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personal one."

"I think there is huge ignorance, which should be addressed in some type of forum. Today, I think the TG community is winning their inclusion through intimidation of more liberal groups, but they have not won their hearts. This will lead to public use of 'T' in their comments and inclusion of token transgender people on their boards or as employees, but I do not believe the underlying ignorance has been addressed. As a person who has experienced the sting of the gay community's 'inclusion,' I can understand the anger among transgender people toward the greater community."

"I personally believe discrimination in the workplace and hate crimes are much more a reality for gender benders [than straight appearing gays], " he says. "I think gender issues are not addressed well in the gay world. Many gay men have a strong fear of being perceived as feminine, for example. Gays still pride themselves, sometimes secretly, that they can pass as straight. I still have incredibly effeminate men praising me after speeches for looking so straight 'like us.' They don't see their own gender bending. This internalized fear may be the source of this public nod to the trans community and private mockery of it in many mainstream gay circles. Again, I feel identity politics is a trap here. It pretends we fit nicely into categories and we don't."

Tafel believes that corporate America will increasingly realize that what makes our country successful is our creative genius. "Our creative abilities come from our tolerance of those who think outside the box," he says. "Future leaders of corporate America will be

looking for those 'different' people who break the mold. They will also understand that if a company tolerates 'their' difference well, it will certainly tolerate my difference well, and thus draw employees."

Tafel recommends that the transgender community. "First, attempt as best as possible to create a united front. I know that's not always easy, but my experience with transgender leaders is that one knocks the other one. I'd say get your house in order," he advises.

"Second, educate the gay community or any community that is crucial to your coalition. This is a pain, but there's so much ignorance on this you wouldn't believe it. Third, don't wait for gays to 'get it.' Stop waiting and stop blaming the gay community. Go about your mission as you see it. Don't be afraid to break the mold on strategies as well," he says. "Set real goals and work a strategy from there, but don't immediately repeat the goals of the gay community and mimic them. Set your own goals. Don't assume that someone isn't your ally and don't assume someone else won't be. Go and meet and discuss. In your speeches and pronouncements talk more about the complexity with which God has created ALL of us, and how there's nothing wrong with that complexity except that we humans love to simplify and label. Encourage your audiences to explore and celebrate their differences, rather than conform to one label of one identity group. Speak from your heart. Also, speak of your sacrifice. All people can appreciate that. You [the author], for example, lost a career because of your decision to be honest about how you feel you are. Your audience may not agree with you, but they will definitely respect you. How many gay leaders would risk anything to be gay?—very few. Hate crimes are a reality and should be discussed, but don't become victims. I find the transgender community to be strong that's a plus."

Tafel says his spiritual outlook, which has given him a strong sense of justice, guides him. The only conflict "is that the political realm in Washington is very brutal and mean and dishonest. I've chosen a job in which I invite attacks on myself. The most stinging ones are from other gays that are very threatened by my refusal to fit into their world view," he says. "They feel they must demonize me. They've impugned my motives and lie about me. So, the toughest aspect of my work is not returning hate for hate."

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