
KEYNOTE LUNCHEON

Thursday, August 26, 1993

Second Annual International Conference on Transgender Law and Employment Policy

Speakers include:

- *Linda Phillips, Texas 'T' Party, San Antonio, Texas*
 - *Melanie Jimmerson, Owner of V.J. Assemblies and Vice-President of Houston Chapter of National Association of Women Business Owners*
 - *Richard Aldeman, Professor of Law at University of Houston Law Center, and "The People's Lawyer"*
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By Phyllis Frye:

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[full text inside front cover]

INTRODUCTIONS TO CONFERENCE IN GENERAL

By Phyllis Frye:

Welcome to this, the second, yes, the second, International Conference on Transgender Law and Employment Policy known as I.C.T.L.E.P., Inc. or "ICTLEP" for short. My name is Phyllis Randolph Frye. I am an attorney in private practice in Houston, Texas, and I am the Executive Director. I want to welcome you especially to Texas and my friend Willie Nelson also wishes to welcome you to Texas.

[Here is played an excerpt from the Willie Nelson song entitled "No Place Like Texas".]

Thank you, Willie. I want you to give yourself a round of applause not only for this being a second conference, but we have doubled in size of number of registrants from the first conference. This is our first meal which is during a weekday and is almost double of what last year's was. So, give yourselves a round of applause.

We became incorporated this past January, and I wish to introduce to you the Board of Directors and some other influential people. Will the Board of Directors please stand? And will Tere, Karen, Cynthia, Linda and Sydney, will y'all *[Texan for you all]* please stand? As I introduce you, please raise your hands.

First, from Denver, Colorado, is the Employment Law Director, Laura Elizabeth Skaer, a successful attorney and businesswoman. Next from Silver Springs, Maryland, is our Health Law Director, Martine Aliana Rothblatt, who is also an attorney and a successful businesswoman. From New York State is our Gender Bill of Rights Director and our Military Law Project Director, Sharon Ann Stuart, who is an attorney but is active in business outside of the law at this time. Lastly, on the board is a layperson, so far as the law goes, and that's Jackie Thorne, a Certified Public Accountant from the Houston area who is in charge of volunteer efforts and will be primarily managing our video effort this week.

Not on the board but invaluable as well, I wish to present to you our computer and managerial wizard — oops, that's a male term, how about sorceress — who has a full-time responsibility for registration. Her name is Tere Frederickson, and she's from San Antonio, Texas. Also not on the board, but we couldn't be doing without her this year, is Karen Kerin who is our Newsletter Editor and is from Montpelier, Vermont. I also wish to introduce Cynthia and Linda Phillips from San Antonio. They are going to be heading up our publicity effort going into our third conference next year.

And last but not least, have you noticed this beautiful plaque on the podium? That wood cut was done by Sydney Clark *[see page 2 for photographs of plaque]*. Okay. Y'all may be seated.

It is lunchtime, Hilton Southwest, Houston, Texas, United States of America, on Thursday the 26th of August, 1993. We begin our first mealtime presentation, but we have been very busy this morning in law project workshops — what some people would call committee work. The format for this conference is set up with two high-input days and one output-only day.

Thursday and Friday are spent, with the exception of excellent mealtime speakers, in committee work where both lawyer and layperson meet to discuss and learn and hammer out issues in the areas of employment, health, gender bill of rights, insurance, imprisonment, family, personal identification, education in transgender issues, military and intervention law as they relate to the transgender communities. On Saturday are the reports from each project area of law and as "employment" is in our name, we make the Saturday luncheon the centerpiece for the Employment Law and Policy Project report.

This conference is sophisticated enough and professional enough to earn twelve continuing legal education hours, and it includes one for ethical considerations. Yet, we deliberately ensure that the level of discussion is very much within the grasp of the layperson.

Actually, we feel that this event is the single most important event for lay transgender folks to attend. It is an empowerment feature. When you leave, whether you understand it all or not, you will know from the inside that you can fight and that the legal building blocks and the legal machinery dealing with transgender issues are now being assembled, maybe slowly but nonetheless, they are being assembled.

IMPORTANCE OF CONFERENCE FOR LAY PEOPLE

By Phyllis Frye

Linda Phillips, will you start to make your way up here. I wish to introduce to you again, Ms. Linda Phillips, of Bulverde, Texas. I have asked her to tell you as a layperson why it is important for lay people to participate in this conference. Please give Linda a round of applause.

By Linda Phillips

For the first thing I want to say is that Cynthia and I are not here because of a subpoena. We were not subpoenaed to come here. We came here of our own free will. The gender police didn't come pick us up. I want everybody to know that.

The first time I came to this was last year. I just wanted to come and eat dinner. I just wanted a free meal. It wasn't free, but I found out that this is the Bible for all of us that are transgendered. It's not just for people who are lawyers.

I'm a non-lawyer myself, and I found out that most of the people here are not lawyers. Also, it's not true — as the rumor has it — that lawyers are not a fun bunch. All the lawyers that I know who are transgendered are party people. So, I think that you're really missing something if you're not coming to this. I know a lot of people out there who should be here. Lay people should be here and express themselves and express their opinions and also listen to the opinion of others.

In my opinion, this is probably the only viable thing that's going on right now in the gender community. So, all you people out there that are sitting there saying, "That's not for me, I'm just a cross-dresser," or, "That's not for me. I've had my surgery and now I'm real. I'm going to go back into the woodwork," This is where you should be right here at this law conference. I hope to see you here next year.



Linda Phillips, Texas "T" Party

JUST BRING YOUR MONEY AND COME ON!

By Phyllis Frye:

Many of you have heard some of my "war stories" — that's what a lot of you call them. Several were written up in the first PROCEEDINGS. Many of you have taken courage from these stories and have acted to begin to free yourself. But others of you are still a bit timid, or have simply become "Phyllis-deaf". Now, you know what "Phyllis-deaf" is: that's like being "mom-deaf" or "dad-deaf".

Instead of listening to me tell a war story, I decided that I would bring a friend today, a person that I met through the National Association of Women Business Owners, of which I was a founder of the Houston Chapter back in October, 1978. This friend is going to break through your "Phyllis-deafness" and tell you what she has observed herself. The point of all this is to make your closet smaller. The point of all of this is to make your closet much less comfortable.

I wish to introduce to you my friend, Ms. Melanie Jimmerson who is the owner of V.J. Assemblies, Inc. Please welcome her.

By Melanie Jimmerson:

The reason that I think Phyllis asked me to come and speak is because we got to know each other through the National Association of Women Business Owners. And if y'all are not familiar with that, it's another networking group. How many can you belong to? As many as you can afford. That's the answer to that question.

We have a wonderful chapter here in Houston which did not get off to a very good start, I understand. I've only been a member for seven years so I'm kind of a latecomer to it. But I understand in the early days that they were kind of closed in their attitudes and all that. Well, I'm going to change that. I have changed it actually.

I've been on the Board for three years and have insisted since I've been on the Board that we review and change our by-laws because I felt that there were exclusionary. They had some really questionable — I think and I'm not a lawyer, but I thought so — problems. And so — oh, I know Dee over there. Hi, Dee. And so, I did not know all about the history behind the by-laws.

I don't think anybody on the Board has been in NAWBO any longer than I have



Melanie Jimmerson, Independent Business Owner and Vice-President of Houston Chapter of National Association of Business Owners

because, as you know, networking groups are kind of transition groups. You go and get in a network group that you're comfortable with for a while and then you either narrow down to a special interest network group or you like networking so much you go get on every one in town. You don't have time for them all, so, we expect there to be some transition in our membership.

We got an interesting letter at the NAWBO Board. I believe it came to our membership chairperson who brought it to the Board meeting a couple of years ago. Actually it was a very smart thing for Phyllis to do because she warned us that she was coming. Now, we didn't understand that initially, but that was the gist of the letter.

We were sitting around this table and you've got to understand that we're so sophisticated that we're over at somebody's house in their kitchen. We're all sitting around their kitchen table. This is our Board meeting. There's a woman there who has a construction company. There's another woman there who has an environmental remediation company. There's a woman who was a CPA and of course, we always have to have a lawyer on the Board of Directors. My V.J. Assemblies is an electronics manufacturing and sub-assembly contract business.

So, we get this letter and the membership person, who happens to be the construction company owner says, "Well, we got this letter from somebody who wants to join NAWBO. I'm going to read it to you." She gets to the word "transgender" and stumbles all over it and says, "What the hell does that mean?"

I'm sitting back and I go, "It must be a new microprocessor." The woman to the right of me who owns the environmental company says, "No. No. It's a new method for remediation." And the woman on the other side of her is a CPA and she goes, "No. It's tax software." Finally we get around to the lawyer who explains to us what transgender is saying.

Because, you know we don't work with words all day, we work with our hands all day or we work with whatever. I don't know what environmentalists do. So, we don't know about all those words. In fact, Phyllis has to take me to task every time we have a conversation, almost. So, that is how her letter was greeted.

"Well, sounds good to me. Does she have the \$200?" I mean that's what most of these organizations are interested in. Let's face facts. We all need members. Most of us, of our organizations, are in need of money. We're in need of memberships. We are in need of people who will work, who will promote the membership and hopefully we're all getting to the point where we can let that be the larger view. I don't know if — did we call or write you back?

We just said, "Come on. Bring your money and come on." We're all going, "sounds good to me." She's coming and she's supported. I mean, we even have trouble getting people to our meetings. We have a 80/20 rule in NAWBO just like y'all do and as every other network group in town. Twenty percent of the people do eighty percent of the activities.

That's how she and I got acquainted, how we got going. Other transgendered people have come to our meetings. Cynthia and Dee, too. And Dee and I work together every time I need something from the League of Women Voters. I call her up, "Dee, this is Melanie Bradford and she goes, "Who?" But usually I remind her of where I met her.

I just want to encourage y'all, come on.

My sister and I were talking earlier today. She took a sales course or something, you know. The rule of sales is if you knock on a hundred doors, ten people are going to say yes to you. You can get over your fear of walking in a room full of people because if there's a hundred people there, you're going to have ten friends. So, I would just recommend, come on.

We need your money, and not just NAWBO. But first and foremost, you know what else? Next year, all of the organizations are going to be sucking for memberships because it's not going to be tax-deductible any more. So, make your move now while you can deduct it. I'm thinking about paying four years in advance on the 28th of December this year so I can deduct it. Thank you.

By Phyllis Frye:

That was wonderful. I had not heard that story. And that, Melanie, was exactly why I wanted you to come. You said things that I never thought about saying. You said them in a way that they've not heard from me, or maybe they have heard from me. Maybe they'll listen to it this time; who knows.

BECOME INTOLERANT OF ALL INTOLERANCE!

By Phyllis Frye:

We now come to the highlight of our luncheon. This is entitled the key-note luncheon. And the reason why is because we have a kick-off or key-note speaker. And today we are very blessed to have such a fine speaker.

Locally in Houston, we call him the People's Lawyer. He does a lot of television spots and some regular weekly spots on the radio and such trying to empower people to learn their legal rights. Most often its with respect to landlord-tenant and other consumer ripoff type law and he offers simple non-lawyer remedies. He's a person to person individual. He's very concerned about individuals. He's a caring person.

I first met him at the University of Houston Law Center back in 1978 when I enrolled there. During our lunch, he was telling me some of the stories about that time, and I hope that he includes some of those stories in his talk to show how much time is wasted by people who worry about us instead of just letting us be. He was then and he continues to be a fair person, a fine and decent person dedicated to helping others find their way around legal obstacles.

What better person to keynote this conference. Please welcome Richard Aldeman, Professor of Law, the People's Lawyer.



Richard Aldeman, Professor of Law
University of Houston Law Center

By Richard Aldeman:

Thank you. I've never had an introduction accompanied by music. *[Played during his walk to the podium was a fanfare. This was varied from speaker to speaker.]*

Phyllis asked me to do this probably about four or five months ago. Actually it was at a talk that Ralph Nader was giving and I was introducing him. She came up and asked me if I would give this talk today. I said, "to be honest this is not an area of law that I really know anything about." And she said, "Well, that doesn't matter, it's a luncheon speech and all we want is somebody that will tell some stories and be entertaining and it won't be very long." I give luncheon speeches to every organization imaginable and I can tell stories like anybody else. I said okay.

Then she sent me the schedule. Maybe, I thought, this is a little more serious. Maybe I'm not supposed to just tell jokes. And maybe I should think about saying something that was a little more serious. I still was hampered by the fact that still this was not an area of law that I would say I had any great deal of expertise in. So, I thought about what could I talk about that wouldn't involve talking about the specifics of the law. And I don't know if this is what Phyllis wanted or not but I have actually some semi-serious comments that I'm going to make after I finish telling some stories.

This probably won't impress you, but I give about 120 speeches a year. This is the first time I can recall that I've ever really written anything down. And I hope that will emphasize the seriousness of what I am going to say.

First off, as Phyllis mentioned, I met Phyllis when she began her law school career. And Phyllis has made me probably much more sensitive about things in general than I was as a faculty. As a law faculty you think you already have it. We don't get paid as much as lawyers. We don't have the respect of some lawyers that are out there making millions of dollars. But, what I always thought we had was that we supposedly are the more intelligent, sophisticated and tolerant individuals. And we can deal with issues at a higher level.

Phyllis made it clear that that's a crock.

We, about forty law professors, spent an inordinate amount of time, I guess at least five to six hours total, discussing whether Phyllis should come to law school. I never and still don't understand how that's even an issue. But, similar to what was said before my talk, Phyllis made it an issue. At first, I thought, "You're a jerk: just apply and come; you're in. You don't have to worry about it." But Phyllis sent us a letter. The good thing about that is it does make you consider things. It does make you look at things.

It doesn't tell you a lot about the people doing the looking. One thing that was clear was that most of my colleagues were not going to directly confront why it was that Phyllis shouldn't come to law school. So, we had to come up with reasons that she couldn't come. We didn't want to make her feel uncomfortable using a bathroom. So, for her sake, maybe we shouldn't let her into law school or let's figure out which bathroom she will use. And after five or six discussions of this — we couldn't do this in one discussion — we found a way to resolve it.

We discussed important, earth-shattering issues such as, "Who will be more offended by Phyllis' presence, women or men?" Since our faculty was all men, we decided it was men. So, she shouldn't use the men's bathroom and then the few women on the faculty suggested well maybe it wasn't right to use the women's bathroom. And then a few people would say, "Who the heck cares which bathroom she uses?" But we came up with it; she had her own bathroom. That was how we resolved that. We built a Phyllis bathroom, which only recently is being eliminated. It was changed from sort of the Phyllis bathroom to the lock for privacy bathroom and now I think it's being turned into something.

We discussed other questions like, "Do we want to let a person like this be a lawyer?" Again, I'm not saying whether she's a lawyer or not, I'm just saying whether she goes to law school. It seemed to me that the other was somebody else's decision. I would tell you how I think it should be made but it still wasn't my decision. So we discussed it.

Then because Phyllis told us she was going to use the bathroom, we had to discuss the earth-shattering issue of whether somebody who has stated they are going to violate the law, since it was — is it still the law? It still is the law that you can't go into a bathroom of the opposite sex. [By Phyllis Frye: Well, if you're going to cause a disturbance. It's not a good *mens rea*.] So, because Phyllis has told us that she's going to use a bathroom, she's stated she is going to break the law.

Should we let a person like that into law school. The "person like that" was never Phyllis. It was always some other little attribute. To our credit, we did finally decide to let Phyllis in.

After three years, it was interesting to see the changes or the progress that had been made. I don't know if I saw much progress in my colleagues but I did see quite a bit with the students. Phyllis went from an oddity to a person. And Phyllis probably doesn't remember this but what, to me, highlighted that transformation was in her last year.

We had a woman whose name I can't remember, who was in a wheelchair, who was a paraplegic. She, Phyllis, myself and a few other women were talking. This woman had been a very good athlete at high school, a cheerleader who was injured in, I think, a diving or a gymnastic accident. And we were talking and there was a pom-pom cheerleader there and there was somebody else that did this and somebody's turned to Phyllis in the course of five women talking and said, you know, "were you a cheerleader?" And she said, "No. I was a linebacker."

The progress was not the answer: it was the question. Nobody hesitated to ask Phyllis if she had done the same things that the rest of the women present had done. And nobody did anything except laugh at our own sort of foolishness for asking the question afterwards, and that was the end of it. But it was clear that Phyllis was accepted the same way anybody else was accepted. And for at least the students that was a big step forward.

Now, as far as my prepared remarks, as I said, it's very strange for me to have prepared remarks. I have obviously known that I was going to do this for quite a while. My wife, who comes to a lot of what I do and usually is the brunt of the most of my jokes at what I do, is always very concerned that I am not prepared. We will be driving somewhere and I will not even know what the topic they want me to talk on is. And she starts to perspire because she doesn't know how you can just talk unless you have really thought about it. And I said — I say the same thing.

I remember we had just given a talk to the marathon. The Houston Marathon had a luncheon and I talked. And you can talk about buying running shoes. I can find some way to bring all this stuff in. We were going talk to a senior citizens group a couple of days later. And she said, "Well, they don't buy running shoes. What are you going to talk about?" And I said, "Don't worry about it." But she was very concerned about this talk and a couple of weeks ago she said, "have you thought about what you're going to say." And I said, "No, it's not till Thursday, I've got lots of time."

But I have to admit, I was a little concerned because you can put me in the front of any group of people that are consumers and I can talk. I can talk to a bunch of business people and talk to them. I just finished right before this an hour and a half MCLE talk on the Deceptive Trade Practices Act. Before that, I gave the introductory speech to the University of Houston incoming class.

But this is different. I can't give any of these speeches. In part because I didn't and don't know much about

the law in this area. So, last night she again asked. I said, "You know, I've got to think about what I'm saying about. I've got three speeches." She said, "Well, have you written your speech?" And I said, "No." She said, "Have you thought about what you're going to say?" And I said, "Well, yeah. I'm not going to talk about law. I'm not going to talk about the Texas Deceptive Trade Practices Act." That's a first. I had to say that because I can't give a speech if I don't say the word Texas Deceptive Trade Practices Act.

But I thought maybe there was something that wasn't legal that I could talk about. And thinking about it, it seemed to me that the problem I wanted to address was not legal. In fact, I pretty much came to the conclusion that laws don't have anything to do with the problem that I wanted to address. So, I said I want to talk about tolerance. She said, "What?" I said, "Well, tolerance, live and let live." She said, "Well, that's a short speech." But you know, that pretty much says it all. And I have to admit, I agree with her. I think that does say it all. But for any number of reasons I'm not going to end by just saying that people should be tolerant, live and let live.

Phyllis told me I have to talk for at least another ten minutes or so. And I probably couldn't stop talking much sooner than that. So, I sat down to think about what do I want to say about intolerance.

Well, the first thing is that I don't think the laws have anything to do with it. I think tolerance is something that you don't legislate. You can pass a law saying "don't discriminate." You can pass a law saying "treat people fairly." You can pass a law saying "you got to hire this person or that person based on qualifications." But it won't necessarily effectuate the results you want. And it's unlikely that it will have any effect on whether that person has or doesn't have the tolerance that's needed.

When I was growing up, I grew up until eighth grade in Fairwall, New Jersey. For those that don't know anything about New York or New Jersey, I was, still am, Jewish. I assumed everybody else was. The schools closed on the Jewish holidays. Most of my friends, except Eric Florenzo, were Jewish. Eric fit in even though he wasn't Jewish, but that was as far as I was concerned what most people were.

My father would talk about when he went to college, and that he couldn't go to certain colleges. I said, "Where did you go to school? What did you do?" He said that he went to the University of Michigan. He would name some Ivy League Schools that he didn't go to because they had quotas on Jews and he couldn't get in. And we talked about work, and he'd say, "Well, here's what I did after law school" because New York firms didn't hire Jews.

And I'd listen to that and I knew we joined a Jewish country club. When he told me it was because the other country clubs wouldn't let us join, I thought, "Well, all our friends are Jewish and they all belonged there." And to me, my father's talking was history that I couldn't really relate to. It was good that all these things didn't exist any more.

Then I moved up to upstate New York to a town outside of Rochester, New York, that I heard was "restricted" until fairly recently before we moved. I'd never heard that word. For those of you who don't know, that's the phrase that's used and was used, I don't know if it is still used, when the town is segregated by religion generally instead of race.

This burg was segregated. There were no Jews. In fact, we were the first Jewish family to move into town. And it's a rural area, with a little center town and a fairly small high school. And like most people that were new to a school, I stayed in the background and stayed quiet and listened. It was pretty clear that people didn't think much about Jews. There was a town where all the Jews lived, that was another town. And most people had the general comments you would expect for the people that lived in that town.

I took what, not to justify it, was probably the approach any ninth-grade student who just moved into a new town would take. I didn't tell anybody I was Jewish. Fortunately, no matter what your name is, or what you

look like, if somebody is not Jewish and doesn't know any Jews, they don't have any idea that you could be Jewish and Aldeman is not a Jewish name. I played sports. I dated all the right girls. I was elected president of the school.

Now, I could tell people I was Jewish. It was interesting. For most people, I was still the same person, but for some, I went from being this great guy to a kike. And that hit home. Suddenly I saw that it didn't matter who you were or what you did. You were going to be typecast, stereotyped, based on something that, in this case, I guess I had no control over, but would have not chosen, and that's the kind of thing that stays with you.

I then went to school in New Orleans, in the south and this was in the sixties. And you start looking at what's going on. Now again, this is all more than thirty years ago. During that period, we had race riots and most cities, even Rochester where I was from, had them. George Wallace was barring the door of schools to blacks. Black and white civil rights workers were being shot. Mexican-Americans were wetbacks who would at best work for slave wages. Gays and other homos, I mean, they never reached the level of even being something that you would consider. I mean that was not even an issue.

As the ad says, "We've come a long way baby." Well, maybe. Maybe some people have but a lot of people haven't. Today, we have skinheads forming groups and killing blacks and Jews. We have a Ku Klux Klan preventing blacks from living in local neighborhoods. We have homosexuals being beaten to death simply because of who they are. Congress debates whether it's all right to be gay in the military as long as you don't tell anybody you're gay. Senators exclude transgenderists from the ADA because they think it's perverted.



Richard Aldeman, Professor of Law
University of Houston Law Center

And maybe we haven't come as far as people would like to think. And I don't think we have. To me, though, the question that has to be asked throughout the last thirty or forty years, which the only time period that I'm old enough to relate to, is why is all this going on? What difference does it make? Why not live and let live. What happened to tolerance?

As a child, I was taught that this country was founded by people that wanted freedom. They wanted to do what they could do, what they wanted to do, the way they wanted to do it, whether it was freedom from religion

or any other area. That supposedly is what we were all about. But if you're a different color, religion, sexual orientation, it matters. It shouldn't matter, but it does. And again, why? If you can do the job, you should get the job. If you don't interfere with my life, I shouldn't interfere with yours. If you want to be different, more power to you. Don't ask me to be different. That's different. Ask me to simply let you be different and the answer has to be fine. But it's not!

It's interesting to me how we rally for some causes, and don't rally for others. The thing I thought about was "Dancing with Wolves." When "Dancing with Wolves" came out, everybody wanted to start talking about our cruelty to the Indian. How we tried to destroy a culture simply because it was different from ours. The senseless massacre of Indians evoked an anger from Hollywood to New York and everybody jumped on the bandwagon. This is a real easy issue to deal with because this is history. There's nothing we can do about it. We can express our anger, we can express our indignation and our outrage over the intolerance shown to the Indians, and then walk away. We can feel tall and proud of our new-found sensibilities and it doesn't cost us a thing.

But we don't react the same to present day intolerance. Maybe, in part, because that would mean doing something about it, like maybe offending our friends, or our employers, or our business associates by standing up for someone's right to dress the way they want or date whomever they want. We rationalize it though, by telling ourselves that we are tolerant. Our friends are gay, black, Hispanic, transsexuals. We can associate with anyone, but that's not the kind of tolerance that's needed.

The tolerance that's needed is intolerance; that is, being intolerant of intolerance. If discrimination is going to become unacceptable, then everyone must recognize it, challenge it, and fight to eliminate it.

Equality is a great word. I mean it sounds good. Everyone likes to use it. It's got great connotations and it's frequently invoked. But as a concept, I've seen little to suggest that it really exists.

Religion, race, color, and sexual orientation, all matter to some a little, to some a lot, to some enough to kill, and this isn't right. Hopefully, it will be recognized for what it is: a discrimination that destroys the society that we took so long to build. We must be flexible. We must be flexible enough and tolerant enough to recognize that it's the diversity of this country that has made it what it is.

Now, the most recent line with respect to tolerance and diversity is that, "Our original diversity was real good, but we've gone too far." And that, "We're strong because we were diversified but now have to stop because if we get any more diversified then that's going to be real bad." I think the response to that, and what has to be pointed out, is that by definition, tolerance and diversity don't have to balance out. That's what makes them the virtues that they are.

I have a two and a half year old son named Willie. And he knows no discrimination. He couldn't care less what color you are, what religion you are or how you dress. I hope that by the time he grows up, he'll retain these virtues and the rest of society will also recognize and foster them. Thank you.

By Phyllis Frye:

Richard, as you leave, we want to say thank you. Melanie, it was wonderful. Linda, I couldn't have written a better speech. This has been a splendid key-note luncheon, and I know we have great things to consider as we go into our afternoon sessions. I would like to add that, with respect to Richard's intolerance presentation, I have a comment that I was going to make tomorrow, but I'm going to make it now because it segues too well.

This morning I was reading the paper. One of our cities in Texas near Beaumont, called Vidor, is priding itself on chasing out some more black people. Yet this organization, sitting here today, has not purposely

excluded anyone, but let's look at ourselves. This group is a one color only. And we need to reach out and we need to strengthen our own movement by diversifying now. I know, Ruby. I understand that you're Hispanic, but principally we don't have enough Hispanics. I don't want to single you out as being a token because you are so far above being a token. I encourage all of us to go out and reach out to other communities so that this group is truly diversified.

I hope the people that read this or listen to this or watch this, if you are of color, please get involved. We want you. You are invited. You are welcomed.

We will resume our project workshops in about 15 minutes upstairs. Tonight we will be at the Courthouse Club. Maps are available in the registration room, and Tere has already done a lot of car pooling work. If you do not have a ride or if you want to share a ride or if you want to form some type of a cab share, if you will meet in the registration room between 5:30 and 6:00, that can be arranged. The cash bar at the Courthouse Club tonight begins at 6:00 and it goes until 7:30. If you want to dress up in your fancy clothes for tonight, please do. We will eat at 7:30.

For those of you who are unaware, the Courthouse Club is a private club. It is a private club for dues-paying lawyers and is located only one block from the Harris County courthouse complex. And to let you know how significant it is that we're going to have our dinner there, that complex is just one block away. It encompasses eighty-two courts; eighty-two: family courts, juvenile courts, misdemeanor courts, felony courts, civil courts, probate courts. All of these courts are going on. It's a very large complex, and we, the "great unwashed of the transgender community", are going to have our dinner at the Courthouse Club. We consider it as a major coup and a point of high honor to have our Thursday night meeting there. Be sure to come. I'll see you in a little while.