

GENDER  
PUBLIC  
ADVOCACY  
COALITION

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Gender  
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## From Zero to 100 in 8 Years!

September marked a milestone achievement in the Gender Public Advocacy Coalition's efforts to make Corporate America's workplaces safer for all employees – the number of major corporations to expand their EEO policies to include gender identity/expression has surpassed 100. Through its Workplace Fairness Program,

GenderPAC provided diversity trainings and at-a-distance consultations to HR representatives and employees of more than 50 companies this year, including auto manufacturer DaimlerChrysler and accounting firm Ernst & Young – both of which are among the 42 major corporations to add gender identity or expression protections in 2005. Last month, Gina Reiss, Managing Director of GenderPAC, also shared the limelight with Ana Duarte-McCarthy, Director of Citigroup's Global Workforce Diversity, at Working Mother's 100 Best Companies Worklife Congress in a diversity spotlight focused on gender stereotypes in the workplace. Just ten years ago, no major company was known to offer gender identity and expression protections. Now there are 104! This really is what changes looks like.

To learn more about GenderPAC's Workplace Fairness Program, visit

[www.gpac.org/workplace](http://www.gpac.org/workplace)



## GenderPAC Helps Change Laws

1.1 million students and 100,000 educators in the New York City Public School system, the largest in the country, are now learning and teaching in schools that are safer for students and staff who don't fit traditional ideals of masculinity and femininity. In August, Riki Wilchins, Executive Director, and Lindsay Bond, Youth Program Director, submitted testimony at a hearing of the New York City Department of Education in support of adding gender expression to the citywide discipline code, explaining that "For too long, America's schools – from K to 12 – have been dangerous places for students who don't fit idealized standards for masculinity and femininity. A boy who does not want to model himself after The Terminator or a girl who does not feel comfortable dressed as the next Britney Spears can feel left out, shoved against lockers, become the subject of 'slam books' and much worse." As a result of the tremendous outpouring of support at the hearing, the NYC Department of Education amended its Discipline Code just before the start of the 2005-2006 school year to include gender expression protections. To learn more about GenderPAC's anti-bullying efforts, visit [www.gpac.org/youth](http://www.gpac.org/youth)

