://www.transhealth.ucsf.edu/trans?page=lib-00-00>

The Center for Excellence for Transgender Health: Primary Protocol for Transgender Patient Care-Youth

<http://transhealth.ucsf.edu/trans?page=protocol-youth>

Vancouver Coastal Health:

CLINICAL PROTOCOL GUIDELINES FOR TRANSGENDER CARE

<http://transhealth.vch.ca/resources/careguidelines.html>

National Medical Telephone Consultation Service

<http://project-health.org/transline/>

Gender Spectrum: Resources created to assist physicians and nurses who are places in a critically important position in the care of gender-expansive youth

<https://www.genderspectrum.org/resources/medical-2/#more-420>

TRANSforming Health Care: Transgender Cultural Competency for Medical Providers

<http://vimeo.com/27346061>



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GLMA - Gay and Lesbian Medical Association

<http://www.glma.org>

American Psychological Association Report by the Task Force
on Gender Identity and Gender Variance

<http://www.apa.org/pi/lgbt/resources/policy/gender-identity-report.pdf>

Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling (ALGBTIC)
Competencies for Counseling with Transgender Clients

<http://www.scribd.com/doc/55748898/ALGBTIC-Counseling-Transgender-Clients-Competencies>

Transgender Law Center's Legal Information Helpline

<http://transgenderlawcenter.org/help>

Transgender Legal Defense & Education Fund

<http://transgenderlegal.org/>

San Francisco State University's Family Acceptance Project

<http://familyproject.sfsu.edu/publications>

Williams Institute

<http://williamsinstitute.law.ucla.edu/category/research>

National Resource Center on LGBT Aging

<http://www.lgbtagingcenter.org/index.cfm>

SAGE: Services & Advocacy for Gay, Lesbian, Bisexual, & Transgender Elders

<http://www.sageusa.org/>

LGBT Adoptions

www.lifelongadoptions.com



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Books & Videos

Transforming Gender:

<https://vimeo.com/124200023>

StoryCorps Atlanta

<http://pba.org/post/lee-rushing-allison-rushing>

Top 5 Most Influential You Tube Creators Who Have Helped Build the Trans Community Online:

<http://newmediarockstars.com/2013/08/top-5-most-influential-transgender-youtube-creators-who-have-helped-build-the-trans-community-online/#>

Gender Recognition Matters:

<https://www.youtube.com/watch?v=PK00GSTYhSQ&feature=youtu.be>

The Advocate: Best Non-Fiction Transgender Books

<http://www.advocate.com/arts-entertainment/books/2011/11/20/advocate-bookshelf-best-non-fiction-transgender-books?page=full>

Redefining Realness: My Path to Womanhood, Identity, Love, & So Much More, Mock, Janet (2014). New York: Atria Books.

Trans Bodies, Trans Selves: A Resource for the Transgender Community, Erickson-Schroth (2014), Oxford University Press

I Am Jazz, Jessica Kerthel & Jazz Jennings (2014).Penguin Books



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Professional Books

Brill, S. & Pepper, R. (2008). *The Transgender Child: A Handbook for Families and Professionals*. San Francisco, CA: Cleis Press.

Eitner, R., Monstrey, S. & Eiler, E. (2007). *Principles of Transgender Medicine and Surgery*. Binghamton, NY: Haworth Press.

Israel, G. E. & Tarver, D. E. (1997). *Transgender Care: Recommended Guidelines, Practical Information & Personal Accounts*. Philadelphia, PA: Temple University Press.

Lev, A. I. (2004). *Transgender Emergence: Therapeutic Guidelines for Working with Gender-Variant People and Their Families*. Binghamton, NY: Haworth

LGBTQI Terminology from University of California, Los Angeles

<http://www.lgbt.ucla.edu/documents/LGBTTerminology.pdf>

Recommendations for Implementing Trans-Affirmative Change in Your Community
[Recommendations Document](#)

Source: www.transgenderhealthnetwork.org



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Juneteenth: Our Other Independence Day

Two and a half years after the Emancipation Proclamation, American slavery came to an end and a celebration of freedom was born

Kenneth C. Davis | June 15, 2011 | SMITHSONIAN.COM



The official Juneteenth Committee in East Woods Park, Austin, Texas on June 19, 1900. (Courtesy Austin History Center, Austin Public Library)



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America's birthday is fast approaching. But let's not wait for July 4 to light the fireworks. There is another Independence Day on the horizon.

Juneteenth falls on June 19 each year. It is a holiday whose history was hidden for much of the last century. But as the nation now observes the 150th anniversary of the Civil War's onset, it is a holiday worth recognizing. In essence, Juneteenth marks what is arguably the most significant event in American history after independence itself—the eradication of American slavery.

For centuries, slavery was the dark stain on America's soul, the deep contradiction to the nation's founding ideals of "Life, liberty and the pursuit of happiness" and "All men are created equal." When Abraham Lincoln issued the Emancipation Proclamation on January 1, 1863, he took a huge step toward erasing that stain. But the full force of his proclamation would not be realized until June 19, 1865—Juneteenth, as it was called by slaves in Texas freed that day.

The westernmost of the Confederate states, Texas did not get news of Gen. Robert E. Lee's surrender at Appomatox that April until two months after the fact. But they heard once Union Gen. Gordon Granger, a New Yorker and West Point graduate with a distinguished wartime service record, arrived in Galveston Bay with more than 2,000 Union troops. It was on June 19 that he publicly read General Order No. 3, which began: "The people of Texas are informed that, in accordance with a proclamation from the Executive of the United States, all slaves are free."



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In amazement and disbelief, the 250,000 former slaves in Texas learned that they had been freed by the Emancipation Proclamation, which could not be enforced until the war was over. (It applied only to the states “in rebellion” at the time it was issued.) Shocked, disoriented, most likely fearful of an uncertain future in which they could do as they pleased, the liberated slaves of Texas celebrated. Their moment of jubilee was spontaneous and ecstatic, and began a tradition of marking freedom on Juneteenth.

A grass-roots celebration highlighted by joyous singing, pig roasts, and rodeos, Juneteenth took root in many African-American communities during the late 19th century. But Juneteenth was never accorded official respect or recognition. In the bitterness of the Reconstruction and Jim Crow eras, few states of the former Confederacy had any interest in celebrating emancipation. And as many African-Americans migrated north, especially in the Depression era, Juneteenth became a largely forgotten vestige of the Civil War era.

Over the past few decades, however, there has been a movement to revive this celebration of more complete freedom in America. Today, 39 states and the District of Columbia recognize Juneteenth, although most don't grant it full “holiday” status. A Congressional resolution also underscores the historical significance of “Juneteenth Independence Day.” And museums (including some of those that make up the Smithsonian Institution), now mark Juneteenth with annual [programming](#).



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Before emancipation, America's slaves and anyone else who prized equality, freedom and liberty knew that the Declaration of Independence only meant equality, freedom, and liberty for some. "What, to the American slave, is your 4th of July?" Frederick Douglass, the abolitionist and escaped slave, asked in his Independence Day oration in 1852. "I answer: a day that reveals to him, more than all other days in the year, the gross injustice and cruelty to which he is constant victim."

This year, let's remember Juneteenth, the holiday that doesn't mark a document, a battle, a birthday or a national tragedy, but the fundamental promise of America being more completely realized—the day on which Thomas Jefferson's rousing rhetoric finally rang true throughout America, for all Americans.

[Kenneth C. Davis](#) is the author of *Don't Know Much About History (Anniversary Edition)* and *A Nation Rising*.

Read more: <http://www.smithsonianmag.com/history/juneteenth-our-other-independence-day-16340952/#OCltXFMg4gFdqPJP.99>



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DIVERSITY EVENTS AROUND MO



The 2016 festival will be held on June 24-26, 2016 at Soldiers' Memorial in Downtown St. Louis, Missouri

Friday, June 24 – 4:30pm to 11:30pm

Saturday, June 25 – 11am to 9:30pm

Sunday, June 26 – 11am to 7:30pm
(Parade begins at 12 noon)

A Short History of Pride St. Louis

At the same time, writer Jim Thomas invited representatives from organizations around town to a meeting to begin discussions for an annual celebration. It was to be held in June as a tribute to the Stonewall Riots which occurred the last weekend of June in 1969. Each participating organization, still able to keep their identity in individual events, would form a larger group – creating a greater whole. At the time, the celebration consisted of a picnic in the beginning of the week and a march at the end.





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DIVERSITY EVENTS AROUND MO



Thus began a tradition which is still strong today in St. Louis. June is now known as Gay and Lesbian Pride Month, and since the first PrideFest in 1981 this event has grown in size, attendance, and scope. A Pride Festival takes on a huge importance for our community because it allows, if even for one brief weekend, for people to feel proud of who they are. We provide them a safe place to be who they wish to be, and that empowerment can be a life-altering experience.

For over thirty years, Pride St. Louis, Inc. has been working to raise understanding and acceptance of Lesbian, Gay, Bisexual, and Transgender individuals in our community. We are not a political group, but rather a community-based organization that envisions a world where diversity can be celebrated and prejudice has been eliminated. We welcome you to join us for a meeting, a workshop, or a special event. As an organization, we are working hard to bring about changes...right here in St. Louis

Mission Statement of Pride St. Louis, Inc

“To foster an understanding of and equality for the LGBT community in the general population by raising awareness through educational programs and events ultimately leading up to the annual PrideFest in St. Louis.”

Source: <http://pridestl.org/about/>



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DIVERSITY EVENTS AROUND MO



Day Descriptions:

Friday, June 3: All electronic music. DJ headliner.

Saturday, June 4: Wide range of acts and bands. Band headliners perform.

Sunday, June 5: Family day. Mostly local bands and performers.

Tickets:

Friday, June 3: \$5

Saturday, June 4: \$5

Sunday, June 5: FREE admission if you arrive between Noon – 1:00. \$5 after 1:00

[BUY TICKETS HERE: Online Only Deal / 3 Day Pass \\$10](#)

Ticket sales at the festival gates and drink tickets inside the festival gates are cash only

We will have two ATMs available

If you purchased tickets online: You can bring a printed copy or we can scan your electronic copy from your mobile device

All ages are welcome

Entry for kids 12 and under is FREE on any day

FREE entry to Missie B's on Friday and Saturday with your festival wristband

More information at www.gaypridekc.org



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DIVERSITY EVENTS AROUND MO

Kidsfest

Saturday, June 4

Kidsfest is a fun-filled day dedicated to children and their families. This area-wide event brings thousands of families together for an exciting day of fun. Young children through 'tweens will enjoy games, demonstrations, and activities **all free of charge**, and we have no doubt this will be the biggest Kidsfest yet.

Time: 10am-2pm

Location: Downtown Jefferson City

Cost: Free

Contact: Jefferson City Parks & Recreation (573) 634-6487

Juneteenth Celebration 22nd Anniversary

Friday-Sunday, June 10-12

Held at the John Lucas Recreation Complex at 1805 Sylvania Street. On Friday they will be hosting a talent show, baby contest, and fashion show complete with entertainment from a local DJ.

Saturday begins with a parade from Noyes Avenue down Sylvania finishing at the John Lucas Park, There will be vendors, pony rides, drill team performances and jazz entertainers.

Sunday begins at 2pm with a picnic and finishes around 6pm.

Time: Fri 5-10pm, Sat 10am-10pm, Sun 2-6pm

Location: 1805 Sylvania St, St. Joseph

Cost: Free

Contact: 816-387-9598



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DIVERSITY EVENTS AROUND MO

PRIDE ST. CHARLES

BUILDING BRIDGES, BUILDING COMMUNITY

2016 PRIDE FESTIVAL

370 LAKESIDE PARK
St. Peters, MO

ENTERTAINMENT
FEATURING: **Summer Osborne**
Missouri Ballet Theater & MORE!

VENDORS
FOOD TRUCKS
YOUTH VILLAGE
PET ADOPTION
BEER GARDEN (3PM-7PM)

Special Guest Exhibition:
Steven Louis Brawley
and the St. Louis LGBT History Project

FREE!
FAMILY FRIENDLY!
Fun Jumps!
Crafts!
Bubble Bus!
Photo Booth!
& More!

PLUS!
ON SITE:
Camping
Kayaking
Fishing
Hiking

SAVE THE DATE!
JUNE 18, 2016
11AM - 7PM

VOICE vital www.facebook.com/pridestcharlesevent www.pridestcharles.org **#Boom** lgbt
#news #advocacy #community



The Trueman

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DIVERSITY EVENTS AROUND MO

Annual Juneteenth Day

Saturday, June 18

Come and celebrate African-American Heritage in the park with bands, choirs, speakers, games, and food. Bring your lawn chair or blanket and come have some fun!

Time: 3:30 – 7:30p

Location: Douglass Park, Columbia

Cost: Free

Contact: Columbia Parks and Recreation 573-985-7460 or www.gocolumbiamo.com



The 17th Annual

**Kansas City LGBT
Film Festival**

June 23 -30, 2016



The Midwest's Most Fabulous Film Festival Returns to Westport!

Visit www.outherenow.com for film listing, tickets, directions and contact information

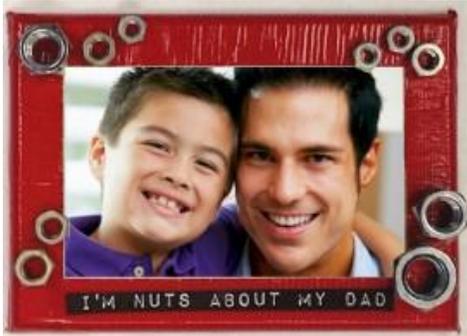


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Father's Day Nutty About You Photo Frame



Supplies Needed:

- Nuts
- Dollar Store Frame
- Hot Glue Gun
- Paint (if frame is unpainted)

Directions

1. Glue miscellaneous nuts, to the front of the frame
2. Select one of the sayings we have provided for you and glue it to the frame (printable available on website)
3. Insert your favorite photo of you and Dad and you are all set

I'M NUTS ABOUT MY DAD



<http://www.freekidscrafts.com/fathers-day-nutty-about-you-photo-frame/>



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TOPIC OF THE MONTH

Men's Health

For More Information:

www.foh.hhs.gov/calendar

IN THE SPOTLIGHT - WEBINAR



TOPIC OF THE MONTH:

Relationships

VISIT: www.foh4you.com

Topic Highlights:

- *Positive versus negative relationships
- *Relationship misconceptions
- *The meaning of fulfillment
- *Defining happiness
- *Getting help with relationship issues



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Coming Next Month



4TH OF JULY ★



INDEPENDENCE DAY

WWW.UNIQUE-CARDS.COM



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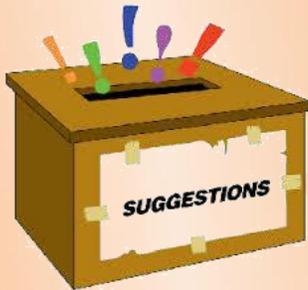
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Contact SGT
Desiree
Robinson to help
contribute to
this newsletter

desiree.n.robinson2@mail.mil

573-638-9500 x
39788



*Note: The MOARNG and the EO/EEO Office does not officially endorse any particular business or event. The articles provided are for informative purposes only.

WE NEED YOUR HELP!!

Help us make *The Truman* even more interesting!

We want

- To hear **your** ideas
- See **your** articles
- Know about **your** community events
- Learn how Diversity plays a role in **your** life in and outside of the Guard



KNOW YOUR EO

JFHQ EO/EEO STAFF

MAJ DEBORAH SMITH
STATE EQUAL EMPLOYMENT MANAGER (SEEM)

TSGT MIKE MARSDEN
EO/EEO SPECIALIST

SGT DESIREE ROBINSON
EO/EEO ASSISTANT

HHD, JFHQ EO STAFF

LTC ALAN ROHLFING
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MSG PAUL BOOTH
EQUAL OPPORTUNITY
ADVISOR (EOA) 43