

REPORT DOCUMENTATION PAGE

Form Approved
OMB No. 0704-0188

The public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports (0704-0188), 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.
PLEASE DO NOT RETURN YOUR FORM TO THE ABOVE ADDRESS.

1. REPORT DATE (DD-MM-YYYY) 04/13/2016	2. REPORT TYPE Master's of Military Studies	3. DATES COVERED (From - To) SEP 2015 - APR 2016
--	---	--

4. TITLE AND SUBTITLE Integrating Transgender People into the U.S. Military	5a. CONTRACT NUMBER N/A
	5b. GRANT NUMBER N/A
	5c. PROGRAM ELEMENT NUMBER N/A

6. AUTHOR(S) Messer, Neil A, GG13	5d. PROJECT NUMBER N/A
	5e. TASK NUMBER N/A
	5f. WORK UNIT NUMBER N/A

7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) USMC Command and Staff College Marine Corps University 2076 South Street Quantico, VA 22134-5068	8. PERFORMING ORGANIZATION REPORT NUMBER N/A
--	--

9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)	10. SPONSOR/MONITOR'S ACRONYM(S) Dr. Christopher Stowe
	11. SPONSOR/MONITOR'S REPORT NUMBER(S) N/A

12. DISTRIBUTION/AVAILABILITY STATEMENT
Approved for public release, distribution unlimited.

13. SUPPLEMENTARY NOTES

14. ABSTRACT
The treatment of transgender Americans is an opportunity for the U.S. military to keep pace with or lead social change. The military policies of Australia, Canada, and Israel provide a blueprint for the U.S. military to solve many of the unique issues that transgender military members face. Concerns including the organization of housing, berthing, and lavatory use, the administration of physical fitness standards and the performance of transgender members in male-dominated military occupational specialties as well as unique medical training and health concerns of transgender members need to be solved. Ultimately, the U.S. military can allow transgender Americans to serve openly without significant issues.

15. SUBJECT TERMS
Transgender; Military; Gender dysphoria; Transgender integration

16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT	18. NUMBER OF PAGES	19a. NAME OF RESPONSIBLE PERSON
a. REPORT	b. ABSTRACT	c. THIS PAGE			USMC Command and Staff College
Unclass	Unclass	Unclass	UU	57	19b. TELEPHONE NUMBER (Include area code) (703) 784-3330 (Admin Office)

United States Marine Corps
Command and Staff College
Marine Corps University
2076 South Street
Marine Corps Combat Development Command
Quantico, Virginia 22134-5068

MASTER OF MILITARY STUDIES

TITLE:

Integrating Transgender People into the U.S. Military

SUBMITTED IN PARTIAL FULFILLMENT
OF THE REQUIREMENTS FOR THE DEGREE OF
MASTER OF MILITARY STUDIES


AUTHOR:

Neil A Messer
GG13, Marine Corps Intelligence Activity

AY 15-16

Mentor and Oral Defense Committee Member:


CHRISTOPHER S. STONE PH.D.

Approved: 

Date: 4/13/16

Oral Defense Committee Member:

BRADFORD A WINEMAN PH.D.

Approved: 

Date: 4/13/16

Executive Summary

Title: Integrating Transgender People into the U.S. Military

Author: GG13 Neil A Messer, Marine Corps Intelligence Activity

Thesis: The United States (U.S.) military can keep pace with or lead social change in America by tackling difficult transgender issues such as the organization of housing, berthing, and lavatory use, the administration of physical fitness standards and the performance of transgender members in male-dominated military occupational specialties, as well as unique medical training and health concerns of transgender members.

Discussion: The U.S. military has a long history of grappling with domestic social issues, sometimes ahead of society, occasionally at the same pace, and other times behind society. Some of the issues include racial integration, gender integration, and openly serving gay and lesbian Americans. The treatment of transgender Americans is an opportunity for the U.S. military to keep pace with or lead social change in America, especially as broader America struggles with how to treat transgender people. The military policies of Australia, Canada, and Israel provide a blueprint for the U.S. military to solve many of the unique issues that transgender military members may face while openly serving. Berthing, housing, and bathroom use requires consultation with the local commanding officer, the transgender medical team, and open communication with the military unit to provide a safe and respectful environment for transgender military members. Uniform wear and physical fitness standards require consultation with the transgender member's medical team, but those issues are solvable with clear and prescriptive military policy. Lastly, transgender Americans require specialized medical care that is within the U.S. military's capability or can be outsourced to a center of excellence. This paper aims to inform the reader on transgender issues, discuss how other industrialized countries have handled transgender military integration, and to suggest solutions to potential issues the U.S. military may encounter while allowing transgender Americans to serve openly.

Conclusion: The U.S. military should lift the ban on openly serving transgender service members. The research data shows transgender Americans are already serving in the U.S. military and those transgender military members deserve to serve with honor. Many near-peer allied countries have already allowed transgender people to serve openly in their militaries with no adverse affects on unit cohesion or combat effectiveness. The United States has the capability to adequately provide for transgender military members and opening the military to transgender Americans will strengthen the all-volunteer force and increase diversity.

DISCLAIMER

THE OPINIONS AND CONCLUSIONS EXPRESSED HEREIN ARE THOSE OF THE INDIVIDUAL STUDENT AUTHOR AND DO NOT NECESSARILY REPRESENT THE VIEWS OF EITHER THE MARINE CORPS COMMAND AND STAFF COLLEGE OR ANY OTHER GOVERNMENTAL AGENCY. REFERENCES TO THIS STUDY SHOULD INCLUDE THE FOREGOING STATEMENT.

QUOTATION FROM, ABSTRACTION FROM, OR REPRODUCTION OF ALL OR ANY PART OF THIS DOCUMENT IS PERMITTED PROVIDED PROPER ACKNOWLEDGEMENT IS MADE.

Table of Contents

	Page
DISCLAIMER	3
PREFACE.....	5
LESBIAN, GAY, BISEXUAL, AND TRANSGENDER	6
METHODOLOGY	7
SOCIAL CHANGE IN THE PAST.....	8
CONTEMPORARY SOCIAL CHANGE	9
UNDERSTANDING TRANSGENDER.....	12
MEDICAL OPTIONS FOR TRANSGENDER	13
THE DEPARTMENT OF DEFENSE MEMO AND WORKING GROUP	15
OTHER NATIONS AND TRANSGENDER INTEGRATION.....	16
Canada.....	17
Israel.....	18
Australia.....	19
LESSONS LEARNED FROM OTHER COUNTRIES	21
UNDERSTANDING THE U.S. BAN	22
COURSES OF ACTION	24
Housing, Berthing, and Bathroom Use.....	25
Physical Fitness Standards.....	27
Transgender Uniform Wear	29
Transgender Health Care	31
CONCLUSIONS AND WAY AHEAD	34
BIBLIOGRAPHY.....	37
ENDNOTES	50

Preface

This project materialized from my personal interest in sociology and sexuality. Since transgender issues are always lumped into the greater LGBT label, this topic seemed like a great fit for me to explore. This social issue, like gay and lesbians serving openly in the military, is a tough subject for some people to discuss or even think about critically. I felt it was important to try to demystify transgender issues in a military education setting, especially as this issue is being investigated and debated by senior officials in the United States military and the Office of the Secretary of Defense. It is my firm belief that transgender people will be allowed to serve openly in the military and that their presence will not significantly alter unit cohesion or combat effectiveness. This is not an easy problem to solve, but that should not diminish our willingness to find the solution. All who are capable and want to serve should be given the chance to be a part of the all-volunteer force.

I would like to thank my research advisor, Dr. Christopher Stowe, who gave me the space and breathing room to work within my own limits and not force deadlines on me. Thank you to Ms. Mackenzie Duffield in the Gray Research Center for always finding the one thing I couldn't and doing it quicker than I could imagine. Thank you to Evander Deocariza for giving me insight into being transgender in the Marine Corps. Thank you to First Sergeant Fabian Estrada for speaking frankly about how senior enlisted Marines view transgender integration. Lastly, thank you to Colonel Joseph Pina, USA for helping me understand the medical aspects of transgender military care. Special thanks to Dr. Ed Erickson for putting this idea in my head to begin with and setting me on this path of discovery. Lastly, thank you to my friends and family who didn't see me for long periods of time while I labored on this opus.

"People think we're different or sick or whatever their opinions are of us...we're people too."¹

Army Corporal Laila Villaneuva

Lesbian, Gay, Bisexual, and Transgender

A lesser-known segment of the Lesbian, Gay, Bisexual, and Transgender (LGBT) community is transgender persons. The National Center for Transgender Equality defines transgender as “A term for people whose gender identity, expression, or behavior is different from those typically associated with their assigned sex at birth.”² Currently the Department of Defense (DoD) has commissioned a study to determine whether transgender military members can serve openly and integrate into the wider military forces. This paper will examine United States (U.S.) military culture as LGBT members integrate fully within the military. Specifically, the potential issues transgender members may face while serving openly. The United States military has the unique opportunity to lead social change in the U.S. regarding the proper treatment of LGBT people and most notably the transgender population, which is often misunderstood and mistreated by the broader American public.³ Many states are attempting to enact laws to openly discriminate against transgender people and military acceptance would help transgender Americans achieve equality in society.⁴ The U.S. military can lead social change by tackling difficult transgender issues such as the organization of housing, berthing, and lavatory use, the administration of physical fitness standards and the performance of transgender members in male-dominated military occupational specialties, as well as unique medical training and health concerns of transgender members.

Methodology

This paper aims to examine previous social change in the U.S. military in an effort to forecast the lack of effects integrating transgender personnel will have on the forces. As there is no empirical data to accurately suggest how transgender integration will affect the military forces, this paper relies on past social changes and more importantly on the data gathered from countries that have already successfully integrated transgender troops into their militaries. This paper will focus on three countries that are near-peer to the United States such as Canada, Israel, and Australia. The goal is to understand how transgender integration could occur in the U.S. based on the experiences of Canada, Israel, and Australia while also learning from their experiences to provide a smooth transition for transgender soldiers, should they be allowed to serve openly in the U.S. military.

Just under the surface of transgender integration is the question of who should serve in the U.S. military, especially in an all-volunteer force (AVF). This research demonstrates that social change in America has led to a more diverse society which in turn will create a more diverse military (or at least a more diverse pool of people to recruit for the AVF). In the book *Beyond Zero Tolerance: Discrimination in Military Culture*, authors Mary Katzenstein and Judith Reppy discuss this broadening of society when they state: “As American society has become more diverse the military has followed suit, not just because access to military service is widely seen as a right and responsibility of democratic citizenship, but also because military effectiveness itself requires broad participation.”⁵

Another theme that underlines the research and ideas in this paper is whether or not transgender integration would negatively affect unit cohesion and combat effectiveness. All issues of social change, whether racial integration, the integration of women, or even gay and

lesbian troops serving openly, should be analyzed based on how those social groups have affected combat effectiveness and unit cohesion. If the U.S. military is not weakened with the inclusion of transgender troops, then those Americans should be given the same chance to join the AVF as anyone else. History has shown the U.S. military has grown stronger and more diverse because the military took a leadership role and evolved ahead of society on critical social issues and, as a result, women and minorities have enhanced the AVF. Further, there is not yet a body of knowledge to show whether gay and lesbian troops serving openly have an effect on unit cohesion and combat effectiveness, but the anecdotal evidence suggests there is no difference. Studies from countries that have integrated gay and lesbian troops generally show no negative effects, such as a 2001 study done on the Israeli Defense Forces, which found that “Israel’s decision to lift its ban [on gay and lesbian troops] had no impact on performance.”⁶ Based on what is known now, the U.S. military should be able to join nearly twenty other countries in allowing transgender military members to serve openly and honorably with little to no effect.

Social Change in the Past

The United States military has mixed record of being at the forefront of social progress regarding difficult issues affecting the social landscape of America. In 1948, President Harry Truman signed Executive Order 9981, which abolished segregation in the armed forces and provided for equal treatment and opportunity to all service members regardless of race, color, religion, or national origin.⁷ President Truman enacted Executive Order 9981 because members of Congress could not agree on the civil rights that should be afforded to African Americans and other racial minorities.⁸ It took America another twelve years before segregation was outlawed countrywide during the 1950s-1960s Civil Rights Movement. One could posit that President

Truman's executive order along with peaceful conduct between white and black military members contributed to the success of the Civil Rights Movement.⁹

Another example of the U.S. military tackling social issues is the treatment of women in the workplace. In 1948, Congress passed the Women's Armed Services Integration Act, which allowed women to serve in the military with some restrictions including a specific limited percentage of women, women's rank could not exceed lieutenant colonel, and women could not serve in all locations and platforms.¹⁰ More importantly, the integration of women into the armed forces allowed women to receive equal pay for the first time in the U.S., while also guaranteeing a military pension.¹¹ The same benefit of equal pay for women did not become a universal law in the U.S. until the Equal Pay Act of 1963, signed by President John F. Kennedy to address pay discrimination toward women.¹² While the Women's Armed Services Integration Act of 1948 did not allow for full integration in all military occupational specialties nor to all ranks and grades, this piece of legislation allowed the U.S. military to blaze the trail for women's rights and equality long before the rest of American society caught up. The cultural shifts the U.S. military experienced in 1948 continue to be felt today. Those monumental changes have created a culture of social change within the Department of Defense, which has allowed further social progress to occur within the military and the DoD.

Contemporary Social Change

The United States military has recently undergone several social-institutional changes that affect the foundation of military membership. These changes include allowing gay and lesbian members to serve openly, the acceptance of gay and lesbian marriages for military benefits, and most recently the integration of women into traditionally male-dominated military occupational specialties. In 1993, President Bill Clinton negotiated a compromise that allowed

lesbian and gay military members to remain in the military and serve without openly declaring their sexuality in what became known as Don't Ask, Don't Tell, Don't Pursue (DADT). Unfortunately, this policy tacitly forced gay and lesbian military members into the closet while allowing them to continue to serve their country honorably. As a result of DADT, gay and lesbian military members had to lie about the sexual orientation in order to remain in or join the military. At the time, President Clinton called the policy "Not a perfect solution...not identical with some of my own goals...this is a major step forward"¹³ President Clinton's compromise, while lauded as a step forward, still resulted in nearly 13,000 military members getting discharged for being gay or lesbian.¹⁴ By at least 2008, many of the discharged gay and lesbian military members were serving in high-demand military occupational specialties such as military intelligence and linguistic/interpreting.¹⁵ The resource shortfalls in military intelligence and linguistics occurred during the height of operations in Iraq and Afghanistan and our war efforts likely suffered as a result.¹⁶ Nearly twenty years later, on September 20, 2011, President Barack Obama's efforts resulted in the repeal of DADT when Obama signed Public Law No. 111-321 *The Don't Ask, Don't Tell Repeal Act of 2010*, allowing gay and lesbian military members to serve openly and honorably.¹⁷

Moreover, in June 2013, the Supreme Court struck down section three of the Defense of Marriage Act, which allowed President Obama to extend marriage benefits to same-sex partners in the military in the same way that benefits have been given to opposite-sex marriages.¹⁸ This change to military policy occurred nearly two years before the Supreme Court ruled that denying same-sex marriages at the state level was unconstitutional. As a result of the Defense Department marriage benefit changes, President Obama's action allowed same-sex military families to enjoy full medical and insurance benefits before the gay and lesbian couples in the entire country

gained the same benefits.¹⁹ This is another example of the United States military dealing with difficult social issues that broader society is also attempting to figure out.

Women have continued to demonstrate their capability to serve and perform in combat, especially during the last two major conflicts in Iraq and Afghanistan and as a result the Department of Defense began studying the effects of opening all job fields to women, regardless of combat proximity.²⁰ In January 2013, Secretary of Defense Leon Panetta announced that all combat related military jobs would be open to women and each of the services were given three years to plan full gender integration implementation.²¹ In the past three years, the Department of Defense conducted over thirty studies analyzing the effects of allowing female military members to serve in combat-related military occupational specialties.²² In December 2015, Secretary of Defense Ashton Carter approved all of the integration plans from each of the services while also denying a U.S. Marine Corps request for exemption. The U.S. Marine Corps hoped to keep women out of infantry and reconnaissance occupational specialties.²³

Thirty days later, in January 2016, full integration of women became the official policy in the DoD.²⁴ As a result of these changes, the U.S. military branches have already begun recruiting women for combat-related jobs and each service has a deliberate plan to ensure women are set up for success in the new job fields. Senior military leaders believe it may take up to three years to fully integrate women into the combat-related jobs because there will be a phased training program where female officers and female senior enlisted members will be trained first so they can provide advanced leadership to junior enlisted women once the younger women begin training in the new military job fields.²⁵ The integration of women into combat roles is another social change that will create more diversity in the military and will allow women to participate in the AVF in the same capacity as men.²⁶

Understanding Transgender

During his 1933 inaugural address, President Franklin Delano Roosevelt (FDR) spoke his famous line, “The only thing we have to fear, is fear itself--nameless, unreasoning, unjustified terror which paralyzes needed efforts to convert retreat into advance.”²⁷ While FDR spoke about the difficulties wrought by the Great Depression, his words are apropos to the transgender situation the country currently faces. Many Americans have no understanding or exposure to transgender people and thus the idea of transgender is feared because it is different and unknown. While education would help transgender people gain wider acceptance, the education process would likely take much longer than necessary. As the country progresses socially and culturally, it is time it stopped persecuting a part of the population it knows little about.

Throughout the gay rights movement, many people changed their opinions regarding support for gay marriage because they personally knew someone who was homosexual. In March 2013, The Pew Research Center conducted a poll of 1,501 Americans across the country to gauge whether people had changed their minds on same-sex marriage and if they had changed their minds, why. Of the people who responded they had changed their mind about gay marriage, thirty-two percent changed their minds because of a friend, family member, or other acquaintance.²⁸ Statistically, transgender Americans make up roughly 0.3% percent of the American population or less than 700,000 people, much smaller than the homosexual population (2.3%), which will restrict transgender people from gaining acceptance from being exposed to family and friends like gay and lesbian Americans were.²⁹ Removing the stigma of being transgender would allow the transgender community to be more open with their family and friends, which, over time, would help change the negative mindset.

While transgender people are a part of the LGBT community, they are not actually considered homosexual, lesbian, or bisexual. Being transgender has nothing to do with sexual orientation, though transgender people are a part of the community that is largely identified by sexual orientation. The World Professional Association for Transgender Health (WPATH) defines transgender as, “Describing a diverse group of individuals who cross or transcend culturally defined categories of gender. The gender identity of transgender people differs to varying degrees from the sex they were assigned at birth.”³⁰ According to the Gay and Lesbian Alliance Against Defamation (GLAAD), the correct way to refer to transgender people is based on how they view themselves.³¹ Transgender people are either transitioning from male-to-female or female-to-male. It is best to refer to the transgender person either how they ask to be referred to as or as the gendered pronoun to which they are transitioning to. As an example, a male-to-female transgender person should be referred to as she or by the female name she has adopted. This simple act can go a long way to helping transgender people gain equality and feel accepted.

Medical Options for Transgender People

When a person chooses to transition from their birth gender to another gender, the person will begin by talking to a therapist to get a diagnosis of gender dysphoria. Gender dysphoria is described in the *Diagnostic and Statistical Manual of Mental Disorders* (DSM-5) as, “The distress that may accompany the incongruence between one’s experience or expressed gender and one’s assigned gender.”³² According to the World Professional Association for Transgender Health (WPATH)’s *Standards of Care for the Health of Transsexual, Transgender, and Gender-Nonconforming People Version 7*, a person who wishes to change gender has four options: a change in public gender expression, hormone therapy, gender reassignment surgery, and psychotherapy.³³ Once a person is diagnosed with gender dysphoria, they can be prescribed

hormones to begin their transition to their target gender. There is typically a period of time the transgender person will take hormones while also adjusting to living as their target gender. For some transgender people, hormones and a lifestyle change are enough to be healthy and happy. In a telephone conversation with Evander Deocariza, one of the first active-duty transgender Marines to serve openly, he believes transgender people can see a significant reduction in gender dysphoria from being correctly addressed as their true gender identity.³⁴ Some transgender people also elect to have gender reassignment surgery; however, not all transgender people choose this option. Roughly one hundred to five hundred transgender people have gender reassignment surgery every year in the United States, which is about .0714% of the total transgender population.³⁵

Gender reassignment surgery can be extremely expensive which contributes to the low rate in which transgender people elect to undergo gender reassignment surgery. According to *The Washington Post*, male-to-female gender reassignment surgery can cost between \$40,000 and \$50,000, whereas the cost of surgery for a female-to-male transition is \$75,000 or more.³⁶ A study on transgender discrimination conducted by the National Center for Transgender Equality found that overall only thirty-three percent of transgender people had gender reassignment surgery.³⁷ Gender reassignment surgery usually focuses on the genitalia of the transgender person, but other cosmetic surgeries can be involved including a mastectomy, breast implants, and other gender specific alterations to the face and neck such as shaving of the Adam's apple, altering the brow and chin, and facial shaping.³⁸ American health insurance providers all differ on how they cover the costs of transgender related medical expenses. Some insurance companies cover a portion of the expenses while other companies view transgender medical procedures as cosmetic and do not cover any of the expenses.³⁹

The Department of Defense Memo and Working Group

On July 13th, 2014, the Department of Defense started the conversation on transgender when Secretary of Defense Ashton Carter published a memo discussing his decision to create a six-month working group that will investigate the ramifications of allowing transgender people to openly serve in the U.S. military. The Secretary of Defense plans to make a determination on the potential policy change sometime in the spring of 2016.⁴⁰ During the period between the working group's study and Mr. Carter's decision, he has also elevated all cases of administrative discharge for transgender-identified or gender dysphoria diagnosed service members to have their cases adjudicated by the Under Secretary of Defense for Personnel and Readiness, Mr. Brad Carson.⁴¹ The DoD is showing compassion and empathy in this memo because it accurately describes transgender people as having gender dysphoria, which is the most recent way the American Psychiatric Association (APA) has described transgender in the latest edition of the DSM-5.⁴² Previously, the APA had classified transgender as a gender identity disorder or generally as a mental disorder, similar to how the APA classified homosexuality as a mental disorder until 1973. Classifying transgender people as mentally ill as a result of a mental disorder has contributed to the mistreatment of transgender people in society and using the correct, updated terminology shows promise for the treatment of transgender service members in the U.S. military.

The APA's change in definition of transgender in the DSM-5 is critical based on Mr. Carter's guidance to the transgender working group. Mr. Carter has directed the working group to study transgender integration with the presumption that "Transgender persons can serve openly without adverse impact on military effectiveness and readiness, unless and except where objective, practical impediments are identified."⁴³ The critical aspect of his guidance is whether

or not openly serving transgender soldiers can perform the duties assigned to them without adversely affecting military capability, readiness, and effectiveness. If the understood goal of any military unit is to have the greatest combat effectiveness it can, then transgender soldiers should be allowed to serve if they do not negatively affect combat effectiveness. The APA's DSM-5 does not cover military and combat effectiveness; however, the DSM-5 does suggest that people suffering from gender dysphoria can experience interference with their daily activities and their work and school functioning may be impaired as a result of the condition.⁴⁴ A major goal of the DoD's working group on transgender integration will likely revolve around whether being transgender or having gender dysphoria will adversely affect a person's ability to serve in the U.S. military.

Other Nations and Transgender Integration

While the U.S. DoD transgender integration study will conduct its own findings and come to a conclusion on whether to allow open service for transgender service members, over fifteen nations in the world have already allowed transgender soldiers to serve.⁴⁵ Allied countries respected and admired for their fighting prowess such as Canada, Great Britain, Australia, New Zealand, and Israel all allow transgender soldiers to serve in their armed forces. Canada has allowed transgender troops to serve openly since 1992, Great Britain since 2014, Australia since 2010, New Zealand since 1990, and Israel began allowing transgender to serve since 2013. Of the eighteen countries that allow open transgender service members, many of the senior military and civilian leaders echo similar sentiments that transgender and all military members deserve the opportunity to serve honorably and openly while also being treated with dignity and respect. The openly serving transgender service members in the accepting armies are still a small amount of the greater population, but they are allowed to serve and are being respectfully treated. This

paper will briefly discuss the effects of transgender integration on several allied countries that have allowed transgender service members to serve openly.

Canada

Canadian researchers Alan Okros and Denise Scott published a 2014 report titled, *Gender Identity in the Canadian Forces: A Review of Possible Impacts on Operational Effectiveness*, which concluded that “We did not identify any evidence indicating that allowing transgender individuals to serve openly has harmed the operational effectiveness of the Canadian Force.”⁴⁶ Okros and Scott also note that transgender people are still prejudiced against within broader Canadian society and that transgender Canadian soldiers may still suffer from discrimination regardless of the enacted governmental and military policies. This is an important point to make, as changing policy does not mean the attitudes and perceptions of people will change immediately. The authors caution that transgender policies have to be created and implemented with great care, otherwise the policies can be ineffective, which is a lesson the United States should heed as senior military and civilian leaders begin to formulate potential policies to allow transgender people to serve openly.

The authors estimate there are fewer than three hundred transgender soldiers in the Canadian armed forces and that roughly one transgender soldier undergoes gender reassignment surgery per year. The Canadian Forces has been allowing gender reassignment surgery since 1998. The authors utilized defense-related media reports containing both the terms Canada and transgender from 1998 to 2014 (992), scholarly books and articles about transgender integration (201), internal Canadian military and government policies (100) from 1998 to 2013, conducting interviews with senior Canadian Force leaders, and surveyed twelve Canadian Force commanding officers in an effort to find evidence of transgender soldiers negatively affecting

combat effectiveness. Ultimately, the authors could find no evidence of transgender soldiers negatively affecting the combat and military effectiveness of the Canadian Forces.⁴⁷

Israel

The Israeli Defense Forces (IDF) operates in a dangerous part of the world and as a result it prepares and trains their military to conduct combat operations on a consistent basis.⁴⁸ There have been reports of transgender troops serving openly in the IDF since 2000, though the official IDF policy did not get written until 2013.⁴⁹ Prior to 2013, individual IDF commanders made decisions regarding specific transgender issues on an ad hoc basis, without official IDF military policy to follow.⁵⁰ Individual commanders would make decisions based on how to arrange housing, shower facilities, and bathroom use, resulting in a unique experience for each transgender soldier. Due to the APA's DSM-5 changing the transgender classification from the list of mental disorders and categorized it as gender dysphoria, the IDF does not allow transgender to be a significant factor if a soldier requests to be exempt from compulsory military service or to be released early from military service. As a result, the IDF does not view transgender as a limiting factor that hinders an IDF soldier from effectively serving.⁵¹

The IDF has further embraced transgender people by offering specialized, personal care beginning from the time the Israeli government contacts a sixteen year old to inform them of their compulsory service. The draftees are recruited based on their birth gender, unless they have previously undergone a sex change.⁵² Once the draftee is in the IDF, they are able to declare their intent to change genders and the IDF will support them in that effort and will refer to them by their chosen gender. Israeli law does not allow a person to start taking gender reassignment hormones or undergo gender reassignment surgery (GRS) until that person is eighteen years old; this policy was recently updated in 2014 and previously the minimum age for reassignment

surgery was twenty-one years old.⁵³ This recent change will have potential future consequences as the IDF previously did not have soldiers going through GRS during their initial draft period (typically eighteen to twenty-one years old); however, with the Israeli government policy change, an IDF soldier could begin GRS shortly after being drafted.

According to researchers Dr. Anne Speckhard and Dr. Reuven Paz, transgender troops in the IDF have performed no differently from other IDF soldiers. In their report, *Transgender Service in the Israeli Defense Force: A Polar Opposite Stance to the U.S. Military Policy of Barring Transgender Soldiers From Service*, the authors state, “In terms of performance, transgender soldiers who want to serve in the IDF by all reports appear to do well.”⁵⁴ The authors conducted a study that interviewed six transgender experts involved in the IDF in some capacity, either as health care officials or even transgender soldiers themselves. Former IDF spokesman Lieutenant Colonel Dinor Shavit, agreed with the authors that transgender status has no effect on performance and he described the IDF’s stance on transgender as: “The main thing in the Army is that we don’t care if you are Jewish, Muslim, Christian, gay, lesbian, trans, whatever....The main thing is to be honorable if you are part of the IDF.”⁵⁵ If the IDF, which is in a constant state of combat readiness, can have openly serving transgender military members, the U.S. should be able to do the same.

Australia

The Australian Department of Defence (ADoD) published its Defence Diversity and Inclusion Strategy 2012-2017 in July 2013 and the strategy document began with this quote “We need to be absolutely unambiguous: inclusivity and diversity are crucial to Defence’s ability to operate at peak performance and demonstrate maximum capability.”⁵⁶ The same report stresses the Australian Defence Forces’s (ADF) goal of becoming an employer of choice for LGBT

people. This strategy policy comes several years after the ADoD repealed the ban on transgender soldiers in the ADF in 2010.⁵⁷ Australia's policy of non-discrimination and inclusion for transgender people is well documented online; however, it was difficult to find any specific ADoD policies or ADF directives that covered specific guidance to ADF units on how to manage transgender issues in individual units. The research suggests that, like Israel and Canada, transgender issues are being solved at the lowest level possibly by the individual commander who encounters the issue.

Treating transgender members of the ADF does not seem to be an issue for Australia. The ADF provides free healthcare to all troops and transgender-related medical care and operations has already begun to be provided.⁵⁸ Australia spends about 300 million dollars on healthcare for their troops. Over a period of two and a half years, the ADF spent \$395,000 on transgender surgeries including gender reassignment and breast implants. This figure does not include the costs of hormone therapy or other drugs related to transitioning medical care.⁵⁹ According to the Australian Transgender Support Association of Queensland, hormone therapy for Australians with healthcare provided through the Pharmaceutical Benefits Scheme (PBS) is roughly ten to thirty dollars a month.⁶⁰ The Australian PBS system is a part of the Australian National Medicines Policy, which according to the Australian government has the following goal, "The aim of the National Medicines Policy is to meet medication and related service needs, so that both optimal health outcomes and economic objectives are achieved. Under the PBS, the government subsidizes the cost of medicine for most medical conditions."⁶¹ Australia's Medicare is the country's universal health care system; however, Australia's Medicare does not typically cover all expenses associated with transgender procedures.⁶² Some transgender-related procedures are considered cosmetic while other procedures may be eligible for a healthcare

rebate.⁶³ The amount of money it would cost the ADF to supply transgender troops with hormone therapy would not be cost-prohibitive and therefore should not affect the ADF's ability to provide the proper healthcare to transgender troops.

Lessons Learned from Other Countries

Canadian researchers discussed potential recommended areas of improvement such as the amount of education military doctors receive about the specific needs of transgender soldiers in both the process of transition and taking care of the transgender person's transitioned body. Another recommendation is that increased transgender awareness education will help cisgendered soldiers understand what transgender soldiers are going through and what they may be feeling. Cisgendered is the term used to describe people who are not transgender or more specifically someone who identifies with the gender that matches their genitalia and the gender that was assigned at birth.⁶⁴ Some transgender military members expressed concerns about accountability for senior military leaders who do not protect them and that should be addressed in the United States as well. The report also mentions bathroom assignment as being an enduring issue for transgender Canadian soldiers.

The Israelis interviewed in Speckhard and Paz's report mentioned that allowing transgender soldiers to serve openly actually increased unit cohesion and allowed the transgender soldier to be more at ease with themselves because they did not feel as though they had to hide something from their fellow soldiers.⁶⁵ Even beginning hormone treatment can be a huge benefit for the transitioning soldier as several IDF soldiers made comments the authors describe as, "Being able to transition, especially to begin hormones and live in one's declared gender was a very positive thing for most."⁶⁶ Israel has not completely solved the issue of communal showers and housing, but currently it is not a pressing issue. Generally their combat units are all-male,

except one unit and the non-combat units have many soldiers that either live at home or live in gender specific barracks. The IDF has coed combat units, which in some ways could help make transgender integration easier; however, issues such as where to sleep and which bathroom to use can still present challenges. Solving these issues is up to the individual commanders as previously discussed and will likely remain that way until additional specific policy is enacted to address those specific issues.

Understanding the U.S. Ban

As previously mentioned, occasionally the U.S. military has the opportunity to lead or keep pace with social change in the United States. Accepting and providing opportunity to transgender Americans is one such opportunity the U.S. military has a chance to accomplish. Currently transgender Americans are barred from entering the military and current military members who are found to be transgender or suffer from gender dysphoria can be administratively discharged. The policy is derived from Department of Defense Instruction Number 6130.03 *Medical Standards for Appointment, Enlistment, or Induction in the Military Services* and the exact language on transgender is, “Current or history of psychosexual conditions (302), including but not limited to transsexualism, exhibitionism, transvestism, voyeurism, and other paraphilias.”⁶⁷ Due to Secretary of Defense (SecDef) Carter’s July 2013 memo, current transgender military members will not be immediately discharged until the review of the DoD policy has concluded and each case will be elevated to the SecDef’s office for review.⁶⁸

One reason for the policy review is to address concerns that transgender military members are having widely different experiences regarding how they are treated by their military branches. Secretary Carter’s memo acknowledges this when he says, “Moreover, we have

transgender soldiers, sailors, airmen, and Marines – real, patriotic Americans – who I know are being hurt by an outdated, confusing, inconsistent approach that’s contrary to our value of service and individual merit.”⁶⁹ *The New York Times* editorial board wrote a piece in June 2015 titled, *Let Transgender Troops Serve Openly*, in which the article describes the experiences of two transgender military members. In one instance, a U.S. Army Staff Sergeant was told she would be discharged when her command found out she was transgender. In another instance, a U.S. Air Force Senior Airman was told he could wear male uniforms and adhere to male grooming standards despite being recognized legally as a woman by the U.S. Air Force.⁷⁰ The Navy Times reports similar instances where individual commanders are making decisions on how to solve the unique situations that arise from having a transgender member in their unit. Allyson Robinson, the policy director for an LGBT advocacy group called Service Members, Partners, Allies For Respect and Tolerance For All (SPARTA) believes the issues transgender military members face have become too complicated for every individual commander to solve on their own. Robinson believes there needs to be a DoD policy to specifically address the transgender concerns.⁷¹

The United States military strives to be a professional organization focused on merit-based promotions and rewards, yet the issue of transgender military members is not being addressed in a manner that is fair and equitable for all transgender people.⁷² *The Armed Services Officer* provides guidance for how military officers should conduct themselves and one of the key tenants of the joint doctrine is to have superior morals, act with professionalism, and act ethically. All of these traits should help senior military leaders to find a solution that allows transgender military members to serve openly.⁷³ Senior military officials have reportedly voiced concerns over how the integration of transgender troops would have an effect on the military,

though none have spoken publically against the ban.⁷⁴ Other reports indicate the Joint Chiefs have learned from the gradual implementation of the DADT repeal and that the Joint Chiefs are not opposed to lifting the ban, though they have concerns about properly addressing transgender issues.⁷⁵ Senior military officers are concerned with how administrative procedures would be instituted and their concerns center around issues of berthing on ships, gender restricted housing, the use of bathroom facilities, as well as physical fitness standards.⁷⁶ Additional concerns besides housing, berthing, bathroom use and physical fitness standards are issues such as uniform standards, healthcare, and unique training for medical personnel.

Courses of Action

As the U.S. military decides whether or not to allow openly serving transgender troops to integrate into the armed forces, careful analysis and planning is occurring on the SecDef's transgender working group. This portion of the paper aims to anticipate the most popular issues to solve in order to provide solutions to policy-makers, senior enlisted personnel, senior officers, as well as commanders who will likely be faced with new and unique issues involving transgender troops. The most pressing issues are where to allow transitioning transgender military members to sleep and be billeted in terms of the gender group they either were born with or are transitioning to. Bathroom use is a similar concern for the same reasons. The military must also figure out how to decide which gender specific physical fitness standards to apply and when to change the standards during the transition process. Uniform wear is another issue and is likely to be solved at the same time as physical fitness standards. Lastly, providing appropriate medical care to transgender military members is a critical concern and must be addressed adequately. Our allied partners in Australia, Israel, and Canada have already solved most of these problems and the recommended solutions in this paper draw upon the experience of those countries.

Housing, Berthing, and Bathroom Use

Across America there is legislation being introduced in the state governments of Indiana, Florida, Virginia, South Dakota, Kentucky, and Arizona aimed at making it a crime for transgender Americans to use a bathroom other than the one that matches their birth gender.⁷⁷ Additionally, in Chicago last year, a school attempted to bar a transgender student from using the female locker rooms and the U.S. Federal Government had to get involved. The government found that forcing a transgender student to use separate shower and bathroom facilities was discriminatory. The solution was to provide a private changing and shower area inside the female locker room for the transgender student to use.⁷⁸ While the issues of where to allow transgender military members to shower, use the bathroom, and sleep may seem difficult, other countries have already provided solutions to these issues.

In Australia, a transgender person is allowed to use his or her target gender bathroom and shower facilities once the transgender person publically declares his or her new gender. This allows everyone to understand what is happening in the transgender person's life, while also smoothly transitioning the transgender person into the military unit or section. Some transgender people may feel more comfortable using a single unisex bathroom for a short period of time; however, the Australian Defence Force cannot mandate a transgender soldier use separate facilities on a permanent basis.⁷⁹ The Australians have also provided guidance to their military commanders on how to handle shower facilities, especially if open communal same-sex showers are only available, usually in austere or combat situations. The solution in this case is to work out a specific shower schedule to allow both cisgendered and transgendered soldiers to shower separately.⁸⁰

The United Kingdom provides guidance to its military commanders regarding housing and sleeping arrangements in their 2009 Defence Instructions and Notices: Policy for the Recruitment and Management of Transsexual Personnel in the Armed Forces.⁸¹ In this policy, the UK military forces are to allow transgender soldiers to sleep in the accommodations of the gender they are transitioning to, but only after they have socially presented as their target gender. The UK policy refers to the process of socially presenting as social reassignment and this process also dictates when a transgender soldier should begin using the bathroom facilities of their target gender. In the UK it is illegal to force a transgender person to use separate shower or bathroom facilities on a permanent basis, though reasonable time to provide accommodations can be expected.⁸²

All of these examples should be taken into consideration when the U.S. military provides guidance on the living arrangements, shower facilities, and bathroom use of transgender military members. Once a transgender person has been diagnosed with gender dysphoria and begins some sort of transition process, even if it is only publically presenting as their target gender, the U.S. military should begin recognizing that transgender person as their target gender. Once this process is initiated, the local military commander should provide specific guidance in order to ensure a smooth transition process for the transgender military member. There may need to be a period of adjustment where the transgender member does not immediately use the bathroom and shower facilities of their target gender, until everyone is aware of the situation. The DoD may also mandate a specific period of time based on hormone use before a transgender military member may use different facilities.

Military shower facilities, where possible, should have individual stalls; therefore, privacy would already be guaranteed with shower curtains. Much like Australia, if a transgender

military member finds themselves in an austere environment where open communal showers are the only option, the local commander will have to make a decision that provides privacy for all involved and does not infringe on anyone's right to be free from discrimination. Further, men's and women's bathroom facilities should have privacy stalls in each bathroom which would allow transgender military members to utilize the bathroom without feeling uncomfortable or making anyone else feel uncomfortable. The key to making specific changes to personal and private spaces is ensuring everyone understands what is going on and has had time to process the situation and receive information or education on the issue. A critical goal to navigating transgender military billeting, shower facilities, and bathroom use issues is to treat everyone fairly, both the transgender person and the cisgendered military members as well.

Physical Fitness Standards

One issue that frequently comes up in the military, especially an organization that believes in a meritocracy, is highly competitive, and is heavily rule based, is how physical fitness tests (PFT) will be administered for transgender troops. In a phone interview with First Sergeant Fabian Estrada, a Marine who recently completed a tour on the drill field at Marine Corps Recruit Depot San Diego, he discussed concerns that he and his fellow First Sergeants have in terms of how to properly administer the PFT for transgender recruits and Marines in the fleet.⁸³ His concern centered on how to conduct the PFT in a fair and equitable manner since the Marine Corps PFT has different scoring systems for males and females. The National Collegiate Athletic Association (NCAA) provides a model to follow in terms of how to recognize when a military member can fairly be judged by their target gender's PFT scoring system. In response to the potential for an unfair competitive advantage, the NCAA has policies covering when an athlete can compete in their target gender based on whether the athlete begins hormone replacement

therapy or not.⁸⁴ The following rules apply to transgender athletes wishing to compete on a gendered team that is different from their birth gender:

Transgender student-athletes undergoing hormonal treatment for gender transition:

1. A trans male (FTM) student-athlete who has received a medical exception for treatment with testosterone for diagnosed Gender Identity Disorder or gender dysphoria and/or Transsexualism, for purposes of NCAA competition may compete on a men's team, but is no longer eligible to compete on a women's team without changing that team status to a mixed team.
2. A trans female (MTF) student-athlete being treated with testosterone suppression medication for Gender Identity Disorder or gender dysphoria and/or Transsexualism, for the purposes of NCAA competition may continue to compete on a men's team but may not compete on a women's team without changing it to a mixed team status until completing one calendar year of testosterone suppression treatment.

Any transgender student-athlete who is not taking hormone treatment related to gender transition may participate in sex-separated sports activities in accordance with his or her assigned birth gender.

1. A trans male (FTM) student-athlete who is not taking testosterone related to gender transition may participate on a men's or women's team.
2. A trans female (MTF) transgender student-athlete who is not taking hormone treatments related to gender transition may not compete on a women's team.⁸⁵

Additionally, the International Olympic Committee recently met to propose an update to their rules concerning transgender athletes and Olympic competition. Previously Olympic transgender athletes were able to compete in the gender assigned to them at birth or their target gender only after having gender reassignment surgery and having undergone hormone therapy for two years.⁸⁶ The new proposed rules governing transgender athletes would allow female-to-male athletes to compete in male sports without restriction; however, male-to-female athletes must be on hormone therapy and must have proof showing their testosterone levels are below a specific point for a year before competing in women's sports.⁸⁷ Requiring gender reassignment

surgery before competing in another gendered sport is likely a bar too high as previously discussed in this paper, a statistically significant amount of transgender people do not elect to get the surgery and the surgery can cause an undue burden on Olympic athletes.

The U.S. military could adopt either of these guidelines to help govern the administration of the PFTs of each service. Requiring transgender military members to undergo hormone therapy for at least a year and maintain a specific level of hormones would be a solution rooted in science and the medical community. This kind of regulation would keep the PFT process fair and equitable while also dispelling any preconceived notions that military members would use a transgender status as a way to cheat the PFT system. This potential solution would also bring specific guidelines and regulations to the process, something the military prefers in order to treat everyone equally and ensure a fair opportunity to everyone. Ensuring standards are applied correctly to transgender service members would require consultation with the transgender service member's medical team, his/her senior leadership, and the individual commander at the unit. As First Sergeant Estrada said, "I look for clear guidance from the Marine Corps senior leadership in order to apply the PFT rules and standards fairly and equitably. I really don't care what gender a Marine is as long as they can complete the mission!"⁸⁸

Transgender Uniform Wear

Once transgender military members begin hormone therapy, the transgender member will experience a potentially significant change in their body and the way they appear to other people.⁸⁹ As a result, a transgender person will need to change the uniform style they wear as soon as they begin transitioning. Australia and Canada allow transgender soldiers to change their uniforms at various stages of their transition, but generally there is not a specific time for the uniform change. The Australian Defence Force allows the uniform change after a medical officer

has confirmed the transgender soldier is undergoing a transition and the Canadian Forces allows the uniform change once the transgender soldier has administrative recognition of gender transition.⁹⁰ The Israeli Defense Force's first openly transgender officer, Lieutenant Shachar, was allowed to wear the field uniform during initial officer training because the IDF field uniform is gender neutral. Eventually Lt. Shachar began wearing the male version of the other IDF uniforms when he was comfortable doing so; the IDF leadership gave him the opportunity to choose when he was comfortable enough to change his uniform.⁹¹

According to Evander Deocariza, transgender people will look better in the uniform meant for their target gender as opposed to their birth gender and the uniform change could potentially help lessen the feelings of gender dysphoria, which has an overall positive effect on the U.S. military.⁹² Further, the U.S. military is already converting some uniforms to a gender neutral uniform standard and this effort could make the issue of which uniform to wear a much easier decision. Recently the U.S. Marine Corps and the U.S. Navy have made changes to their uniform standards to allow for a more gender neutral uniform wear. Specifically, the Commandant of the Marine Corps (CMC) General Robert Neller approved a change to the female blue dress coat to make the coat look more like the male version. This change was approved by the CMC, though it will still be twenty-four to thirty-six months before the uniform will be available for Corps-wide wear.⁹³ The U.S. Navy is also undergoing some uniform changes aimed at increased gender neutrality. Female sailors will be allowed to wear traditionally male-specific covers, which will make the uniform items gender neutral.⁹⁴ In the fall of 2016, all Navy recruits will be issued a gender neutral service dress blue uniform which phases out the previous female specific service dress blues. Additionally, the female officer and

chief petty officer dress white uniforms will transition to a gender neutral uniform, which both men and women will wear.⁹⁵

In general, the move toward gender neutral uniforms and gender neutral uniform standards will make the issue of transgender uniform wear fairly easy to solve. Additionally, a change to the grooming standards of women in the Marine Corps provides an additional area where transgender Marines can make hair style changes to ease their transition. In 2015, the U.S. Marine Corps Uniform Board approved changes that allowed female Marines to fade their hair in a gradual manner similar to male Marines.⁹⁶ This would allow female-to-male transgender Marines to change a portion of their appearance before hormone therapy or gender reassignment surgery. Until most or all of the uniform items are changed to gender neutral, individual commanders should work closely with the transgender members to figure out the optimal time for a uniform change.

Transgender Health Care

The issues of billeting, bathroom use, physical fitness, and uniform wear are easily solved when compared to the issues of healthcare and the unique medical training required to provide care to transgender troops. As with all unique medical conditions, transgender military members will require specific healthcare that military healthcare officials do not currently possess in its entirety. Current military mental health professionals or civilian mental health professionals who accept Tricare, the military health insurance program, will be able to diagnose a transgender person with gender dysphoria. Once a transgender military member is diagnosed with gender dysphoria, the military can provide hormone therapy to help the transgender person begin their transition to their target gender. As previously discussed, often hormone replacement therapy can

be the preferred method of transitioning for transgender people. If this is not the case, then gender reassignment surgery is another option.

The medical commands of each service are working to provide the SecDef's transgender working group with advice and recommendations on how to provide proper healthcare to transgender people. In a telephone conversation with the Director of the High Reliability Organization and Army Transgender Health Consultant, Colonel Joseph Pina (U.S. Army Medical Corps) in the Office of the Army's Surgeon General, he articulated a deliberate and well-researched plan to provide the best care possible to transgender soldiers in the U.S. Army. His office worked closely with the World Professional Association for Transgender Health (WPATH) and the University of California, San Francisco Center of Excellence for Transgender Health while researching and analyzing how to structure the Army's medical field if transgender military members begin to serve openly. Colonel Pina believes the U.S. Army could continue to provide excellent healthcare in the fields of behavior health, endocrine systems, and even select surgeries, such as mastectomy, that are a part of the gender reassignment process; however, he also believes the U.S. Army may never develop the specialized skill set to provide the best possible care in regards to the specialized gender reassignment surgeries that some transgender people may require.⁹⁷ If this is the case, then the U.S. Army would rely on centers of excellence such as the University of California, San Francisco to provide the specialized surgical expertise for transgender gender reassignment surgeries.

The U.S. military already performs some surgeries that are considered elective such as breast augmentation, breast reduction, and other surgeries a transgender military member may be interested in. The U.S. military maintains a staff of plastic surgeons to conduct surgery on military members who need medically required plastic surgery, for returning combat veterans

who have suffered specific war wounds, and cancer survivors.⁹⁸ Normally the DoD considers plastic surgery to be elective though medical providers can deem the plastic surgery procedures to be medically necessary, which is how transgender related surgeries could be approached by the DoD. According to an article by the Stars and Stripes about plastic surgery in the military, “Plastic surgery that restores or provides a normal appearance or alleviates symptoms generally qualifies as medically necessary by military standards, according to active-duty doctors interviewed by Stars and Stripes.”⁹⁹

In a study titled, *Caring for Our Transgender Troops – The Negligible Cost of Transition-Related Care*, written for the New England Journal of Medicine, Dr. Aaron Belkin found that the U.S. military cost to provide healthcare to the estimated 12, 800 transgender troops currently serving is a fraction of the overall military health system. The cost for transition-related care is roughly \$438.00 per transgender person for a total of \$5.6 million per year for all transition related care.¹⁰⁰ Conversely, the DoD’s fiscal year (FY) 2017 total budget request for military personnel healthcare costs is 8.5 billion, which is an estimated \$3,929.00 per military member (2,163,339 active duty and reserve forces in January 2016).¹⁰¹ In 2001, the count and city of San Francisco began offering transgender specific health insurance. Over a period of five years, San Francisco collected nearly ten million dollars from over 700,000 employees who elected to use this benefit. In that period, only forty-four people utilized the benefit at a cost of \$539,118.00. Even when transgender employees are paying for health benefits that include gender reassignment surgery, the transgender people elect to abstain from surgery.¹⁰² Hormone therapy in the U.S. is estimated to cost roughly one hundred dollars a month with health insurance; therefore, it should not be considered an economic barrier to provide hormones to transgender service members.¹⁰³

Opponents of transgender rights believe that transgender people will join the military just to get free gender reassignment surgery. Elaine Donnelly from the Center for Military Readiness believes “Now some people can see an incentive that would be created if young people who for whatever reason are confused about their sexuality...so you join the military and if you know the military has to pay all of these medical benefits, then it becomes like a magnet.”¹⁰⁴ This scenario is unlikely to be a reality due to research done by the Williams Institute at the University of California Los Angeles School Of Law titled, *Still Serving in Silence: Transgender Service Members and Veterans in the National Transgender Discrimination Survey*, which found that transgender people are twice as likely to join the military compared to cisgendered people at a rate of twenty percent compared to ten percent of the general population.¹⁰⁵ It stands to reason that if transgender Americans were already joining the military at a rate twice that of cisgendered Americans when there were no special benefits afforded to them, they are not likely to join for benefits alone.

Conclusion and Way Ahead

This paper has sought to shed light on transgender people in order to help educate military officers and civilian defense employees who, like the general public, likely know very little about transgender issues. While the Department of Defense is reportedly going to approve the integration of openly serving transgender military members, there may be a period of time before unique and specific guidance is promulgated down to each military service. In lieu of those specific directives, this paper can provide individual commanders with guidelines and examples from modern industrialized countries who have already found solutions for transgender issues. Australia, Israel, and Canada have all created specific directives and guidance for their military forces to handle most of the more significant issues that may arise during a soldier’s

transition from one gender to another. While each of these policies are not inclusive, they provide a roadmap to guide commanders in their decision-making and will help ease the transition of transgender soldiers, especially during a particularly stressful time in a transgender soldier's life. These three countries have addressed the main topics of consideration for the U.S. integration of transgender military members such as where the transgender troops will sleep, shower, use the restroom, how physical fitness standards will be applied, how uniforms will be worn, and the conduct of healthcare management for transgender troops.

Transgender Americans may have to face the reality that they cannot acquire gender reassignment surgery immediately upon joining the U.S. military. The goals of the U.S. military are to man, train, and equip a fighting force to conduct warfare on behalf of the nation. In order to do this, there is a reasonable expectation that a person is stable and healthy enough to undergo basic combat training and other advanced training in specialized skills. While the services are still finalizing policy, there may be a requirement for transgender military members to already have transitioned upon enlisting or commissioning or wait a period of twelve to thirty-six months before qualifying for gender reassignment surgery. Hormone replacement therapy may not require a waiting period if the transgender person is expected to adjust and transition without any major medical complications. These issues will no doubt be addressed by the major medical commands of each service, but transgender Americans wishing to join the U.S. military or current transgender troops may need to compromise with the understanding that the U.S. military has a responsibility to the nation to train and field the most well-prepared military force for when the nation needs it most.

The most important part of the integration of transgender troops into the U.S. military will be patience, understanding, and empathy. Senior leaders, medical personnel, and

commanders at all levels will need to be supportive as transgender people begin the process of openly integrating into the military forces. Some 15,000 transgender troops reportedly already serve in the U.S. military so they have already proved they can perform as well as anyone else and do not cause any undue hardship on the forces for their participation.¹⁰⁶ Experiences from other near-peer allies have shown that transgender military members do not negatively affect unit cohesion or combat effectiveness; in fact some of the data suggests openly serving transgender troops can strengthen the forces. The easiest answer to transgender integration is to use common sense when dealing with these issues; however, clear guidance and military policy is a better answer. The time has come to lift the ban and allow transgender people to serve openly, honorably, and with great distinction.

Bibliography

- "About the PBS." Australian Government: Department of Health. January 01, 2016. Accessed March 19, 2016. <http://www.pbs.gov.au/info/about-the-pbs>.
- American Psychiatric Association. 2013. *Diagnostic and Statistical Manual of Mental Disorders: DSM-V-TR*. Washington, DC: American Psychiatric Association.
- "Australian Defence Force Spends \$640,000 on Gender Identity Treatment for Transitioning Troops." The Advertiser. June 10, 2015. Accessed March 18, 2016. <http://www.adelaidenow.com.au/news/national/sex-change-and-breast-enhancements-for-australian-defence-force-troops-hits-640000/news-story/118d6b2b7d645b8536b79411344fac26>.
- Baldor, Lolita C. "Military Beginning to Recruit Women for Combat Jobs." Military.com. March 04, 2016. Accessed March 12, 2016. <http://www.military.com/daily-news/2016/03/04/military-beginning-to-recruit-women-for-combat-jobs.html>.
- Baldor, Lolita C. "Pentagon Announces Plan Aimed at Lifting Transgender Ban." The Associated Press. July 13, 2015. Accessed March 06, 2016. <http://bigstory.ap.org/article/67db24e3b2604c39b20c4b7f7e5bcbf7/apnewsbreak-pentagon-readying-plan-lift-transgender-ban>.
- Bearman, Gale. "A Guide to Transgender Health Care in Queensland." Australian Transgender Support Association Queensland. Accessed March 19, 2016. <http://www.atsaq.com/new-g-clinic-02.html>.
- Belkin, Aaron. "Caring for Our Transgender Troops - The Negligible Cost of Transition-Related Care — NEJM." New England Journal of Medicine. September 17, 2015. Accessed March 16, 2016. <http://www.nejm.org/doi/full/10.1056/NEJMp1509230>.

Belkin, Aaron, and Melissa Levitt. "Homosexuality and the Israeli Defense Forces: Did Lifting the Gay Ban Undermine Military Performance." *Armed Forces and Society* 27, no. 4 (Summer 2001): 541-65. Accessed February 28, 2016.

[http://www.palmcenter.org/files/Homosexuality and Israel Defense Forces_0.pdf](http://www.palmcenter.org/files/Homosexuality%20and%20Israel%20Defense%20Forces_0.pdf).

"Benefits of an Army Career." Defence Jobs Australia. Accessed March 18, 2016.

<http://www.defencejobs.gov.au/army/why-join-the-army/benefits/>.

Bernstein, Lenny. "Here's How Sex Reassignment Surgery Works." The Washington Post.

February 09, 2015. Accessed March 09, 2016. <https://www.washingtonpost.com/news/to-your-health/wp/2015/02/09/heres-how-sex-reassignment-surgery-works/>.

Carter, Ashton. "Moving Out on Women-in-Service." Medium. March 10, 2016. Accessed

March 12, 2016. <https://medium.com/@SecDef/moving-out-on-women-in-service-b3f3c0d12bf2#.c9hps1bb9>.

Carter, Ashton. "Remarks on the Women-in-Service Review." U.S. Department of Defense.

December 03, 2015. Accessed March 12, 2016.

<http://www.defense.gov/News/Speeches/Speech-View/Article/632495/remarks-on-the-women-in-service-review>.

Carter, Ash. "Statement by Secretary of Defense Ash Carter on DOD Transgender Policy."

United States Department of Defense: News Releases. July 13, 2015. Accessed February 21, 2016. <http://www.defense.gov/News/News-Releases/News-Release-View/Article/612778>.

Clinton, William J. "Remarks by the President at the National Defense University." The White

House: Office of The Press Secretary. July 19, 1993. Accessed January 22, 2016.

<http://clinton6.nara.gov/1993/07/1993-07-19-presidents-remarks-on-changes-to-the-gay-ban.html>.

Coleman, E., W. Bockting, M. Botzer, and P. Cohen-Kettenis. "Standards of Care for the Health of Transsexual, Transgender, and Gender Nonconforming People Volume 7." The World Professional Association for Transgender Health. 2011. Accessed March 09, 2016.

[http://www.wpath.org/uploaded_files/140/files/IJT SOC, V7.pdf](http://www.wpath.org/uploaded_files/140/files/IJT_SOC_V7.pdf).

"Defence Diversity and Inclusion Strategy." Australian Department of Defence. July 22, 2013.

Accessed March 05, 2016.

http://www.defence.gov.au/diversity/_Master/docs/strategy/DDIS-12-17.pdf.

"Defense Budget Overview: United States Department of Defense Fiscal Year 2017 Budget Request." Office of the Under Secretary of Defense Chief Financial Officer. February 2016. Accessed March 16, 2016.

http://comptroller.defense.gov/Portals/45/documents/defbudget/FY2017/FY2017_Budget_Request_Overview_Book.pdf.

"Defense Secretary Faces Pushback on Lifting Transgender Ban." CBS News. March 25, 2015.

Accessed March 06, 2016. <http://www.cbsnews.com/news/defense-secretary-faces-pushback-on-lifting-transgender-ban/>.

Deocariza, Evander. Telephone conversation with the author, March 12, 2016

"Department of Defense Instruction Number 6130.03." Department of the Navy, Medical.

September 13, 2011. Accessed March 06, 2016.

http://www.med.navy.mil/sites/nmotc/nami/arwg/Documents/WaiverGuide/DODI_6130.03_JUL12.pdf.

"DoD Personnel, Workforce Reports, and Publications." Defense Manpower Data Center.
January 2016. Accessed March 16, 2016.

https://www.dmdc.osd.mil/appj/dwp/dwp_reports.jsp.

"Don't Ask, Don't Tell Discharge Data." The Palm Center: Blueprints for Sound Public Policy.
Accessed January 24, 2016. http://www.palmcenter.org/resources/dadt/discharge_data.

Estrada, First Sergeant Fabian, telephone conversation with the author, March 10, 2016.

"Executive Order 9981: Desegregation of the Armed Forces." National Archives: Our
Documents. July 26, 1948. Accessed January 15, 2016.

<http://www.ourdocuments.gov/doc.php?flash=true>.

"Executive Order 9981: Integration of the Armed Forces." National Museum of the United States
Army. Accessed January 15, 2016. <https://armyhistory.org/executive-order-9981-integration-of-the-armed-forces/>.

"Facial Feminization." Beverly Hills Transgender Surgery. Accessed March 18, 2016.

<http://tgsurgery.com/facial-feminization/>.

Fact Sheet: Women in Service Review Implementation." Department of Defense. Accessed
January 24, 2016.

http://www.defense.gov/Portals/1/Documents/pubs/Fact_Sheet_WISR_FINAL.pdf.

Faram, Mark D. "Sweeping Uniform Changes Emphasize Gender Neutrality." The Navy Times.
October 09, 2015. Accessed March 21, 2016.

<http://www.navytimes.com/story/military/2015/10/09/sweeping-uniform-changes-emphasize-gender-neutrality/73602238/>.

Frank, Nathaniel. *Unfriendly Fire: How the Gay Ban Undermines the Military and Weakens America*. New York: Thomas Dunne Books, 2009.

Gates, Gary J. "Discharges Under the Don't Ask, Don't Tell Policy: Women and Racial/Ethnic Minorities." The University of California School of Law: The Williams Institute. September 22, 2010. Accessed January 24, 2016.

Gates, Gary J. "How Many People Are Lesbian, Gay, Bisexual, and Transgender?" The Williams Institute. April 2011. Accessed February 16, 2016. How many people are lesbian, gay, bisexual, and transgender?

Gibbons-Neff, Thomas. "New Marine Commandant: 'Personally Insulting' to Talk About Women in Combat." The Washington Post. October 02, 2015. Accessed March 18, 2016. <https://www.washingtonpost.com/news/checkpoint/wp/2015/10/02/new-marine-commandant-personally-insulting-to-talk-about-women-in-combat/>.

Grant, Jaime M., Lisa A. Mottet, and Justin Tanis. "Injustice at Every Turn: A Report of the National Transgender Discrimination Survey." The National Center for Transgender Equality: The National Gay and Lesbian Task Force. 2011. Accessed March 04, 2016.

"Growing Support for Gay Marriage: Changed Minds and Changing Demographics." Pew Research Center. March 20, 2013. Accessed February 16, 2016. <http://www.people-press.org/2013/03/20/growing-support-for-gay-marriage-changed-minds-and-changing-demographics/>.

Harrison-Quintana, Jack, and Jody Herman. "Still Serving in Silence: Transgender Service Members and Veterans in the National Transgender Discrimination Survey." The University of California School of Law: The Williams Institute. 2013. Accessed March 19, 2016. <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Harrison-Quintana-Herman-LGBTQ-Policy-Journal-2013.pdf>.

Herzog, Michael. "New IDF Strategy Goes Public." The Washington Institute for Near East

Policy. August 28, 2015. Accessed March 03, 2016.

<http://www.washingtoninstitute.org/policy-analysis/view/new-idf-strategy-goes-public>.

"IDF's 1st Openly Transgender Officer." IDF Blog: The Official Blog of the Israel Defense Forces. May 17, 2015. Accessed March 21, 2016.

<https://www.idfblog.com/blog/2015/05/17/4-things-hear-first-openly-transgender-officer-idf/>.

"IOC Rules Transgender Athletes Can Take Part in Olympics Without Surgery." The Guardian. January 24, 2016. Accessed March 20, 2016.

<http://www.theguardian.com/sport/2016/jan/25/ioc-rules-transgender-athletes-can-take-part-in-olympics-without-surgery>.

"Israel Changes Laws for Gender Reassignment." The Washington Blade. May 15, 2014.

Accessed March 03, 2016. <http://www.washingtonblade.com/2014/05/15/israel-changes-laws-gender-reassignment/>.

"Israeli Military to Further Integration of Transgender Draftees." I24news. December 26, 2014.

Accessed March 02, 2016. <http://www.i24news.tv/en/news/israel/diplomacy-defense/55704-141226-israeli-military-to-boost-integration-of-transgender-draftees>.

Jackson, Alyssa. "The High Cost of Being Transgender." CNN. July 31, 2015. Accessed March 10, 2016. <http://www.cnn.com/2015/07/31/health/transgender-costs-irpt/>.

Johnson, Chris. "Pentagon Expects Decision on Trans Military Ban in Spring." Washington Blade. January 14, 2016. Accessed February 21, 2016.

<http://www.washingtonblade.com/2016/01/14/pentagon-expects-determination-on-trans-military-ban-in-spring/>.

Katzenstein, Mary Fainsod, and Judith Reppy. *Beyond Zero Tolerance: Discrimination in*

Military Culture. Lanham, MD: Rowman & Littlefield Publishers, 1999.

Let Transgender Troops Serve Openly." The New York Times. June 04, 2015. Accessed March 06, 2016. http://www.nytimes.com/2015/06/04/opinion/let-transgender-troops-serve-openly.html?_r=0.

Londono, Ernesto. "Pentagon Removes Ban on Women in Combat." The Washington Post. January 24, 2013. Accessed March 12, 2016. https://www.washingtonpost.com/world/national-security/pentagon-to-remove-ban-on-women-in-combat/2013/01/23/6cba86f6-659e-11e2-85f5-a8a9228e55e7_story.html.

"Marine Corps Uniform Board 216 Decision." United States Marine Corps: MARADMINS. January 08, 2016. Accessed March 21, 2016. <http://www.marines.mil/News/Messages/MessagesDisplay/tabid/13286/Article/175728/marine-corps-uniform-board-216-decisions.aspx>.

"Medicare." Australian Government: Department of Human Services. Accessed March 19, 2016. <https://www.humanservices.gov.au/customer/dhs/medicare>.

"Military and Veterans." National Center for Transgender Equality. Accessed March 21, 2016. <http://www.transequality.org/issues/military-veterans>.

"Military Leaders Express Concerns Over Lifting Ban On Transgender People Serving In Armed Forces." CBS San Francisco. March 25, 2015. Accessed March 11, 2016. <http://sanfrancisco.cbslocal.com/2015/03/25/military-leaders-express-concerns-over-lifting-ban-on-transgender-people-serving-in-armed-forces/>.

"NCAA Inclusion of Transgender Student-Athletes." National Collegiate Athletic Association. August 2011. Accessed March 20, 2016. https://www.ncaa.org/sites/default/files/Transgender_Handbook_2011_Final.pdf.

Noonan, Michael P. "Dempsey's Wise Words on the Military Profession." US News. January 23, 2014. Accessed March 06, 2016. <http://www.usnews.com/opinion/blogs/world-report/2014/01/23/gen-martin-dempseys-wise-words-on-the-military-profession>.

"Obama, Barack. "Statement by the President on the Repeal of Don't Ask, Don't Tell." The White House : Office of the Press Secretary. September 20, 2011. Accessed March 05, 2016. <https://www.whitehouse.gov/the-press-office/2011/09/20/statement-president-repeal-dont-ask-dont-tell>.

OBERGEFELL ET AL. v. HODGES, DIRECTOR, OHIO DEPARTMENT OF HEALTH, ET AL. (June 26, 2015); Panetta, Leon. "Extending Benefits to Same-Sex Domestic Partners of Military Members." Department of Defense Archives. February 11, 2013. Accessed January 24, 2016. <http://archive.defense.gov/news/Same-SexBenefitsMemo.pdf>.

Okros, Alan and Denise Scott. 2015. "Gender Identity in the Canadian Forces: A Review of Possible Impacts on Operational Effectiveness." *Armed Forces and Society* 41 (2): 243. <http://search.proquest.com.lomc.idm.oclc.org/docview/1666454999?accountid=14746>.

"Overview of Regulations for Transgender Military Personnel from UK, Canada, and Australia." The Palm Center: Blueprints for Sound Public Policy. 2013. Accessed March 20, 2016. <https://www.pritzkermilitary.org/files/1613/8756/0791/900315.pdf>.

Pasulka, Nicole. "18 Countries Let Trans People Serve in the Military-Will the U.S. Be Next?" Take Part. October 22, 2014. Accessed March 18, 2016.

Pina, Colonel Joseph. Telephone conversation with the author, February 24, 2016.

"Plastic Surgery." Walter Reed National Military Medical Center. Accessed March 15, 2016. <http://www.wrnmmc.capmed.mil/Health Services/Surgery/Surgery/Plastic Surgery/SitePages/Home.aspx>.

"Policy for the Recruitment and Management of Transsexual Personnel in the Armed Forces."

Gender and Identity Research and Education Society. Accessed March 20, 2016.

<http://www.gires.org.uk/assets/Consultations/MOD-policy.pdf>.

Potts, Andrew M. "ADF to Review Trans Policy." The Star Observer. September 21, 2010.

Accessed March 05, 2016. <http://www.starobserver.com.au/news/local-news/new-south-wales-news/adf-to-review-trans-policy/31064>.

"President Clinton's Speech Commemorating the 50th Anniversary of the Integration of the

Armed Forces." Maryland School Improvement Program. Accessed March 05, 2016.

http://mdk12.msde.maryland.gov/instruction/curriculum/hsa/us_history/desegregation.html.

"Public Law 625: The Women's Armed Services Integration Act of 1948." The Patriot Files.

June 12, 1948. Accessed January 18, 2016.

<http://www.patriotfiles.com/index.php?name=Sections>.

"Recommendations for Transgender Health Care." Transgender Law Center. Accessed March

19, 2016. <http://www.transgenderlaw.org/resources/tlchealth.htm>.

Reed, Charlie. "Nip and Tuck ... Sometimes on the Military's Buck." Stars and Stripes. March

09, 2010. Accessed March 16, 2016. <http://www.stripes.com/news/nip-and-tuck-sometimes-on-the-military-s-buck-1.99789>.

Roosevelt, Franklin D. "FDR's First Inaugural Address." History Matters - George Mason

University. Accessed February 16, 2016. <http://historymatters.gmu.edu/d/5057/>.

"San Francisco Transgender Benefit: Total Claims Experience and Plan Evolution, By Year

(2001-2006)." The Human Rights Campaign. Accessed March 18, 2016.

<http://www.hrc.org/resources/san-francisco-transgender-benefit-total-claims-experience-and-plan-evolutio>.

"Sex Reassignment Surgery." The Surgery Encyclopedia. Accessed March 09, 2016.

<http://www.surgeryencyclopedia.com/Pa-St/Sex-Reassignment-Surgery.html>.

Sisk, Richard. "Navy Moves Toward Unisex Uniforms and Covers." Military.com. October 12, 2015. Accessed March 21, 2016. <http://www.military.com/daily-news/2015/10/12/navy-moves-toward-unisex-uniforms-and-covers.html>.

Speckhard, Anne, and Reuvan Paz. "Transgender Service in the Israeli Defense Forces: A Polar Opposite Stance to the U.S. Military Policy of Barring Transgender Soldiers from Service." Accessed March 02, 2016.

http://www.academia.edu/14134575/Transgender_Service_in_the_Israel_Defense_Forces_A_Polar_Opposite_Stance_to_the_U.S._Military_Policy_of_Barring_Transgender_Soldiers_from_Service.

Spradley, Mike. "San Diego Pride and Transgender History Why the World Is a Better Place."

The Huffington Post. October 06, 2016. Accessed March 13, 2016.

http://www.huffingtonpost.com/mike-spradley/san-diego-pride-transgend_b_8237122.html.

Steinmetz, Katy. "States Battle Over Bathroom Access for Transgender People." Time Magazine. March 06, 2015. Accessed March 04, 2016.

<http://time.com/3734714/transgender-bathroom-bills-lgbt-discrimination/>.

Steinmetz, Katy. "This Is What 'Cisgender' Means." Time M. December 23, 2014. Accessed March 10, 2016. <http://time.com/3636430/cisgender-definition/>.

Tashman, Brian. "Elaine Donnelly Fears Military Will 'Become A Magnet' For Transgender Service Members." Right Wing Watch. March 20, 2014. Accessed March 18, 2016. <http://www.rightwingwatch.org/content/elaine-donnelly-fears-military-will-become-magnet-transgender-service-members>.

"The Armed Forces Officer." Department of Defense. January 2006. Accessed March 15, 2016. <http://www.dtic.mil/doctrine/education/armedforcesofficer.pdf>.

"The Equal Pay Act of 1963." United States Equal Employment Opportunity Commission. June 10, 1963. Accessed January 23, 2016. <http://www.eeoc.gov/laws/statutes/epa.cfm>.

Tilghman, Andrew. "Transgender Troops Policy Change Raises Many Questions." The Navy Times. July 19, 2015. Accessed March 06, 2016. <http://www.navytimes.com/story/military/pentagon/2015/07/18/transgender-troops-policy-change-raises-many-questions/30256249/>.

"Tips for Allies of Transgender People." GLAAD. January 08, 2013. Accessed February 22, 2016. <http://www.glaad.org/transgender/allies>.

"Transgender and Gender Diverse Health and Wellbeing." Victoria State Government: Department of Health and Human Services. October 09, 2014. Accessed March 19, 2016. [https://www2.health.vic.gov.au/about/publications/researchandreports/Transgender and gender diverse health and wellbeing](https://www2.health.vic.gov.au/about/publications/researchandreports/Transgender%20and%20gender%20diverse%20health%20and%20wellbeing).

"Transgender Athletes Can Now Compete in Olympics Without Surgery." The New York Times. January 25, 2016. Accessed March 20, 2016. http://www.nytimes.com/2016/01/26/sports/olympics/transgender-athletes-olympics-ioc.html?_r=0.

"Transgender Bathrooms." The Huffington Post. March 20, 2016. Accessed March 20, 2016.
<http://www.huffingtonpost.com/news/transgender-bathrooms/>.

"Transgender Hormones: TransGenderCare Medical Feminizing Program." Transgender Health Care Information Archive. Accessed March 21, 2016.

http://www.transgendercare.com/medical/resources/tmf_program/tmf_program_6.asp;

"Testosterone Hormone Replacement for Transsexuals (HRT)." Female to Male. Accessed March 21, 2016. <http://www.femaletomale.org/ftm-transitioning-guide/testosterone-hrt/>.

"Transgender-Specific Issues: Physical Appearance: Responding to Transgender Victims of Sexual Assault." U.S. Department of Justice: The Office for Victims of Crime. Accessed March 18, 2016. http://www.ovc.gov/pubs/forge/transgender_physical.html.

"Transgender Terminology." National Center for Transgender Equality. January 15, 2014. Accessed February 16, 2016. <http://www.transequality.org/issues/resources/transgender-terminology>.

"Uniform Boards 214 And 215 Results." United States Marine Corps: MARADMINS. December 14, 2015. Accessed March 21, 2016.
<http://www.marines.mil/mobile/MARADMINS/View/tabid/16340/Article/175522/uniform-boards-214-and-215-results.aspx>.

UNITED STATES v. WINDSOR, EXECUTOR OF THE ESTATE OF SPYER, ET AL. (The June 26, 2013).

Wagner, Meg. "Chicago School Allows Transgender Student Locker Room Access." New York

- Daily News. December 04, 2015. Accessed March 20, 2016.
<http://www.nydailynews.com/news/national/chicago-school-transgender-student-locker-room-access-article-1.2455224>.
- Ward, Brian W., James M. Dahlhamer, Adena M. Galinsky, and Sarah S. Joestl. "Sexual Orientation and Health Among U.S. Adults: National Health Interview Survey, 2013." The Centers for Disease Control and Prevention : The National Health Statistics Report. July 15, 2015. Accessed March 05, 2016. <http://www.cdc.gov/nchs/data/nhsr/nhsr077.pdf>
- "What We Know: Transgender Population." The Williams Institute: LGBT Stats. June 16, 2015. Accessed March 05, 2016. <http://williamsinstitute.law.ucla.edu/datablog/what-we-know-transgender/>
- "What We Know: Transgender Population Research Guide." The Williams Institute. June 16, 2015. Accessed February 16, 2016. <http://www.scribd.com/doc/268868291/What-We-Know-Transgender-Population-Research-Guide>.
<http://www.takepart.com/article/2014/10/22/transgender-military-service>.
- "Women's Armed Services Integration Act of 1948." *ProQuest*, June 12, 1948. Accessed January 18, 2016.
<HTTP://congressional.proquest.com.lomc.idm.oclc.org/congressional/docview/t53.d54.00062-stat-0356-100449?accountid=14746>.
<http://williamsinstitute.law.ucla.edu/research/military-related/discharges-under-the-dont-ask-dont-tell-policy-women-and-raciaethnic-minorities-2/>.
- Zitun, Yoav. "IDF to Support Transgender Recruits Throughout Sex Change Process." Ynet News. December 26, 2014. Accessed March 02, 2016.
<http://www.ynetnews.com/articles/0,7340,L-4608141,00.html>.

¹ Let Transgender Troops Serve Openly." The New York Times. June 04, 2015. Accessed March 06, 2016. http://www.nytimes.com/2015/06/04/opinion/let-transgender-troops-serve-openly.html?_r=0.

² "Transgender Terminology." National Center for Transgender Equality. January 15, 2014. Accessed February 16, 2016. <http://www.transequality.org/issues/resources/transgender-terminology>.

³ Grant, Jaime M., Lisa A. Mottet, and Justin Tanis. "Injustice at Every Turn: A Report of the National Transgender Discrimination Survey." The National Center for Transgender Equality: The National Gay and Lesbian Task Force. 2011. Accessed March 04, 2016.

⁴ Steinmetz, Katy. "States Battle Over Bathroom Access for Transgender People." Time Magazine. March 06, 2015. Accessed March 04, 2016. <http://time.com/3734714/transgender-bathroom-bills-lgbt-discrimination/>.

⁵ Katzenstein, Mary Fainsod, and Judith Reppy. *Beyond Zero Tolerance: Discrimination in Military Culture*. Lanham, MD: Rowman and Littlefield Publishers, 1999.

⁶ Belkin, Aaron, and Melissa Levitt. "Homosexuality and the Israeli Defense Forces: Did Lifting the Gay Ban Undermine Military Performance." *Armed Forces and Society* 27, no. 4 (Summer 2001): 541-65. Accessed February 28, 2016. [http://www.palmcenter.org/files/Homosexuality and Israel Defense Forces_0.pdf](http://www.palmcenter.org/files/Homosexuality%20and%20Israel%20Defense%20Forces_0.pdf).

⁷ "Executive Order 9981: Desegregation of the Armed Forces." National Archives: Our Documents. July 26, 1948. Accessed January 15, 2016. <http://www.ourdocuments.gov/doc.php?flash=true>.

⁸ "Executive Order 9981: Integration of the Armed Forces." National Museum of the United States Army. Accessed January 15, 2016. <https://armyhistory.org/executive-order-9981-integration-of-the-armed-forces/>.

⁹ "President Clinton's Speech Commemorating the 50th Anniversary of the Integration of the Armed Forces." Maryland School Improvement Program. Accessed March 05, 2016. http://mdk12.msde.maryland.gov/instruction/curriculum/hsa/us_history/desegregation.html.

¹⁰ "Public Law 625: The Women's Armed Services Integration Act of 1948." The Patriot Files. June 12, 1948. Accessed January 18, 2016. <http://www.patriotfiles.com/index.php?name=Sections>.

¹¹ "Women's Armed Services Integration Act of 1948." *ProQuest*, June 12, 1948. Accessed January 18, 2016. <HTTP://congressional.proquest.com.lomc.idm.oclc.org/congressional/docview/t53.d54.00062-stat-0356-100449?accountid=14746>.

¹² "The Equal Pay Act of 1963." United States Equal Employment Opportunity Commission. June 10, 1963. Accessed January 23, 2016. <http://www.eeoc.gov/laws/statutes/epa.cfm>.

¹³ Clinton, William J. "Remarks by the President at the National Defense University." The White House: Office of The Press Secretary. July 19, 1993. Accessed January 22, 2016. <http://clinton6.nara.gov/1993/07/1993-07-19-presidents-remarks-on-changes-to-the-gay-ban.html>.

¹⁴ Gates, Gary J. "Discharges Under the Don't Ask, Don't Tell Policy: Women and Racial/Ethnic Minorities." The University of California School of Law : The Williams Institute. September 22, 2010. Accessed January 24, 2016. <http://williamsinstitute.law.ucla.edu/research/military-related/discharges-under-the-dont-ask-dont-tell-policy-women-and-racialethnic-minorities-2/>.

¹⁵ "Don't Ask, Don't Tell Discharge Data." The Palm Center: Blueprints for Sound Public Policy. Accessed January 24, 2016. http://www.palmcenter.org/resources/dadt/discharge_data.

¹⁶ Frank, Nathaniel. *Unfriendly Fire: How the Gay Ban Undermines the Military and Weakens America*. New York: Thomas Dunne Books, 2009.

¹⁷ "Obama, Barack. "Statement by the President on the Repeal of Don't Ask, Don't Tell." The White House : Office of the Press Secretary. September 20, 2011. Accessed March 05, 2016. <https://www.whitehouse.gov/the-press-office/2011/09/20/statement-president-repeal-dont-ask-dont-tell>.

¹⁸ UNITED STATES v . WINDSOR, EXECUTOR OF THE ESTATE OF SPYER, ET AL . (The June 26, 2013).

¹⁹ OBERGEFELL ET AL . v . HODGES, DIRECTOR, OHIO DEPARTMENT OF HEALTH, ET AL . (June 26, 2015); Panetta, Leon. "Extending Benefits to Same-Sex Domestic Partners of Military Members." Department of Defense Archives. February 11, 2013. Accessed January 24, 2016. <http://archive.defense.gov/news/Same-SexBenefitsMemo.pdf>.

²⁰ Fact Sheet: Women in Service Review Implementation." Department of Defense. Accessed January 24, 2016. http://www.defense.gov/Portals/1/Documents/pubs/Fact_Sheet_WISR_FINAL.pdf.

²¹ Londono, Ernesto. "Pentagon Removes Ban on Women in Combat." The Washington Post. January 24, 2013. Accessed March 12, 2016. https://www.washingtonpost.com/world/national-security/pentagon-to-remove-ban-on-women-in-combat/2013/01/23/6cba86f6-659e-11e2-85f5-a8a9228e55e7_story.html.

²² "Fact Sheet: Women in Service Review Implementation." Department of Defense. Accessed January 24, 2016. http://www.defense.gov/Portals/1/Documents/pubs/Fact_Sheet_WISR_FINAL.pdf.

²³ Gibbons-Neff, Thomas. "New Marine Commandant: 'Personally Insulting' to Talk About Women in Combat." The Washington Post. October 02, 2015. Accessed March 18, 2016. <https://www.washingtonpost.com/news/checkpoint/wp/2015/10/02/new-marine-commandant-personally-insulting-to-talk-about-women-in-combat/>.

²⁴ Carter, Ashton. "Remarks on the Women-in-Service Review." U.S. Department of Defense. December 03, 2015. Accessed March 12, 2016. <http://www.defense.gov/News/Speeches/Speech-View/Article/632495/remarks-on-the-women-in-service-review>.

²⁵ B, Lolita. "Military Beginning to Recruit Women for Combat Jobs." Military.com. March 04, 2016. Accessed March 12, 2016. <http://www.military.com/daily-news/2016/03/04/military-beginning-to-recruit-women-for-combat-jobs.html>.

²⁶ Carter, Ashton. "Moving Out on Women-in-Service." Medium. March 10, 2016. Accessed March 12, 2016. <https://medium.com/@SecDef/moving-out-on-women-in-service-b3f3c0d12bf2#.c9hps1bb9>.

²⁷ Roosevelt, Franklin D. "FDR's First Inaugural Address." History Matters - George Mason University. Accessed February 16, 2016. <http://historymatters.gmu.edu/d/5057/>.

²⁸ "Growing Support for Gay Marriage: Changed Minds and Changing Demographics." Pew Research Center. March 20, 2013. Accessed February 16, 2016. <http://www.people-press.org/2013/03/20/growing-support-for-gay-marriage-changed-minds-and-changing-demographics/>.

²⁹ "What We Know: Transgender Population." The Williams Institute : LGBT Stats. June 16, 2015. Accessed March 05, 2016. <http://williamsinstitute.law.ucla.edu/datablog/what-we-know->

[transgender/](#); Ward, Brian W., James M. Dahlhamer, Adena M. Galinsky, and Sarah S. Joestl. "Sexual Orientation and Health Among U.S. Adults: National Health Interview Survey, 2013." The Centers for Disease Control and Prevention : The National Health Statistics Report. July 15, 2015. Accessed March 05, 2016. <http://www.cdc.gov/nchs/data/nhsr/nhsr077.pdf>; Gates, Gary J. "How Many People Are Lesbian, Gay, Bisexual , and Transgender ?" The Williams Institute. April 2011. Accessed February 16, 2016. How many people are lesbian, gay, bisexual, and transgender?

³⁰ "What We Know: Transgender Population Research Guide." The Williams Institute. June 16, 2015. Accessed February 16, 2016. <http://www.scribd.com/doc/268868291/What-We-Know-Transgender-Population-Research-Guide>.

³¹ "Tips for Allies of Transgender People." GLAAD. January 08, 2013. Accessed February 22, 2016. <http://www.glaad.org/transgender/allies>.

³² American Psychiatric Association. 2013. *Diagnostic and Statistical Manual of Mental Disorders: DSM-V-TR*. Washington, DC: American Psychiatric Association.

³³ Coleman, E., W. Bockting, M. Botzer, and P. Cohen-Kettenis. "Standards of Care for the Health of Transsexual, Transgender, and Gender Nonconforming People Volume 7." The World Professional Association for Transgender Health. 2011. Accessed March 09, 2016. http://www.wpath.org/uploaded_files/140/files/IJT_SOC_V7.pdf.

³⁴ Evander Deocariza, telephone conversation with the author, March 12, 2016; Spradley, Mike. "San Diego Pride and Transgender History Why the World Is a Better Place." The Huffington Post. October 06, 2016. Accessed March 13, 2016. http://www.huffingtonpost.com/mike-spradley/san-diego-pride-transgend_b_8237122.html.

³⁵ "Sex Reassignment Surgery." The Surgery Encyclopedia. Accessed March 09, 2016. <http://www.surgeryencyclopedia.com/Pa-St/Sex-Reassignment-Surgery.html>.

³⁶ Bernstein, Lenny. "Here's How Sex Reassignment Surgery Works." The Washington Post. February 09, 2015. Accessed March 09, 2016. <https://www.washingtonpost.com/news/to-your-health/wp/2015/02/09/heres-how-sex-reassignment-surgery-works/>.

³⁷ Grant, Jaime M., Lisa A. Mottet, and Justin Tanis. "Injustice at Every Turn: A Report of the National Transgender Discrimination Survey." The National Center for Transgender Equality: The. 2011. Accessed March 04, 2016.

³⁸ Bernstein, Lenny. "Here's How Sex Reassignment Surgery Works." The Washington Post. February 09, 2015. Accessed March 09, 2016. <https://www.washingtonpost.com/news/to-your-health/wp/2015/02/09/heres-how-sex-reassignment-surgery-works/>; "Transgender-Specific Issues: Physical Appearance: Responding to Transgender Victims of Sexual Assault." U.S. Department of Justice: The Office for Victims of Crime. Accessed March 18, 2016. http://www.ovc.gov/pubs/forge/transgender_physical.html; "Facial Feminization." Beverly Hills Transgender Surgery. Accessed March 18, 2016. <http://tgsurgery.com/facial-feminization/>.

³⁹ Jackson, Alyssa. "The High Cost of Being Transgender." CNN. July 31, 2015. Accessed March 10, 2016. <http://www.cnn.com/2015/07/31/health/transgender-costs-irpt/>.

⁴⁰ Johnson, Chris. "Pentagon Expects Decision on Trans Military Ban in Spring." Washington Blade. January 14, 2016. Accessed February 21, 2016. <http://www.washingtonblade.com/2016/01/14/pentagon-expects-determination-on-trans-military-ban-in-spring/>.

-
- ⁴¹ Carter, Ash. "Statement by Secretary of Defense Ash Carter on DOD Transgender Policy." United States Department of Defense: News Releases. July 13, 2015. Accessed February 21, 2016. <http://www.defense.gov/News/News-Releases/News-Release-View/Article/612778>.
- ⁴² American Psychiatric Association. 2013. *Diagnostic and Statistical Manual of Mental Disorders: DSM-V-TR*. Washington, DC: American Psychiatric Association.
- ⁴³ Ibid.
- ⁴⁴ American Psychiatric Association. 2013. *Diagnostic and Statistical Manual of Mental Disorders: DSM-V-TR*. Washington, DC: American Psychiatric Association.
- ⁴⁵ Pasulka, Nicole. "18 Countries Let Trans People Serve in the Military-Will the U.S. Be Next?" Take Part. October 22, 2014. Accessed March 18, 2016. <http://www.takepart.com/article/2014/10/22/transgender-military-service>.
- ⁴⁶ Okros, Alan and Denise Scott. 2015. "Gender Identity in the Canadian Forces: A Review of Possible Impacts on Operational Effectiveness." *Armed Forces and Society* 41 (2): 243. <http://search.proquest.com.lomc.idm.oclc.org/docview/1666454999?accountid=14746>.
- ⁴⁷ Okros, Alan and Denise Scott. 2015. "Gender Identity in the Canadian Forces: A Review of Possible Impacts on Operational Effectiveness." *Armed Forces and Society* 41 (2): 243. <http://search.proquest.com.lomc.idm.oclc.org/docview/1666454999?accountid=14746>.
- ⁴⁸ Herzog, Michael. "New IDF Strategy Goes Public." The Washington Institute for Near East Policy. August 28, 2015. Accessed March 03, 2016. <http://www.washingtoninstitute.org/policy-analysis/view/new-idf-strategy-goes-public>.
- ⁴⁹ "Israeli Military to Further Integration of Transgender Draftees." I24news. December 26, 2014. Accessed March 02, 2016. <http://www.i24news.tv/en/news/israel/diplomacy-defense/55704-141226-israeli-military-to-boost-integration-of-transgender-draftees>.
- ⁵⁰ Zitun, Yoav. "IDF to Support Transgender Recruits Throughout Sex Change Process." Ynet News. December 26, 2014. Accessed March 02, 2016. <http://www.ynetnews.com/articles/0,7340,L-4608141,00.html>.
- ⁵¹ Speckhard, Anne, and Reuvan Paz. "Transgender Service in the Israeli Defense Forces: A Polar Opposite Stance to the U.S. Military Policy of Barring Transgender Soldiers from Service." *Transgender Service in the Israel Defense Forces: A Polar Opposite Stance to the U.S. Military Policy of Barring Transgender Soldiers from Service*. Accessed March 02, 2016. http://www.academia.edu/14134575/Transgender_Service_in_the_Israel_Defense_Forces_A_Polar_Opposite_Stance_to_the_U.S._Military_Policy_of_Barring_Transgender_Soldiers_from_Service.
- ⁵² Zitun, Yoav. "IDF to Support Transgender Recruits Throughout Sex Change Process." Ynet News. December 26, 2014. Accessed March 02, 2016. <http://www.ynetnews.com/articles/0,7340,L-4608141,00.html>.
- ⁵³ "Israel Changes Laws for Gender Reassignment." The Washington Blade. May 15, 2014. Accessed March 03, 2016. <http://www.washingtonblade.com/2014/05/15/israel-changes-laws-gender-reassignment/>.
- ⁵⁴ Speckhard, Anne, and Reuvan Paz. "Transgender Service in the Israeli Defense Forces: A Polar Opposite Stance to the U.S. Military Policy of Barring Transgender Soldiers from Service." *Transgender Service in the Israel Defense Forces: A Polar Opposite Stance to the U.S. Military Policy of Barring Transgender Soldiers from Service*. Accessed March 02, 2016. http://www.academia.edu/14134575/Transgender_Service_in_the_Israel_Defense_Forces_A_Polar_Opposite_Stance_to_the_U.S._Military_Policy_of_Barring_Transgender_Soldiers_from_Service.

lar_Opposite_Stance_to_the_U.S._Military_Policy_of_Barring_Transgender_Soldiers_from_Service.

⁵⁵ Speckhard, Anne, and Reuvan Paz. "Transgender Service in the Israeli Defense Forces: A Polar Opposite Stance to the U.S. Military Policy of Barring Transgender Soldiers from Service." Transgender Service in the Israel Defense Forces: A Polar Opposite Stance to the U.S. Military Policy of Barring Transgender Soldiers from Service. Accessed March 02, 2016. http://www.academia.edu/14134575/Transgender_Service_in_the_Israel_Defense_Forces_A_Polar_Opposite_Stance_to_the_U.S._Military_Policy_of_Barring_Transgender_Soldiers_from_Service.

⁵⁶ "Defence Diversity and Inclusion Strategy." Australian Department of Defence. July 22, 2013. Accessed March 05, 2016. http://www.defence.gov.au/diversity/_Master/docs/strategy/DDIS-12-17.pdf.

⁵⁷ Potts, Andrew M. "ADF to Review Trans Policy." The Star Observer. September 21, 2010. Accessed March 05, 2016. <http://www.starobserver.com.au/news/local-news/new-south-wales-news/adf-to-review-trans-policy/31064>.

⁵⁸ "Benefits of an Army Career." Defence Jobs Australia. Accessed March 18, 2016. <http://www.defencejobs.gov.au/army/why-join-the-army/benefits/>.

⁵⁹ "Australian Defence Force Spends \$640,000 on Gender Identity Treatment for Transitioning Troops." The Advertiser. June 10, 2015. Accessed March 18, 2016. <http://www.adelaidenow.com.au/news/national/sex-change-and-breast-enhancements-for-australian-defence-force-troops-hits-640000/news-story/118d6b2b7d645b8536b79411344fac26>.

⁶⁰ Bearman, Gale. "A Guide to Transgender Health Care in Queensland." Australian Transgender Support Association Queensland. Accessed March 19, 2016. <http://www.atsaq.com/new-g-clinic-02.html>.

⁶¹ "About the PBS." Australian Government: Department of Health. January 01, 2016. Accessed March 19, 2016. <http://www.pbs.gov.au/info/about-the-pbs>.

⁶² "Medicare." Australian Government: Department of Human Services. Accessed March 19, 2016. <https://www.humanservices.gov.au/customer/dhs/medicare>.

⁶³ "Transgender and Gender Diverse Health and Wellbeing." Victoria State Government: Department of Health and Human Services. October 09, 2014. Accessed March 19, 2016. https://www2.health.vic.gov.au/about/publications/researchandreports/Transgender_and_gender_diverse_health_and_wellbeing.

⁶⁴ Steinmetz, Katy. "This Is What 'Cisgender' Means." Time M. December 23, 2014. Accessed March 10, 2016. <http://time.com/3636430/cisgender-definition/>.

⁶⁵ Speckhard, Anne, and Reuvan Paz. "Transgender Service in the Israeli Defense Forces: A Polar Opposite Stance to the U.S. Military Policy of Barring Transgender Soldiers from Service." Transgender Service in the Israel Defense Forces: A Polar Opposite Stance to the U.S. Military Policy of Barring Transgender Soldiers from Service. Accessed March 02, 2016. http://www.academia.edu/14134575/Transgender_Service_in_the_Israel_Defense_Forces_A_Polar_Opposite_Stance_to_the_U.S._Military_Policy_of_Barring_Transgender_Soldiers_from_Service.

⁶⁶ Speckhard, Anne, and Reuvan Paz. "Transgender Service in the Israeli Defense Forces: A Polar Opposite Stance to the U.S. Military Policy of Barring Transgender Soldiers from Service." Transgender Service in the Israel Defense Forces: A Polar Opposite Stance to the U.S. Military Policy of Barring Transgender Soldiers from Service. Accessed March 02, 2016.

http://www.academia.edu/14134575/Transgender_Service_in_the_Israel_Defense_Forces_A_Polar_Opposite_Stance_to_the_U.S._Military_Policy_of_Barring_Transgender_Soldiers_from_Service.

⁶⁷ "Department of Defense Instruction Number 6130.03." Department of the Navy, Medical. September 13, 2011. Accessed March 06, 2016.

http://www.med.navy.mil/sites/nmotc/nami/arwg/Documents/WaiverGuide/DODI_6130.03_JUL12.pdf.

⁶⁸ Carter, Ash. "Statement by Secretary of Defense Ash Carter on DOD Transgender Policy." United States Department of Defense: News Releases. July 13, 2015. Accessed February 21, 2016. <http://www.defense.gov/News/News-Releases/News-Release-View/Article/612778>.

⁶⁹ Carter, Ash. "Statement by Secretary of Defense Ash Carter on DOD Transgender Policy." United States Department of Defense: News Releases. July 13, 2015. Accessed February 21, 2016. <http://www.defense.gov/News/News-Releases/News-Release-View/Article/612778>.

⁷⁰ "Let Transgender Troops Serve Openly." The New York Times. June 04, 2015. Accessed March 06, 2016. http://www.nytimes.com/2015/06/04/opinion/let-transgender-troops-serve-openly.html?_r=0.

⁷¹ Tilghman, Andrew. "Transgender Troops Policy Change Raises Many Questions." The Navy Times. July 19, 2015. Accessed March 06, 2016.

<http://www.navytimes.com/story/military/pentagon/2015/07/18/transgender-troops-policy-change-raises-many-questions/30256249/>.

⁷² Noonan, Michael P. "Dempsey's Wise Words on the Military Profession." US News. January 23, 2014. Accessed March 06, 2016. <http://www.usnews.com/opinion/blogs/world-report/2014/01/23/gen-martin-dempseys-wise-words-on-the-military-profession>;

⁷³ "The Armed Forces Officer." Department of Defense. January 2006. Accessed March 15, 2016. <http://www.dtic.mil/doctrine/education/armedforcesofficer.pdf>.

⁷⁴ "Defense Secretary Faces Pushback on Lifting Transgender Ban." CBS News. March 25, 2015. Accessed March 06, 2016. <http://www.cbsnews.com/news/defense-secretary-faces-pushback-on-lifting-transgender-ban/>.

⁷⁵ Baldor, Lolita C. "Pentagon Announces Plan Aimed at Lifting Transgender Ban." The Associated Press. July 13, 2015. Accessed March 06, 2016.

<http://bigstory.ap.org/article/67db24e3b2604c39b20c4b7f7e5bcbf7/apnewsbreak-pentagon-readying-plan-lift-transgender-ban>.

⁷⁶ "Military Leaders Express Concerns Over Lifting Ban On Transgender People Serving In Armed Forces." CBS San Francisco. March 25, 2015. Accessed March 11, 2016.

<http://sanfrancisco.cbslocal.com/2015/03/25/military-leaders-express-concerns-over-lifting-ban-on-transgender-people-serving-in-armed-forces/>.

⁷⁷ "Transgender Bathrooms." The Huffington Post. March 20, 2016. Accessed March 20, 2016. <http://www.huffingtonpost.com/news/transgender-bathrooms/>.

⁷⁸ Wagner, Meg. "Chicago School Allows Transgender Student Locker Room Access." New York Daily News. December 04, 2015. Accessed March 20, 2016.

<http://www.nydailynews.com/news/national/chicago-school-transgender-student-locker-room-access-article-1.2455224>.

⁷⁹ "Overview of Regulations for Transgender Military Personnel from UK, Canada, and Australia." The Palm Center: Blueprints for Sound Public Policy. 2013. Accessed March 20, 2016. <https://www.pritzkermilitary.org/files/1613/8756/0791/900315.pdf>.

-
- ⁸⁰ "Overview of Regulations for Transgender Military Personnel from UK, Canada, and Australia." The Palm Center: Blueprints for Sound Public Policy. 2013. Accessed March 20, 2016. <https://www.pritzkermilitary.org/files/1613/8756/0791/900315.pdf>.
- ⁸¹ "Policy for the Recruitment and Management of Transsexual Personnel in the Armed Forces." Gender and Identity Research and Education Society. Accessed March 20, 2016. <http://www.gires.org.uk/assets/Consultations/MOD-policy.pdf>.
- ⁸² "Policy for the Recruitment and Management of Transsexual Personnel in the Armed Forces." Gender and Identity Research and Education Society. Accessed March 20, 2016. <http://www.gires.org.uk/assets/Consultations/MOD-policy.pdf>.
- ⁸³ First Sergeant Fabian Estrada, telephone conversation with the author, March 10, 2016.
- ⁸⁴ "NCAA Inclusion of Transgender Student-Athletes." National Collegiate Athletic Association. August 2011. Accessed March 20, 2016. https://www.ncaa.org/sites/default/files/Transgender_Handbook_2011_Final.pdf.
- ⁸⁵ "NCAA Inclusion of Transgender Student-Athletes." National Collegiate Athletic Association. August 2011. Accessed March 20, 2016. https://www.ncaa.org/sites/default/files/Transgender_Handbook_2011_Final.pdf.
- ⁸⁶ "Transgender Athletes Can Now Compete in Olympics Without Surgery." The New York Times. January 25, 2016. Accessed March 20, 2016. http://www.nytimes.com/2016/01/26/sports/olympics/transgender-athletes-olympics-ioc.html?_r=0.
- ⁸⁷ "IOC Rules Transgender Athletes Can Take Part in Olympics Without Surgery." The Guardian. January 24, 2016. Accessed March 20, 2016. <http://www.theguardian.com/sport/2016/jan/25/ioc-rules-transgender-athletes-can-take-part-in-olympics-without-surgery>.
- ⁸⁸ First Sergeant Fabian Estrada, telephone conversation with the author, March 10, 2016.
- ⁸⁹ "Transgender Hormones : TransGenderCare Medical Feminizing Program." Transgender Health Care Information Archive. Accessed March 21, 2016. http://www.transgencare.com/medical/resources/tmf_program/tmf_program_6.asp; "Testosterone Hormone Replacement for Transsexuals (HRT)." Female to Male. Accessed March 21, 2016. <http://www.femaletomale.org/ftm-transitioning-guide/testosterone-hrt/>.
- ⁹⁰ "Overview of Regulations for Transgender Military Personnel from UK, Canada, and Australia." The Palm Center: Blueprints for Sound Public Policy. 2013. Accessed March 20, 2016.
- ⁹¹ "IDF's 1st Openly Transgender Officer." IDF Blog: The Official Blog of the Israel Defense Forces. May 17, 2015. Accessed March 21, 2016. <https://www.idfblog.com/blog/2015/05/17/4-things-hear-first-openly-transgender-officer-idf/>.
- ⁹² Evander Deocariza, telephone conversation with the author, March 12, 2016.
- ⁹³ "Marine Corps Uniform Board 216 Decision." United States Marine Corps: MARADMINS. January 08, 2016. Accessed March 21, 2016. <http://www.marines.mil/News/Messages/MessagesDisplay/tabid/13286/Article/175728/marine-corps-uniform-board-216-decisions.aspx>.
- ⁹⁴ Faram, Mark D. "Sweeping Uniform Changes Emphasize Gender Neutrality." The Navy Times. October 09, 2015. Accessed March 21, 2016. <http://www.navytimes.com/story/military/2015/10/09/sweeping-uniform-changes-emphasize-gender-neutrality/73602238/>.

-
- ⁹⁵ Sisk, Richard. "Navy Moves Toward Unisex Uniforms and Covers." Military.com. October 12, 2015. Accessed March 21, 2016. <http://www.military.com/daily-news/2015/10/12/navy-moves-toward-unisex-uniforms-and-covers.html>.
- ⁹⁶ "Uniform Boards 214 And 215 Results." United States Marine Corps: MARADMINS. December 14, 2015. Accessed March 21, 2016. <http://www.marines.mil/mobile/MARADMINS/View/tabid/16340/Article/175522/uniform-boards-214-and-215-results.aspx>.
- ⁹⁷ Colonel Joseph Pina, telephone conversation with the author, February 24, 2016.
- ⁹⁸ "Plastic Surgery." Walter Reed National Military Medical Center. Accessed March 15, 2016. <http://www.wrnmcc.caped.med.mil/Health Services/Surgery/Surgery/Plastic Surgery/SitePages/Home.aspx>.
- ⁹⁹ Reed, Charlie. "Nip and Tuck ... Sometimes on the Military's Buck." Stars and Stripes. March 09, 2010. Accessed March 16, 2016. <http://www.stripes.com/news/nip-and-tuck-sometimes-on-the-military-s-buck-1.99789>.
- ¹⁰⁰ Belkin, Aaron. "Caring for Our Transgender Troops - The Negligible Cost of Transition-Related Care — NEJM." New England Journal of Medicine. September 17, 2015. Accessed March 16, 2016. <http://www.nejm.org/doi/full/10.1056/NEJMp1509230>.
- ¹⁰¹ "Defense Budget Overview: United States Department of Defense Fiscal Year 2017 Budget Request." Office of the Under Secretary of Defense Chief Financial Officer. February 2016. Accessed March 16, 2016. http://comptroller.defense.gov/Portals/45/documents/defbudget/FY2017/FY2017_Budget_Request_Overview_Book.pdf; "DoD Personnel, Workforce Reports, and Publications." Defense Manpower Data Center. January 2016. Accessed March 16, 2016. https://www.dmdc.osd.mil/appj/dwp/dwp_reports.jsp.
- ¹⁰² "San Francisco Transgender Benefit: Total Claims Experience and Plan Evolution, By Year (2001-2006)." The Human Rights Campaign. Accessed March 18, 2016. <http://www.hrc.org/resources/san-francisco-transgender-benefit-total-claims-experience-and-plan-evolutio>.
- ¹⁰³ "Recommendations for Transgender Health Care." Transgender Law Center. Accessed March 19, 2016. <http://www.transgenderlaw.org/resources/tlchealth.htm>.
- ¹⁰⁴ Tashman, Brian. "Elaine Donnelly Fears Military Will 'Become A Magnet' For Transgender Service Members." Right Wing Watch. March 20, 2014. Accessed March 18, 2016. <http://www.rightwingwatch.org/content/elaine-donnelly-fears-military-will-become-magnet-transgender-service-members>.
- ¹⁰⁵ Harrison-Quintana, Jack, and Jody Herman. "Still Serving in Silence: Transgender Service Members and Veterans in the National Transgender Discrimination Survey." The University of California School of Law : The Williams Institute. 2013. Accessed March 19, 2016. <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Harrison-Quintana-Herman-LGBTQ-Policy-Journal-2013.pdf>.
- ¹⁰⁶ "Military and Veterans." National Center for Transgender Equality. Accessed March 21, 2016. <http://www.transequality.org/issues/military-veterans>.