

## Answers to Frequently Asked Member Questions Regarding Transgender Women in DAR

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### **1. Does DAR allow transgender members?**

Yes. Transgender women have been, and continue to be, eligible for DAR membership. This is not a new policy and was not introduced by the recent bylaw amendments.

### **2. Does this policy mean that DAR is now allowing men to be members?**

No. Men are not eligible to become members of DAR. A transgender woman is not a man; a transgender woman is also not a man simply dressed as a woman. A transgender woman lives and identifies as a woman.

### **3. Can chapters amend their bylaws to change the eligibility requirements for membership?**

No. Only the National Society can set eligibility criteria. Chapters are not permitted to alter DAR membership eligibility through their chapter bylaws.

### **4. Can chapters still determine who they admit to their chapters?**

Yes. Chapters retain the ability to vote on prospective members for their chapter, if doing so is stipulated in the chapter bylaws. The National Society encourages chapters to be welcoming to all eligible women.

### **5. Who made the decision to allow transgender women as members in the DAR? When was the decision made?**

Eligibility for DAR membership has always been limited to women. For more than 30 years, a government-issued birth certificate indicating female has been accepted as proof of eligibility. The admission of transgender women happened organically. When chapters welcomed transgender women applicants with a government-issued birth certificate stating they were female, they were admitted into membership under the National Society's procedures.

### **6. Is it illegal for NSDAR or its chapters to discriminate against a transgender person?**

Several states and the District of Columbia have laws that protect transgender people from discrimination in certain contexts, including employment, public accommodations, education, housing and other areas. NSDAR is an employer in DC, so it is unlawful for the Society to discriminate against transgender people in hiring decisions, for example. NSDAR is also a public accommodation, so it would be unlawful for the Society to prevent transgender members of the public from coming to the Library, Museum or Constitution Hall, or from accessing bathrooms corresponding to their gender identity.

As an organization, we are committed not only to complying with all applicable laws, but also to being welcoming, inclusive and compassionate.

### **7. If discrimination is illegal, then how can NSDAR and its chapters exclude men from membership?**

In addition to being a public accommodation and employer, DAR is also a private membership association. Its membership policies are generally considered outside of the scope of anti-discrimination laws when membership is restricted to people who share a protected characteristic – in this case, women. There are still limits on DAR's restriction of membership; for example, it would be illegal to accept only white women as members.

### **8. What if I do not agree with allowing transgender women to join the DAR?**

We respect the different religious and political beliefs of our members, but we do not base organizational decisions upon them. We encourage DAR members to be welcoming of all eligible women. As Daughters have done for 133 years, we hope you will continue to find common ground and support one another in our shared commitment to historic preservation, education and patriotism.