

REFERENCES

-
- American Psychiatric Association. (1980). *Diagnostic and statistical manual of mental disorders* (3rd ed.). Washington, DC: Author.
- American Psychiatric Association. (1987). *Diagnostic and statistical manual of mental disorders* (3rd ed., revised). Washington, DC: Author.
- American Psychiatric Association. (1994). *Diagnostic and statistical manual of mental disorders* (4th ed.). Washington, DC: Author.
- American Psychiatric Association. (2000). *Diagnostic and statistical manual of mental disorders* (4th ed., text revision). Washington, DC: Author.
- American Psychiatric Association. (2010). *Proposed draft revisions to DSM disorders and criteria*. Retrieved August 24, 2010, from <http://www.dsm5.org>
- American Psychological Association. (2010). *Sexual orientation and homosexuality*. Retrieved August 24, 2010, from <http://www.apa.org/helpcenter/sexual-orientation.aspx>
- Baer, M., & Frese, M. (2003). Innovation is not enough: Climate for initiative and psychological safety, process innovations, and firm performance. *Journal of Organizational Behavior*, 24, 45–68.

- Bailey, J. M. (2003). *The man who would be queen: The science of gender-bending and transsexualism*. Washington, DC: Joseph Henry Press.
- Battle, J., Cohen, C., Ferguson, G., & Audam, S. (2002). *Say it loud, I am black and proud*. Washington, DC: National Gay and Lesbian Policy Institute.
- Baumbach, J., & Turner, L. A. (1992). Female gender disorder: A new model and clinical applications. *Journal of Psychology and Human Sexuality*, 5(4), 107-129.
- Baumeister, R. F. (2000). Gender differences in erotic plasticity: The female sex drive as socially flexible and responsive. *Psychological Bulletin*, 126, 347-374.
- Beam, C. (2007). *Transparent: Love, family, and living the T with transgender teenagers*. Orlando, FL: Harcourt.
- Beemyn, B. G. (2003). Serving the needs of transgender college students. *Journal of Gay and Lesbian Issues in Education*, 1(1), 33-50.
- Beemyn, B. G. (2005). Making campuses more inclusive of transgender students. *Journal of Gay and Lesbian Issues in Education*, 3(1), 77-89.
- Beemyn, B. G. (2008). Genderqueer. In C. J. Summers (Ed.), *glbtq: An encyclopedia of gay, lesbian, bisexual, transgender, and queer culture*. Retrieved August 24, 2010, from www.glbtq.com/social-sciences/genderqueer.html
- Beemyn, B. G., Curtis, B., Davis, M., & Tubbs, N. J. (2005). Transgender issues on college campuses. In R. L. Sanlo (Ed.), *Gender identity and sexual orientation: Research, policy, and personal perspectives* (pp. 41-49). San Francisco: Jossey-Bass.
- Beemyn, B. G., Domingue, A., Pettitt, J., & Smith, T. (2005). Suggested steps to make campuses more trans-inclusive. *Journal of Gay and Lesbian Issues in Education*, 3(1), 89-104.
- Benjamin, H. (1966). *The transsexual phenomenon*. New York: Julian Press.
- Bensimon, E. M. (2004). The diversity scorecard: A learning approach to institutional change. *Change*, 36(1), 45-52.
- Berry, P., McGuffee, K., Rush, J., & Columbus, S. (2003). Discrimination in the workplace: The firing of a transsexual. *Journal of Human Behavior in the Social Environment*, 8(2/3), 225-239.
- Bilodeau, B. (2009). *Genderism: Transgender students, binary systems and higher education*. Saarbrücken, Germany: Verlag Dr. Müller.

- Blackless, M., Charuvastra, A., Derryc, A., Fausto-Sterling, A., Lauzanne, K., & Lee, E. (2000). How sexually dimorphic are we? Review and synthesis. *American Journal of Human Biology*, 12, 151-166.
- Blanchard, R. (2000). *Autogynephilia and the taxonomy of gender identity disorders in biological males*. Paper presented at the International Academy of Sex Research. Retrieved August 24, 2010, from www.autogynephilia.org/ColoredParisTalk_files/v3_document.htm
- Bolin, A. (1988). *In search of Eve: Transsexual rites of passage*. South Hadley, MA: Bergin & Garvey.
- Bolin, A. (1994). Transcending and transgenering: Male-to-female transsexuals, dichotomy and diversity. In G. Herdt (Ed.), *Third sex, third gender: Beyond sexual dimorphism in culture and history* (pp. 447-485). New York: Zone Books.
- Bornstein, K. (1994). *Gender outlaw: On men, women, and the rest of us*. New York: Routledge.
- Brill, S., & Pepper, R. (2008). *The transgender child: A handbook for families and professionals*. San Francisco: Cleis Press.
- Brown, G. R. (1988). Transsexuals in the military: Flight into hyper-masculinity. *Archives of Sexual Behavior*, 17(6), 527-537.
- Brown, R. D., Clarke, B., Gortmaker, V., & Robinson-Keilig, R. (2004). Assessing the campus climate for gay, lesbian, bisexual, and transgender (GLBT) students using a multiple perspectives approach. *Journal of College Student Development*, 45, 8-26.
- Buhrich, N., & Beaumont, T. (1981). Comparison of transvestism in Australia and America. *Archives of Sexual Behavior*, 10(3), 269-279.
- Buhrich, N., & McConaghy, N. (1977). The discrete syndromes of transvestism and transsexualism. *Archives of Sexual Behavior*, 6(6), 483-495.
- Buhrich, N., & McConaghy, N. (1978). Parental relationships during childhood in homosexuality, transvestism and transsexualism. *Australian and New Zealand Journal of Psychiatry*, 12, 103-108.
- Buhrich, N., & McConaghy, N. (1979). Tests of gender feelings and behavior in homosexuality, transvestism and transsexualism. *Journal of Clinical Psychology*, 35(1), 187-191.
- Bullough, B., & Bullough, V. (1993). *Cross dressing, sex, and gender*. Philadelphia: University of Pennsylvania Press.

- Bullough, B., & Bullough, V. (1997). Men who cross-dress: A survey. In B. Bullough, V. L. Bullough, & J. Elias (Eds.), *Gender blending* (pp. 174–188). Amherst, NY: Prometheus Books.
- Bullough, V., Bullough, B., & Smith, R. (1983). A comparative study of male transvestites, male to female transsexuals, and male homosexuals. *Journal of Sex Research*, 19(3), 238–257.
- Butler, J. (1990). *Gender trouble: Feminism and the subversion of identity*. New York: Routledge.
- Butler, J. (2004). *Undoing gender*. New York: Routledge.
- Cameron, D. (2005). Language, gender, and sexuality: Current issues and new directions. *Applied Linguistics*, 26(4), 482–502.
- Carroll, J. L., & Wolpe, P. R. (1996). *Sexuality and gender in society*. New York: Harper-Collins.
- Cass, V. C. (1979). Homosexual identity formation: A theoretical model. *Journal of Homosexuality*, 4, 219–235.
- Cassirer, E. (1978). *An essay on man*. New Haven, CT: Yale University Press.
- Clements-Nolle, K., Marx, R., & Katz, M. (2006). Attempted suicide among transgender persons: The influence of gender-based discrimination and victimization. *Journal of Homosexuality*, 51(3), 53–69.
- Confucius. (1980). Rectification of names. In J. R. Ware (Trans.), *The analects of Confucius* (book 13, verse 3). Retrieved August 24, 2010, from http://www.analects-ink.com/mission/Confucius_Rectification.html
- Creswell, J. (2008). *Research design: Qualitative, quantitative, and mixed methods approaches* (3rd ed.). Thousand Oaks, CA: Sage.
- Cromwell, J. (1999). *Transmen and FTMs: Identities, bodies, genders, and sexualities*. Urbana: University of Illinois Press.
- Daley, C., Kulger, E., & Hirshman, J. (2000). *Walking while transgender: Law enforcement harassment of San Francisco's transgender/transsexual community*. San Francisco: Ella Baker Center for Human Rights/TransAction.
- D'Augelli, A. R. (1994a). Identity development and sexual orientation: Toward a model of lesbian, gay, and bisexual development. In E. J. Trickett, R. J. Watts, & D. Birman (Eds.), *Human diversity: Perspectives on people in context* (pp. 312–333). San Francisco: Jossey-Bass.
- D'Augelli, A. R. (1994b). Lesbian and gay male development: Steps toward an analysis of lesbian and gay men's lives. In B. Greene

- & G. M. Herek (Eds.), *Lesbian and gay psychology: Theory, research, and clinical applications* (pp. 118–132). Beverly Hills, CA: Sage.
- Denny, D. (2006). Transgender communities of the United States in the late twentieth century. In P. Currah, R. M. Juang, & S. P. Minter (Eds.), *Transgender rights* (pp. 171–191). Minneapolis: University of Minnesota Press.
- Devor, A. H. (1997a). *FTM: Female-to-male transsexuals in society*. Bloomington: Indiana University Press.
- Devor, A. H. (1997b). More than manly women: How female-to-male transsexuals reject lesbian identities. In B. Bullough, V. L. Bullough, & J. Elias (Eds.), *Gender blending* (pp. 87–102). Amherst, NY: Prometheus Books.
- Devor, A. H. (2004a). Witnessing and mirroring: A fourteen stage model of transsexual identity formation. In U. Leli & J. Drescher (Eds.), *Transgender subjectivities: A clinician's guide* (pp. 41–67). Binghamton, NY: Haworth Medical Press.
- Devor, A. H. (2004b). Witnessing and mirroring: A fourteen stage model of transsexual identity formation. *Journal of Gay & Lesbian Psychotherapy*, 8, 41–67.
- Diamond, L. M., & Savin-Williams, R. C. (2003). Explaining diversity in the development of same-sex sexuality among young women. In L. D. Garnets & D. C. Kimmel (Eds.), *Psychological perspectives on lesbian, gay, and bisexual experiences* (2nd ed., pp. 130–148). New York: Columbia University Press.
- Diamond, M. (Ed.). (2004). *From the inside out: Radical gender transformation, FTM and beyond*. San Francisco: Manic D Press.
- Docter, R. F. (1988). *Transvestites and transsexuals: Toward a theory of cross-gender behavior*. New York: Plenum Press.
- Docter, R. F., & Fleming, J. S. (1993). Dimensions of transvestism and transsexualism: The validation and factorial structure of the cross-gender questionnaire. *Journal of Psychology and Human Sexuality*, 5, 15–37.
- Docter, R. F., & Prince, V. (1997). Transvestism: A survey of 1032 cross-dressers. *Archives of Sexual Behavior*, 26(6), 589–605.
- Dugan, J. P., Kusel, M. L., & Simounet, D. (2010). *Transgender college students: An exploratory study of perceptions, engagement, and educational outcomes*. Paper presented at the American College Personnel Association Convention.

- Ebaugh, H. R. F. (1988). *Becoming an ex: The process of role exit*. Chicago: University of Chicago Press.
- Ekins, R. (1997). *Male femaling: A grounded theory approach to cross-dressing and sex changing*. New York: Routledge.
- Eliason, M. J. (1996). Identity formation for lesbian, bisexual, and gay persons: Beyond a “minoritizing” view. *Journal of Homosexuality*, 30(3), 31–58.
- Elshtain, J. B. (1998). Contemporary directions in liberal feminism. In R. Tong (Ed.), *Feminist thought* (pp. 87–93). Boulder, CO: Westview Press.
- Erhardt, V. (2007). *Head over heels: Wives who stay with cross-dressers and transsexuals*. New York: Haworth Press.
- Ettner, R. (1999). *Gender loving care: A guide to counseling gender-variant clients*. New York: Norton.
- Evans, N. J., & Broido, E. (1999). Coming out in college residence halls: Negotiation, meaning making, challenges, supports. *Journal of College Student Development*, 40, 658–668.
- Fausto-Sterling, A. (1993, March/April). The five sexes: Why male and female are not enough. *The Sciences*, 20–24.
- Fausto-Sterling, A. (2000). *Sexing the body*. New York: Basic Books.
- Federal Bureau of Investigation. *Crime in the United States, 2004*. Retrieved April 24, 2011, from <http://www.fbi.gov/about-us/cjis/ucr/crime-in-the-u.s/2004>
- Feinberg, L. (1998). *Trans liberation: Beyond pink or blue*. Boston: Beacon Press.
- Felsenthal, K. D. (2004). Enacting masculinity. Antigay violence and group rape as a participatory theater. *Sexuality Research & Social Policy: Journal of NSRC*, 1(2), 25–40.
- Ferber, A. L., Grattet, R., & Jenness, V. (1999). *Hate crimes in America: What do we know?* Washington, DC: American Sociological Association.
- Freund, K., Steiner, B. W., & Chan, S. (1982). Two types of cross gender identity. *Archives of Sexual Behavior*, 11, 49–63.
- Gagné, P., Tewksbury, R., & McGaughey, D. (1997). Coming out and crossing over: Identity formation and proclamation in a transgender community. *Gender & Society*, 11(4), 478–508.
- Gehi, P. S., & Arkles, G. (2007). Unraveling injustice: Race and class impact of Medicaid exclusions of transition-related health care for

- transgender people. *Journal of Sexual Research and Social Policy*, 4, 7-35.
- GenderPAC. (1997). *The first national survey of transgender violence*. Washington, DC: Author.
- GenderPAC. (2006). *50 under 30: Masculinity and the war on American youth*. Washington, DC: Author.
- GID Reform Advocates. (2004). *GID reform advocates: Because our identities are not disordered*. Retrieved August 24, 2010, from <http://www.transgender.org/gidr/index.html>
- Girshick, L. B. (2008). *Transgender voices: Beyond women and men*. Hanover, NH: University Press of New England.
- Glaser, B. G., & Strauss, A. L. (1967). *The discovery of grounded theory: Strategies for qualitative research*. New York: de Gruyter.
- Glick, W. H. (1985). Conceptualizing and measuring organizational and psychological climate: Pitfalls of multilevel research. *Academy of Management Review*, 10(3), 601-616.
- Gorton, R., Buth, J., & Spade, D. (2005). *Medical therapy and health maintenance for transgender men: A guide for health care providers*. San Francisco: Lyon-Martin Women's Health Services.
- Green, E. R. (2006). Debating trans inclusion in the feminist movement: A trans-positive analysis. *Journal of Lesbian Studies*, 10(1/2), 231-248.
- Green, J. (2004). *Becoming a visible man*. Nashville, TN: Vanderbilt University Press.
- Greenberg, J. A. (2006). *The roads less traveled: The problem with sex categories*. In P. Currah, R. Juang, & S. Minter (Eds.), *Transgender rights*. Minneapolis: University of Minnesota Press.
- Grossman, A. H., & D'Augelli, A. R. (2006). Transgender youth: In-visible and vulnerable. *Journal of Homosexuality*, 51(1), 111-128.
- Grossman, A. H., & D'Augelli, A. R. (2007). Transgender youth and life-threatening behaviors. *Suicide and Life-Threatening Behaviors*, 37, 527-537.
- Grossman, A. H., D'Augelli, A. R., Howell, T. J., & Hubbard, S. (2005). Parents' reactions to transgender youths' gender nonconforming expression and identity. *Journal of Gay & Lesbian Social Services*, 18(1), 3-16.
- Guiffrida, D., Gouveia, A., Wall, A., & Seward, D. (2008). Development and validation of the need for relatedness at college

- questionnaire (NRC-Q). *Journal of Diversity in Higher Education*, 1(4), 251-261.
- Gurin, P., Dey, E. L., Hurtado, S., & Gurin, G. (2002). Diversity and higher education: Theory and impact on educational outcomes. *Harvard Educational Review*, 72(3), 330-367.
- Haider-Markel, D. P. (1998). The politics of social regulatory policy: State and federal hate crime policy and implementation effort. *Political Research Quarterly*, 51(1), 69-88.
- Hall, R., & Sandler, R. (1984). *Out of the classroom: A chilly campus climate for women?* Washington, DC: Project on the Status and Education of Women, Association of American Colleges.
- Harper, S. R., & Hurtado, S. (2007). Nine themes in campus racial climates and implications for institutional transformation. In S. R. Harper & L. D. Patton (Eds.), *Responding to the realities of race on campus* (pp. 7-24). San Francisco: Jossey-Bass.
- Harry, J. (1990). Conceptualizing anti-gay violence. *Journal of Interpersonal Violence*, 5(3), 350-358.
- Hart, J., & Fellabaum, J. (2008). Analyzing campus climate studies: Seeking to define and understand. *Journal of Diversity in Higher Education*, 1(4), 222-234.
- Hiestand, K. R., & Levitt, H. M. (2005). Butch identity development: The formation of an authentic gender. *Feminism & Psychology*, 15(1), 61-85.
- Hill, D. B. (2002). Genderism, transphobia, and gender bashing: A framework for interpreting anti-transgender violence. In B. Wallace & R. Carter (Eds.), *Understanding and dealing with violence: A multicultural approach* (pp. 113-136). Thousand Oaks, CA: Sage.
- Hill, D. B. (2005). Coming to terms: Using technology to know identity. *Sexuality and Culture*, 9(3), 24-52.
- Hirschfeld, M. (1991). *Transvestites: The erotic drive to cross dress* (M. A. Lombardi-Nash, Trans.). Buffalo, NY: Prometheus Books. (Original work published 1910)
- Hofstede, G., Neuijen, B., Ohayv, D. D., & Sanders, G. (1990). Measuring organizational cultures: A qualitative and quantitative study across twenty cases. *Administrative Science Quarterly*, 35, 286-316.
- Hogan, T. L., & Rentz, A. L. (1996). Homophobia in the academy. *Journal of College Student Development*, 37(3), 309-314.
- Hogan-Finlay, M., Spanos, N. P., & Jones, B. (1997). Development of the cross-gender lifestyle: Comparisons of cross-gender men with

- heterosexual controls. In B. Bullough, V. L. Bullough, & J. Elias (Eds.), *Gender blending* (pp. 161–173). Amherst, NY: Prometheus Books.
- Hubbard, R. (1998). Gender and genitals: Constructs of sex and gender. In D. Denny (Ed.), *Current concepts in transgender identity* (pp. 45–54). New York: Garland.
- Human Rights Campaign. (2011a). *Employers with domestic partner health benefits*. Retrieved April 24, 2011, from <http://www.hrc.org/issues/workplace.asp>
- Human Rights Campaign. (2011b). *Employers with non-discrimination policies that include gender identity*. Retrieved April 24, 2011, from <http://www.hrc.org/issues/workplace.asp>
- Human Rights Campaign. (2011c). *Employers with non-discrimination policies that include sexual orientation*. Retrieved April 24, 2011, from <http://www.hrc.org/issues/workplace.asp>
- Hurtado, S. (1992). The campus racial climate: Contexts of conflict. *Journal of Higher Education*, 63, 539–569.
- Hurtado, S. (1994). The institutional climate for talented Latino students. *Research in Higher Education*, 35(1), 21–41.
- Hurtado, S., & Carter, D. F. (1997). Effects of college transition and perceptions of the campus racial climate on Latino college students' sense of belonging. *Sociology of Education*, 70(4), 324–345.
- Hurtado, S., Milem, J. F., Clayton-Pedersen, A. R., & Allen, W. R. (1998). Enhancing campus climates for racial/ethnic diversity: Educational policy and practice. *Review of Higher Education*, 21, 279–302.
- Hurtado, S., & Ponjuan, L. (2005). Latino educational outcomes and the campus climate. *Journal of Hispanic Higher Education*, 4(3), 235–251.
- James, L., & Jones, A. (1974). Organizational climate: A review of theory and research. *Psychological Bulletin*, 81, 1096–1112.
- Janoff-Bulman, R., & Frieze, I. H. (1983). A theoretical perspective for understanding reactions to victimization. *Journal of Social Issues*, 39(2), 1–17.
- Johnson, R. B., & Onwuegbuzie, J. (2004). Mixed methods research: A research paradigm whose time has come. *Education Researcher*, 33(7), 14–26.
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33, 692–724.

- Kenagy, G. P. (2005). Transgender health: Findings from two needs assessment studies in Philadelphia. *Health and Social Work, 30*, 19–26.
- Kessler, S. J., & McKenna, W. (2006). Toward a theory of gender. In S. Stryker & S. Whittle (Eds.), *The transgender studies reader* (pp. 165–182). New York: Routledge.
- Kitzinger, C. (1987). *The social construction of lesbianism*. London: Sage.
- Kitzinger, C., & Wilkinson, S. (1995). Transitions from heterosexuality to lesbianism: The discursive production of lesbian identities. *Developmental Psychology, 31*, 95–104.
- Kohlberg, L. (1966). A cognitive-developmental analysis of children's sex role concepts and attitudes. In E. E. Maccoby (Ed.), *The development of sex differences* (pp. 82–173). Stanford, CA: Stanford University Press.
- Koken, J. A., Bambi, D. S., & Parson, J. T. (2009). Experience of familial acceptance-rejection among transwomen of color. *Journal of Family Psychology, 23*, 853–860.
- Korrell, S. C., & Lorah, P. (2007). An overview of affirmative psychotherapy and counseling with transgender clients. In K. J. Bieschke, M. Perez, & K. A. DeBord (Eds.), *Handbook of counseling and psychotherapy with lesbian, gay, bisexual, and transgender clients* (2nd ed., pp. 271–288). Washington, DC: American Psychological Association.
- Lawrence, F. M. (1999). *Punishing hate: Bias crimes under American law*. Cambridge, MA: Harvard University Press.
- Lev, A. I. (2004). *Transgender emergence: Therapeutic guidelines for working with gender-variant people and their families*. New York: Haworth Clinical Practice Press.
- Lewin, E. (1993). *Lesbian mothers: Accounts of gender in American culture*. New York: Cornell University Press.
- Lewins, F. (1995). *Transsexualism in society: A sociology of male-to-female transsexuals*. Melbourne, Australia: Macmillan.
- Litwin, G. H., & Stringer, R. A. (1968). *Motivation and organizational climate*. Boston: Graduate School of Business Administration, Harvard University.
- Lombardi, E. L., Wilchins, R. A., Priesing, D., & Malouf, D. (2001). Gender violence: Transgender experiences with violence and discrimination. *Journal of Homosexuality, 42*(1), 89–101.

- Maass, A., Cadinu, M., Guarnieri, G., & Grasselli, A. (2003). Sexual harassment under social identity threat: The computer harassment paradigm. *Journal of Personality and Social Psychology*, 85, 853–870.
- Malaney, G. D., Williams, E. A., & Geller, W. W. (1997). Assessing campus climate for gays, lesbians, and bisexuals at two institutions. *Journal of College Student Development*, 38(4), 365–375.
- McCauley, E. A., & Ehrhardt, A. A. (1977). Role expectations and definitions: A comparison of female transsexuals and lesbians. *Journal of Homosexuality*, 3(2), 137–147.
- McKinney, J. S. (2005). On the margins: A study of the experiences of transgender college students. *Journal of Gay and Lesbian Issues in Education*, 3(1), 63–76.
- Migeon, C. J., Wisniewski, A. B., & Gearhart, J. P. (2001). *Syndromes of abnormal sex differentiation*. Retrieved August 24, 2010, from <http://www.med.jhu.edu/pedendo/intersex/sd4.html>
- Milem, J. F., Chang, M. J., & Antonio, A. L. (2005). *Making diversity work on campus: A research-based perspective*. Washington, DC: Association of American Colleges and Universities.
- Money, J. (1993). Sin, sickness, or status? Homosexual gender identity and psychoneuroendocrinology. In L. D. Garnets & D. C. Kimmel (Eds.), *Psychological perspectives on lesbian and gay experiences* (pp. 131–167). New York: Columbia University Press.
- Moran, L. J., & Sharpe, A. N. (2001). Policing the transgender/violence relation. *Current Issues in Criminal Justice*, 13(3), 269–285.
- Moran, L. J., & Sharpe, A. N. (2004). Violence, identity, and policing: The case of violence against transgender people. *Criminal Justice*, 4, 395–417.
- National Coalition of Anti-Violence Programs [NCAVP]. (2008). *Anti-lesbian, gay, bisexual and transgender violence in 2007: A report of the National Coalition of Anti-Violence Programs*. New York: Author.
- National Gay and Lesbian Task Force. (2011a). *Hate crime laws in the U.S.* Retrieved April 24, 2011, from http://www.thetaskforce.org/downloads/reports/issue_maps/hate_crimes_7_09_color.pdf
- National Gay and Lesbian Task Force. (2011b). *State nondiscrimination laws in the U.S.* Retrieved April 24, 2011, from http://www.thetaskforce.org/downloads/reports/issue_maps/non_discrimination_7_09_color.pdf

- National Gay and Lesbian Task Force & National Center for Transgender Equality [NGLTF/NCTE]. (2009). *The prevalence of discrimination against transgender people: Preliminary findings of a study by the National Center for Transgender Equality and the National Gay and Lesbian Task Force*. Washington, DC: National Center for Transgender Equality. Retrieved December 5, 2009, from http://transequality.org/Resources/NCTE_prelim_survey_econ.pdf
- Nelson, E., & Krieger, S. (1997). Changes in attitudes toward homosexuality in college students: Implementation of a gay men and lesbian peer panel. *Journal of Homosexuality*, 33(2), 63–81.
- Nestle, J., Howell, C., & Wilchins, R. (Eds.). (2002). *Genderqueer: Voices from beyond the sexual binary*. Los Angeles: Alyson.
- Norris, F. H., & Kaniasty, K. (1991). The psychological experience of crime: A test of the mediating role of beliefs in explaining the distress of victims. *Journal of Social and Clinical Psychology*, 10, 239–261.
- Norris, W. P. (1992). Liberal attitudes and homophobic acts: The paradoxes of homosexual experience in a liberal institution. *Journal of Homosexuality*, 22, 81–120.
- O’Keefe, T., & Fox, K. (Eds.). (2003). *Finding the real me: True tales of sex and gender diversity*. San Francisco: Jossey-Bass.
- O’Keefe, T., & Fox, K. (Eds.). (2008). *Trans people in love*. New York: Routledge.
- Parker, C. P., Baltés, B. B., Young, S. A., Huff, J. W., Altmann, R. A., Lacost, H. A., & Roberts, J. E. (2003). Relationships between psychological climate perceptions and work outcomes: A meta-analytic review. *Journal of Organizational Behavior*, 24, 389–416.
- Person, E., & Ovesey, L. (1974a). The transsexual syndrome in males: I. Primary transsexualism. *American Journal of Psychotherapy*, 28, 4–20.
- Person, E., & Ovesey, L. (1974b). The transsexual syndrome in males: II. Secondary transsexualism. *American Journal of Psychotherapy*, 28, 174–193.
- Ponse, B. (1978). *Identities in the lesbian world: The social construction of self*. Westport, CT: Greenwood Press.
- Prince, V. C. (1962). 166 men in dresses. *Sexology*, 3, 520–525.
- Prince, V. C., & Bentler, P. M. (1972). Survey of 504 cases of transvestism. *Psychological Reports*, 31(3), 903–917.

- Pusch, R. S. (2005). Objects of curiosity: Transgender college students' perception of the reactions of others. *Journal of Gay and Lesbian Issues in Education*, 3(1), 45-61.
- Rachlin, K. (1999). Factors which influence individual's decisions when considering female-to male genital reconstructive surgery. *International Journal of Transgenderism*, 3(3), <http://www.symposion.com/ijt/ijt990302.htm>
- Ragins, B. R., & Cornwell, J. M. (2001). Pink triangles: Antecedents and consequences of perceived workplace discrimination against gay and lesbian employees. *Journal of Applied Psychology*, 86, 1244-1261.
- Rankin, S. (2001). *National campus climate for underrepresented people*. Unpublished manuscript.
- Rankin, S. R. (2003). *Campus climate for gay, lesbian, bisexual, and transgender people: A national perspective*. New York: National Gay and Lesbian Task Force Policy Institute.
- Rankin, S. (2006). LGBTQA students on campus: Is higher education making the grade? *Journal of Gay and Lesbian Issues in Education*, 3(2/3), 111-117.
- Rankin, S. (2007). *Experiences of gay men in fraternities: From 1960 to 2007*. Charlotte, NC: Lambda 10 Project.
- Rankin, S. R., & Reason, R. D. (2005). Differing perceptions: How students of color and white students perceive campus climate for underrepresented groups. *Journal of College Student Development*, 46, 43-61.
- Rankin, S., & Reason, R. (2008). Transformational tapestry model: A comprehensive approach to transforming campus climate. *Journal of Diversity in Higher Education*, 1(4), 262-274.
- Rankin, S., & Reason, R. (forthcoming). *Transforming campus climate: Assessment and planning*. Sterling, VA: Stylus.
- Reason, R., & Rankin, S. (2006). College students' experiences and perceptions of harassment on campus: An exploration of gender differences. *College Student Affairs Journal*, 26(1), 7-29.
- Richardson, D. (1984). The dilemma of essentiality in homosexuality theory. *Journal of Homosexuality*, 9, 79-90.
- Ringo, P. (2002). Media roles in female-to-male transsexual and transgender identity formation. *International Journal of Transgenderism*. Retrieved August 24, 2010, from http://www.symposion.com/ijt/ijt0006n003_01.htm

- Risser, J. M., Shelton, A., McCurdy, S., Atkinson, J., Padgett, P., & Useche, B. (2005). Sex, drugs, violence, and HIV status among male-to-female transgender persons in Houston, Texas. In W. Bockting & E. Avery (Eds.), *Transgender health and HIV prevention: Needs assessment studies from across the United States* (pp. 67–74). Binghamton, NY: Haworth Medical Press.
- Rousseau, D. M. (1988). The construction of climate in organizational research. In C. L. Cooper & I. T. Robertson (Eds.), *International review of industrial and organizational psychology* (pp. 139–158). New York: Wiley.
- Rubin, G. (1975). The traffic in women: Notes on the political economy of sex. In R. R. Reither (Ed.), *Toward an anthropology of women* (pp. 157–210). New York: Monthly Review Press.
- Rubin, H. (2003). *Self-made men: Identity and embodiment among transsexual men*. Nashville, TN: Vanderbilt University Press.
- Rudd, P. J. (1999). *Crossdressing with dignity: The case for transcending gender lines*. Katy, TX: PM Publishers. (Original work published 1990)
- Samons, S. L. (2009). *When the opposite sex isn't: Sexual orientation in male-to-female transgender people*. New York: Routledge.
- Sánchez, F. J., & Vilain, E. (2009). Collective self-esteem as a coping resource for male-to-female transsexuals. *Journal of Counseling Psychology*, 56, 202–209.
- Sapir, E. (1949). *Selected writings in language, culture and personality*. Berkeley: University of California Press.
- Schott, R. L. (1995). The childhood and family dynamics of transvestites. *Archives of Sexual Behavior*, 24(3), 309–327.
- Scott-Dixon, K. (Ed.). (2006). *Transforming feminism: Trans/feminist voices speak out*. Toronto, Canada: Sumach Press.
- Sears, J. T., & Williams, W. L. (Eds.). (1997). *Overcoming heterosexism and homophobia: Strategies that work*. New York: Columbia University Press.
- Settles, I. H., Cortina, L. M., Malley, J., & Stewart, A. J. (2006). The climate for women in academic science: The good, the bad, and the changeable. *Psychology of Women Quarterly*, 30, 47–58.
- Shapiro, E. (2004). Trans'cending barriers: Transgender organizing on the Internet. *Journal of Gay and Lesbian Social Services*, 16(3/4), 165–179.

- Shapiro, E. (2010). *Gender circuits: Bodies and identities in a technological age*. New York: Routledge.
- Silverschanz, P., Cortina, L., Konik, J., & Magley, V. (2008). Slurs, snubs, and queer jokes: Incidence and impact of heterosexist harassment in academia. *Sex Roles*, 58, 179–191.
- Smith, D. G., Gerbrick, G., Figueroa, M., Watkins, G., Levitan, T., Moore, L., Merchant, P., Beliak, H., & Figueroa, B. (1997). *Diversity works: The emerging picture of how students benefit*. Washington, DC: Association of American Colleges and Universities.
- Smith, G. A. (2000). *Transgender day of remembrance*. Retrieved August 24, 2010, from <http://www.gender.org/remember/index.html>
- Stekel, W. (1930). *Sexual aberrations: The phenomenon of fetishism in relation to sex* (S. Parker, Trans.). New York: Liveright. (Original work published 1922)
- Stoller, R. J. (1971). The term “transvestism.” *Archives of General Psychiatry*, 24, 230–237.
- Stoller, R. J. (1985). *Presentations of gender*. New Haven, CT: Yale University Press.
- Stotzer, R. (2008). Gender identity and hate crimes: Violence against transgender people in Los Angeles County. *Sexuality Research & Social Policy*, 5(1), 43–52.
- Stotzer, R. L. (2009). Violence against transgender people: A review of the United States data. *Aggression and Violent Behavior*, 14, 170–179.
- Stryker, S. (2008). *Transgender history*. Berkeley, CA: Seal Press.
- Talamini, J. T. (1982). *Boys will be girls: The hidden world of the heterosexual male transvestite*. Washington, DC: University Press of America.
- Tomlinson, M. J., & Fassinger, R. E. (2003). Career development, lesbian identity development and campus climate among lesbian college students. *Journal of College Student Development*, 44, 845–860.
- Tong, R. (1998). *Feminist thought*. Boulder, CO: Westview Press.
- Transgender Law and Policy Institute. (2011a). *Colleges and universities*. Retrieved April 24, 2011, from <http://www.transgenderlaw.org/college/index.htm>
- Transgender Law and Policy Institute. (2011b). *Colleges and universities with nondiscrimination policies that include gender*

- identity/expression. Retrieved April 24, 2011, from <http://www.transgenderlaw.org/college/index.htm#policies>
- Transsexual Roadmap. (2010). *Glossary of transgender terms*. Retrieved August 24, 2010, from <http://www.tsroadmap.com/start/tgterms.html>
- Troiden, R. R. (1989). The formation of homosexual identities. *Journal of Homosexuality*, 17(1/2), 43-73.
- Valentine, D. (2007). *Imagining transgender: An ethnography of a category*. Durham, NC: Duke University Press.
- Vertinsky, P. (1990). *The eternally wounded woman: Women, doctors and exercise in the late nineteenth century*. Manchester, U.K.: Manchester University Press.
- Waldo, C. (1998). Out on campus: Sexual orientation and academic climate in a university context. *American Journal of Community Psychology*, 26(5), 745-774.
- Weston, K. (1997). *Families we choose: Lesbians, gays, and kinship*. New York: Columbia University Press.
- Wilchins, R. A. (1997). *Read my lips: Sexual subversion and the end of gender*. Ithaca, NY: Firebrand Books.
- Wilchins, R. A. (2002). Deconstructing trans. In J. Nestle, C. Howell, & R. A. Wilchins (Eds.), *Genderqueer: Voices from beyond the sexual binary* (pp. 53-63). Los Angeles: Alyson Books.
- Wilson, B. E., & Reiner, W. G. (1999). Management of intersex: A shifting paradigm. In A. D. Dreger (Ed.), *Intersex in the age of ethics*. Hagerston, MD: University Publishing Group.
- Witten, T. M., & Eyler, A. E. (1999). Hate crimes and violence against the transgendered. *Peace Review: A Journal of Social Justice*, 11, 461-468.
- Wolf-Wendel, L. E., Toma, J. D., & Morphey, C. C. (2001). How much difference is too much difference? Perceptions of gay men and lesbians in intercollegiate athletics. *Journal of College Student Development*, 42, 465-479.
- Wood, J. (1997). *Gendered lives: Communication, gender and culture* (2nd ed.). Belmont, CA: Wadsworth Press.
- Worthington, R. L., Navarro, R. L., Loewy, M., & Hart, J. (2008). Color-blind racial attitudes, social dominance orientation, racial-ethnic group membership and college students' perceptions of campus climate. *Journal of Diversity in Higher Education*, 1(1), 8-19.

- Xavier, J. (2006). *The Washington, D.C. transgender needs-assessment survey: Final report for phase two*. Washington, DC: Gender Education and Advocacy. Retrieved August 24, 2010, from <http://www.gender.org/resources/dge/gea010111.pdf>
- Xavier, J. M., Bobbin, M., Singer, B., & Budd, E. (2005). A needs assessment of transgendered people of color living in Washington, DC. *International Journal of Transgenderism*, 8(2/3), 31-47.

