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## SUMMARY KEYWORDS

people, hrc, nancy, transgendered, aol, lesbian community, gay lesbian community, talking, gay, lesbians, transsexual, folks, understand, life, community, transgender, person, knew, hear, issue

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00:01

And other than that,



00:04

and you're also online,



00:06

oh, I am also online, I forgot about that. Thank you. I am online as Moonflower with two hours on the end, and get on in the gazebo quite a bit. And just to I guess, touch base on something that was mentioned earlier, I have also talked with a couple of individuals, approximately 18 and 19 years old, each in various parts of the country and was at least able to hook them up with individuals that could get them into some organizations, one in Tennessee and one in Ohio. So it is a very useful service, in the sense that we can connect with people that really don't have anywhere else to turn, and at least provide them some information. Should we have the information available to



00:57

us, when I want to ask you wait, Jimmy, and I occasionally get letters from folks that are in prison. And I know in talking to Ray and taught Ray Hill and talking to some other people, I know that we have transgender people in prison who are listening. I've talked with Michelle Bollinger, who is a transgender person who works in the prison system. And I know she has told me stories about transgenders in prison, do the vote. Do you hear from folks who have transgendered folks in prison? Do they have access to this at all?



01:25

Unfortunately, I do not hear from many. And I think it is an access issue.



01:31

I think so too.



01:32

I know that there's been a lot of discussion recently with incarcerated individuals having access to the internet, and to AOL, and such and how much they can, how much they can access the rest of the world with it. There's been a lot of discussion going on with that.



01:52

I know, Jimmy, you had a song that you played here about, about, about the power radio going through walls, I forget who



01:58

that was from now. Oh, that's known a Hendrix know, through the wire



02:03

through the wire there we can think. And that is one of the things that we're aware of, too, that we know that we've got prisoners who were listening to us. And so I was just curious whether whether they had I wouldn't imagine they would have access to AOL didn't seem likely that it would at least ask, you know, since we've been talking about this, this is a good time to ask. If you could say something to the transgendered youth, any of you, you could say something to the transgendered youth who are out there listening tonight. I mean, we've got quite a group here. All kidding. Aside from it, we've had quite a group of people here all night long, saying, these are some of the most courageous people I know, if you could say something to the transgendered youth, what would you tell them? What would you have to say to them?



02:45

Just a couple of words, don't give up. As I said, I knew about myself very young. But I did a lot of things to manage to keep it inside me for a very long time. I didn't start coming out at all until I was over 30. But eventually I did I, I didn't give up. And I know of some people who I think are on the verge of it. But don't just believe in yourself and find, find people you can talk to. I did. And here I am.



03:26

How did how did you do it, though? I mean, I mean, I realize it's probably like a show in itself. But give, but what I get questions was from them, it's like, well, I hear and, you know, they'll they'll say to me is, well, I hear you say don't give up on yourself and all that. But how am I not

supposed to give up on myself? How did you survive?



03:44

Looking back? I actually don't know because a lot of those years I did spend doing a lot of things that could have wasted myself wasted a lot of years but didn't totally waste myself. I just worked my way out of it through time. Time is something that is actually what helped.



04:08

How did you find someone to talk to you



04:10

do AOL? Seriously. I said I knew about myself. And I knew there were other people that was that was one big thing. I know so many people who believe they are by themselves and there are no others. Luckily, I'm old enough to wear in in the mid 70s. People like Renee Richards were becoming visible. So I knew what the word transsexual was, and had a pretty good idea that I was one. So there was this. I don't want to use an overused metaphor, like light at the end of the tunnel, but I there was something out there. I guess more than anything, just knowledge. I have a good piece of knowledge to begin with.



04:59

You knew you are now loan. Yeah.



05:01

And once I finally decided that I'm not getting any older,



05:06

and I mean younger,



05:07

yeah. Yeah, you aren't getting older we all are. Maybe you are. It's early



05:14

in the morning. Yeah, I'm



05:16

not getting any sleep. I'm not getting any slimmer. Yeah. Not getting any younger. And eventually, I just I found my way into the gender forum on AOL, and immediately met a lot of people, not only across the country, but here locally, as I said, several of whom are in the room today. And it didn't take me but a couple of weeks to get to know them personally get to a tats meeting. And a few weeks later, I was up at the Texas tea party in Dallas. Really, really getting involved?



05:53

Linda, that's Linda and Linda and Cynthia Philippine programs. Anybody else? I'm sorry? Go ahead. Yeah, it makes a



06:01

lot of patience as well. A lot of people are very, they just finger pressed so long that they cannot wait to get out and oftentimes will burst out and do things a little bit too impetuous, and will get themselves in trouble. So above all, you need to be patient with this, as well as being very stick tentative about keeping on the path. In addition



06:29

to perseverance, I think it's also very important that people remember that your self respect is paramount. This does not make you any less of a human being than anyone else. Yeah. Never let anyone tell you that you aren't good enough that you are somehow inferior to others, because you happen to have this situation. It is inconvenient. And expensive. It's very expensive. It's a pain in the butt. But it doesn't make you a bad person to the other side, but Well, yeah. Well, that's another story in itself. And your attitude towards the whole thing is going to be the biggest thing. I think that affects your success with this process, then



07:29

yeah, what did where did you turn to for support?



07:32

Well, unfortunately, myself, I had never met another transsexual basically until I had already had my surgery.



07:40

Right? You're the one who does did everything backwards



07:43

that I correct. Would you say that I'm just I'm just done. You had surgery before you knew another transgendered individual. Yes, that blows my home. I mean, I



07:53

had actually met one, one time, I had met one transsexual, prior to my surgery. And I'm glad I did, because she steered me away from the surgeon that I was contemplating. But she and I didn't, she subsequently moved to another state, after just a very brief Association. And then I had a lesbian friend who was in a bar and happened to notice the tats brochure. And so that's how I became aware of the Texas Association for transsexual support. Unfortunately, the timing of that was not real good. Because when I met the first person that I met through that organization, it was four days before my surgery. And so it was kind of like, my first hats meeting that I attended was like, two weeks after my surgery, and I'm sitting very gingerly down on Sarah's couch, you know, and just kind of like, Hi, everybody, you know, and I had my mom with me, you know, but luckily, I did have a support system in place, and that was my family. And also, I



08:57

was just gonna say, Yeah, you had to have somebody.



09:01

Yes, my family has been very supportive. I have been very fortunate in many ways in that regard. And also, my friends, I didn't have a transsexual support group or any kind of influences from other transsexuals that could guide me in the specific directions that I needed to go. But I managed to fumble my way through somehow. And I managed to get to the place where I needed to be. And luckily, I like I said, I did have my friends and family and I still have that, you know, and even though I have always had that I still value, the support and the just sense of community from knowing others like myself. I mean, your family can only give you so much and there's only so much you can expect from them.



09:50

Nancy, you and I were having a discussion at the Midtown miracle board meeting about shame and guilt. And I wanted you to talk a little bit about that. Because you and I were talking about how that seems to make our life as activist difficult. But you also were talking about in a more personal level, and once you talk about how the shame and guilt is playing out as you hear or see or hear and see it around you.



10:11



10:15

Okay, I think most of the youth are, are very afraid, when they come to an awareness that they're probably dealing with transsexualism or transgendered issue. And the first thing that he was to reach out for, for support, but you're afraid of it, because you're dealing with shame and guilt, so shame and guilt will keep you from reaching out for the help that is out there. And furthermore, it'll keep you you'll start playing mind games with yourself and not make the effort to reach out because you're not sure that somebody would be able to understand you. Reality is that there's a lot of help available for people who are out there who may be listening if you're youth. And you may be distressed, or you may be confused. And, and that's a point that a lot of us go through, we're just confused and afraid. And to reach out and get help from professional service, contact your local support group, contact some helpline, but just reach out. But shame and guilt is something that is not easily overcome. And it takes us quite a few years of dealing with that internalized shame and guilt that we carry around. But we do overcome it. through time, through self acceptance, and understanding education, demystifying the entire condition



11:52

we were talking about, uh, you mean Jessica Xavier, I guess talking about that, we've all had the experience of literally with if some transgendered people see us coming down the street, they'll cross the street, because they don't want to be near us. That's, you know, that they're scared to death of us like we're gonna blow them out of the closets or something like



12:11

the ones who are active or perceived or politically active or trying to get social change. And what a lot of people don't understand is that social change is coming about through education. And the people out there in the community who are doing work really do an education in the political system. So a lot of the politicians don't understand transsexualism. And those of us who are out there educating them are finding with the doors are open, that people are interested in our issues, and how they affect us and whatnot.



12:50

So how do we educate people? Anybody? And we got we got a table full of wisdom over there. How do we educate people? How do we get them to see us as human beings? anybody? Anybody?



13:03

Let them see you? You know, just let them see like, like at work, tell them our story? Yeah, basically, yeah. Or just be yourself, be a regular person, just be who you are. And let this just be a part of who you are. Don't let it consume your whole life. You know, don't let it prevent you from doing the things that you want to do, and just live your life. And people will just see, by knowing you and by interacting with you, that you aren't this mysterious creature that they are accustomed to seeing that you are actually just a regular person who happens to have undergone this very profound change in their life.



13:42

Yeah, in addition to what Daniel said, I usually, that's usually what I do, but I always preface it by saying, don't look at those people on the Jerry Springer show and judge me. Most of those folks aren't us. That's just



13:58

that's entertainment fault. It's just



14:02

just Jerry Springer's rogues gallery really? And it doesn't really represent us and then I go into here I am. I'm a real person. I'm I'm a homeowner, a cat owner, lover?



14:15

The cat owns you.



14:17

Yes, that's true. When saw that today? Yes. I'm also a law student. When you're away from being a real live, scumbag lawyer. Oh, I think I'm a real person.



14:32

Well, if I'm ever in an ambulance, I want you to chase it



14:40

you know, and who was going to give you a ride home tonight?



14:43

Yeah, I've been I've been hearing all of this. And I'm thinking okay, we're talking about transgendered the transgender community but you know, this is very applicable to gays, lesbians, bisexuals,



14:56

.....

absolutely anybody the whole thing. Anybody who feels like You're alone in the world.



15:00

Yeah. And it's just a matter of be yourself and let people see who you really are, then it's not so scary anymore. Yeah.



15:08

And then it's not scary for you either. Because to me, it's like, I could spend a lot of time and energy trying to conceal my past and my history. Or I could just relax and just take life as it comes and just not worry about it. You know, because to me, it's like, it's not a source of shame. It's not, it's not something to hide or feel like, this is something that I have to conceal, just to make my life easier, because it wouldn't make my life easier would make my life more complicated. You know, and that's another thing that you have to think about. And of course, it's not really an option for me, because everybody who's ever known me has always known



15:48

as complicated your life.



15:50

When when you hide things about yourself, then you have to constantly think, before you open your mouth. Yeah, you're not good at that. You have to your brain just comes right out through it.



16:04

Life doesn't have a backspace key. No.



16:07

Very good.



16:09

Nancy, assume you've mentioned something, I think it's a good point for you. And I've talked about this for a minute. And that is the relationship of transgenders to the gay lesbian community. Now, I know in New Orleans, a lot of what you have been able to get done, there has been in large part because of the gay and lesbian community, hasn't it?



16:25

Absolutely. Particularly for the city charter change that was initiated by several activists who were both involved in the gay lesbian community, for some of them for the last 20 years. One of them in particular was an attorney, who knew that the city charter was being revised new people on the committee and approached us, the transgender community because he had a particular concern about us being left out of the change and wanted to know if we wanted to work with them.



17:04

It's refreshing. Yeah,



17:06

it certainly is.



17:07

So it is, we're making progress in the social political area, from those gays and lesbians who are very supportive and understanding of the transgender people. Now, not everyone in the gay and lesbian community understands this. But then not



17:26

everyone in our community understands us.



17:29

Yes, but yeah, here in Houston, we're still fighting. The gay and lesbian community is still fighting that are transgenders part of the community or what



17:38

we still have that. I think what you find is the educated some of the very educated gays and lesbians do understand transgendered understand where we're coming from and move it beyond just being a gay lesbian issue to a discrimination amendment human rights issue. And when you're right, we're all equal. We're talking about the same thing. It's discrimination. And we're all part of the human and we're fighting Yeah. And we're fighting homophobia. And



18:10

you know, when when the bashers come into town, they're not interested in gay, straight,

transgendered bisexual. We're all queers. And they all want to bash us, okay.



18:24

morency pointed out before they beat you, they don't stop and say wait, first, are you a regular queer or trans queer?



18:32

Well, the scary part is they don't even ask at all. They just assume they just do it right.



18:36

In the battle is. It's not the fact that one is gay or lesbian. It's so well we're fighting is homophobia, and transphobia. Very related, and it's fear and hatred, that feeling that and that's where education comes in.



18:54

That's right. transcends even beyond just the transgender or the gay, lesbian bisexual community, because this is long running in, in any race or any religion. Oh, yeah. Anything that's viewed as being exotic or different, is a very easy scapegoat for people to vent their frustrations on



19:13

same attitude that gave birth to the Third Reich. Exactly.



19:17

Gwen, so we're a convenient target is what it amounts to, and they perceive us as easy prey.



19:23

When how does the gay and lesbian community do they post in in the transgender AOL and how relationships is that a



19:33

gay and lesbian community on AOL are really the reason that we are there if it hadn't been for the work of Michelle quirk, who founded the original gay and lesbian community forum on AOL. If she hadn't been our advocate with AOL and said that these are us too. We wouldn't be there.

And By that same token, the transgender community forum has continued to support what the GLC F has done very strongly. The GLC f. That used to be the name of the parent group, the gay and lesbian community forum, which recently underwent a name change to en que specifically so it could be more inclusive of everyone that was there.



20:24

Now somebody on what I know is working with the gay lesbian community. That's Michelle. Is Michelle over there she have access to Mike. Yeah. Michelle, tell, tell folks what it is that you're doing that you're involved with, because I know you're very active with the gay lesbian community in addition to all the transgender things that you do.



20:42

Oh, yeah, I'm a member of to patrol along with Jimmy and we go out together. And basically what we do is we provide patrols to deter and report on hate crimes, gay bashing whatever in the greater Montrose area of Houston. So, we're out on Friday nights. We're out on Saturday nights.



21:05

And let me tell you, Michelle is pretty aggressive in procuring volunteers. I you know, I can say that the other night we had seven people on patrol three gay men, and for transsexuals,



21:19

it was the attack of the trans.



21:24

But the point that I wanted to make was that today, we listened to Nancy Bure Meyer, of the Human Rights Campaign. And I'm going to talk about that with Jimmy afterwards. But we also we also heard today from the director of the National get will again, Gay Lesbian Task Force, she made the announcements today Jimmy is at the end glTF, in beginning of September, is going to change their mission statement to specifically include bisexuals and transgenders. And we were all service, we all kind of sat there with their mouths open going, really, you know, and you



22:01

know, I don't I don't want to throw a wet blanket over anything. But you know, I want to see that first when



22:10

she better do it, because she said it in front of Phyllis and me and God and everybody. Wow. And if she doesn't know where she lives in Washington. She said it on the record.



22:22

Okay, no. Okay. I'm looking forward to that.



22:26

And the point that I wanted to make is that the boys and girls, we come on here every show and we say this is the show for the queer community. And well, I just wanted to get the word out and hear from y'all that indeed, it is the queer community. Excellent.



22:43

Yes. And that brings me to the point that we're not talking about discrete groups here. There was a considerable amount of overlap. That's right. You know, I mean, think of all the transsexual lesbians or transsexual, bisexual just like we are talking about four little categories that you can put each person in. No, that's



23:03

that's absolutely right. That's why you know, I would rather have one word. Yeah, to be inclusive and, and queer seems to be the word although it makes a lot of people uncomfortable. Still,



23:14

Phyllis likes to use lesbi Gator, which is okay, but it kind of sounds like



23:19

reptilian. Yeah,



23:21

yeah. No scaly.



23:22



Sounds like we're all predatory.



23:24

I think we just need a brand new word that that hasn't, that nobody's ever used before. Yeah,



23:29

I don't know what that word is. But I would like to find out.



23:33

Why not just alternative lifestyle.



23:36

That sounds like your street and living together sounds



23:38

like a style of music.



23:43

To listen to Nirvana, all that besides,



23:44

it's not. It's not a lifestyle. It's a life. Yeah, thank you.



23:50

And you know, and I really have a problem with people. Like reducing this whole experience that we share to the term lifestyle choice. That really are everyone



24:04

in the room, raise your hand if you chose to be this.



24:10

I chose to come to the radio station.



24:15

Be this way but then repress and a



24:17

lot of people choose to



24:18

live? Yeah, yes, exactly. Right. That's their choice.



24:22

I chose to be honest with myself and with others that that was the choice I made. Very



24:26

good.



24:26

We are coming up to the station break. And we still have some other folks that would like to get on. Yes. So I want to bring this part of it to an end. But before we leave a Gwen, if you would tell people first of all, I want to alert the audience could get a pen and a piece of paper.



24:41

Well, they ought to know that by now. Well, they should you and



24:45

Gwen if you would let the audience know how can they get ahold of the transgender form?



24:52

Again AOL subscribers I need you sign on You go to keyword box which is very visible on just

Again, not subscribers, I need you sign on. You go to keyword box which is very visible on just about every screen a wall puts up and you type in. Key is in Tanya sees and Charles and F is in Francine or you can type in transgender crossdresser etc Now take your right there.



25:22

Okay, okay.



25:25

We just had a note pastor



25:26

we had note here I don't understand. Was it mean?



25:30

Just the bottom part of the note there.



25:32

Oh, that says you don't get to choose who you are you only get to choose what you do about it. I think yeah, that sums it up. That's it, folks, thank you very much. You know, there's like a room full of wisdom with this room may never be the same we get through. But you know, really? I tell him Yes. And I really mean it. i i Sometimes I realize there are times when I realized what a privilege it is to be able to do this show. And I really feel it when I get to have a room full of people like this. And I think I'm like one of the luckiest woman alive because I get to have these folks in here as guests. And commodity here thinking, darn These are amazing. You know, you you enrich my lives you really do my rich my life and I want to thank you for that. Thank you. Thank you.



26:20

Thank you. Okay, we have some music coming out. And and Sarah, we have you have a choice here for the sublime to the ridiculous. We have Wendy Carlos or Jane county



26:32

Alessia Jean counties tend to wake the audience up for battle.



26:35



That hit number one.



26:46

And we are back. That was windy Carlos.



26:50

Yes, it was. I thought we'd give you a little bit both of Jane County and Wendy Carlos. So yes,



26:59

thank you. Yeah, I keep doing that. Just makes me crazy. Okay, we are going to turn on the microphones in studio. Okay. All you folks, everybody, introduce yourself. Let them know who you all are.



27:12

Okay, I'm Beth Richard. I'm local here at Houston. I'm a tats member been hooked up with a lot of the inline online stuff for a long time too. So I'm the other half of that not being AOL, but rather internet in general. Okay.



27:27

And



27:28

my name is Laurie Sue and I have been having life partners for about five years now and I am a supportive community and help out when I can have where I can.



27:41

Okay in and I'm de McKellar exhausted after my annual marathon at the law conference.



27:51

Okay, now that we've come down to our a small crew here, let's chat about the law conference and about some other things a little bit. First of all, I want to talk a little bit about to Nancy Bure Meyer. First of all, to the audience who may not know Nancy Bure Meyer is d what is her exact position? I know she's with HRC. But



28:12

I don't know her exact title. She's one of their principal lobbyists on Capitol Hill



28:17

is a political advocate. I think that's what she said she'd been on the show before. And that seems vaguely I think that's what she told me Well, and



28:23

her job is to take the HRCS message out of the downtown office area and onto the hill. She talks to congressmen and senators and their staffs and anybody else that might do them some good.



28:40

Okay. Nancy Bure Meyer was invited to come to law conference. And no, is that wrong? Okay, go ahead. And



28:50

Nancy called us and said, Gee, do y'all have room where she didn't say, y'all, but she's, she said, Would it be possible at this late date for me to get it to come to the law conference and explain the HRCS position? And Phyllis basically fell all over herself and said, absolutely.



29:17

Okay, so,



29:18

if we had thought of it and had thought that she might be willing to come? Yes, we would have invited her. We didn't think she'd Well, we didn't think she had enough body armor.



29:30

Yeah. Now for those who may not know the HRC has been trying to think how to put this politely but they've been under attack. I guess that the easiest way to put this. There's certainly by me, and I know by Phyllis and there are others who in the transgender community

felt like the HRC has not come close to doing what it could to be supportive of loss. Fair enough.



29:53

There have been some deep differences of opinion as to what is an appropriate strategy. The community as a whole should be following on Capitol Hill on employment discrimination. Okay.



30:09

I sat through Nancy's stuff today, and I actually I taped it. And I'm going to try and edit it down and bring it in for the next show. First of all, I thought Nancy was incredibly courageous for coming here, because she knew she was stepping into a nest of vipers and came anyway. I also thought that she handled herself very, very well, she was very professional under pressure. She presented her back's very well, and very effectively. Having said all that, I was also very open with Nancy and telling her I plan to campaign all over the state against the HRC if things did not change, and I was very pleased today that there were several people from around the country who got up and basically said, You talk a good game, but you don't put any action where your mouth is. And I think Nancy left with an understanding that the HRC has a serious problem on his hands. How much of what was said today will translate into any actual action by the HRC? I don't know why I wanted to give Nancy credit because it took guts. She put on an excellent presentation, she handled some very tough questions, a lot of anger. And I was I wanted to say just say publicly that was very impressed with your professionalism. But it didn't change any minds, I don't believe.



31:43

I don't think she expected to change any minds. The situation there, Nancy gets it so far as the appropriateness of trans issues. I've talked to Nancy several times. And I would like to think of her as a friend, as the friend of our community, because she doesn't understand, I think she means well, at the same time, she has an institutional problem, in that the people who finance the HRC, who make up their board of governors and their board of directors, the people who truly call the shots as to what the organization's policies will be, do not get it. And actually, Nancy, and a lot of the other staffers in Washington at the HRC are really in the middle. They understand the justice of what we're asking for. But they also understand that they understand who pays who signs their paychecks.



32:51

Exactly right.



32:52

And they have to go with the people who sign their checks. And until we can raise enough money to sign their checks instead. We're not really going to get their full allegiance,



33:06

right? Well, I'm going to edit down the tape that I got, I listened to it today for the sound quality. And I want the audience to hear some of the questions rather than coming through me. But at the same time, I just I did want to bring it up while you were here. I thought Nancy showed a lot of guts, a lot of professionalism. She also knows that at least in my case, she that the HRC has an ardent Okay, can't think I don't want to want to say no, because that's not true. I have they have at least in me, a person who believes nothing. They say that until they can put action behind the words. I think they're full of hot air. And they certainly know that. Laurie, let me come to you, with you yesterday, or you've been a couple of these law conferences. Now you've been to, you know, you sat through some of it. What is your impression, some law conferences, that some of the people in some of the law conferences that you've been to? And you mean, you sort of come to these from an outside view? And I'm kind of curious what how you've seen these things.



34:16

Everyone's been very diverse. I've been very impressed with that. I think I've been to two or three so far. And I think that you epic, I think that it's something that's needed in the community from what I've observed. And the people who have attended have seemed to have gotten something out of it. I hate to use the word brave, because it's a very overused word. But I think that is probably most applicable for the folks who go there and do what they need to do come out and known and then go back to the communities and pass that on.



34:53

One of the things that I noticed at the conferences that I've been in is that you haven't we haven't seen a lot of spouses. With I don't know, this is just sort of talking off the top of my head. But would you suggest that maybe the next time we are there or maybe wherever it's held, that maybe we ought to spend some time on the issues of spouses, legal issues for spouses, perhaps



35:16

I'd be helpful. And I think that it would be helpful to have a room for the spouses to go away and be on their own and talk to each other, because that's not something that they can do with the neighbors. And if they can talk to others about their own issues. It's a support group. And it's something that you can't find that easily.



35:36

See that sort of thing that never wouldn't have occurred to me. And that's why I wanted you to sit in on this, because you sort of look at it from the outside looking in. And I think sometimes you get to see things that are not, that would never jump out at me otherwise. But the I know

you've been to is this, this is what your second one.



35:54

This is my first and I really wasn't even here for anything more than the Friday night because of family conflicts this time. But I'll tell you, I sure got a lot out of just being there for the keynote speaker Friday night, who was Reggie Jones, one of the five commissioners of the



36:08

EEOC, actually, it's Reginald. Well, yes, these days.



36:13

That's part of the story that we got to use him wha No. He's He himself said that, you know, yeah, okay, people are doing the Reginald thing now, but he still prefers reg. But in any case, I was fascinated to hear some of the things he had to tell, specifically the origins of Title Seven. And the fact that it was made so broad in order to kill it. Well, that didn't quite work. And his analogy, comparing one of the other protected categories of religion being the one that came most readily to mind about changes of in, one can change one sex, one can change one's religion, it's a little harder to change one's country of national origin, and one's race. Right, add an analogy in there, the courts have held that discrimination on sex illegal discrimination on change of sex while they can let that get by



37:04

that, well, you we've talked about that before. Give me



37:08

an allergy. Allergy, may eautiful, was about changing your religion. What if a Catholic woman marries a Jewish man? She changes to Judaism? And at her job, her boss has this thing about Jews?



37:27

Not not No. Eros has this thing about her having chained having a problem with Jews, no problems with Catholics but having changed. That's not we can't have that. So he fires the



37:37

fires her. Okay. And he read said that he doubted any court would uphold that that was not discrimination.



37:46

And yet, to make that analogy come through, the boss would have no problem with this person being male. Right? No problem with this person being female. That's right. That's right. Problem with the change. That is what the courts have held has been okay to discriminate interest in some courts? Well, I know courts that make it a problem, right. And basically, the situation is that he understands this, and he doesn't see that there's any point and he called it a distinction without a difference. And well, he's one Commissioner out of five. Yeah, well, that's right. And any basically the situation is that that until there is administrative majority on the issue, that's why it's gonna stay because they just can't handle the load right now of of taking those kinds of cases knowing that they're going to be thrown out.



38:35

Carrie Labelle was very honest today. And I really respected her for that she's very low.