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SUMMARY KEYWORDS

phyllis, people, transgendered, job, business, frey, talking, lesbian community, spouse, piece, call, years, knew, engineering, transsexual, unemployment checks, line, interview, bobby mcferrin, thought

00:00

Please welcome the very talented Bobby McFerrin.

00:32

GED

00:55

he do you

01:33

he

01:42

he was a you

01:51

he

02:45

she just she says it's the name of the store

03:00

with to which the Wicked Witch Hi hold me Oh Savior

03:20

wishto which by the way can we build a pop gills

03:40

pom pom pom pom

03:46

pom pom pom pom pom

04:03

my sister

04:13

oh the yellow brick road well the brick road

04:31

we here

05:27

The oceans

05:48

lines with tigers and bears lions lions and tigers

05:54

lions or diners

06:01

be

06:26

don't bring me a witch's broomstick and I will grant your request

06:50

we've got to buy Daraa

06:55

Papa Papa boo boo boo boo whoa oh we Oh

07:17

Catan Tang Tang Tang Tang Tang Tang Tang feel that way

07:46

thank you everybody

08:08

I was to register a complete

08:21

miss

08:24

what do you mean Miss

08:27

I'm sorry I have a cold I wish to make a complaint sorry we're closed for that I wish to complain about this but what I purchased not half an hour ago from the spaghetti booty.



08:38

Oh yes the year the Norwegian blue what was wrong with it?



08:44

I'll tell you what's wrong with it my left he stared that's what's wrong with it.



08:50

Now now he is resting



08:54

I know it did cut out when I see one and I'm looking at one right now.



08:58

Not not that easy resting. Remarkable burden always and blurry eyes. Beautiful plumage.



09:05

The plumage turn and a stone dead



09:09

No, no. We received



09:13

it he's resting Oh my God. Allah was deployed. I have a lovely first come fish viewer



09:36

is your alarm call



09:47

now that's what I call it good.



09:52

Now he's done. London just as he was waking up Low Income glenstal easily



10:04

made I've definitely had an app for this that is definitely deceased and when I purchased it not often out ago You assured me that its total lack of movement was due to it being tired and shagged out following a prolonged school



10:22

he's probably pining for the fjords



10:30

and kind of told him why did



10:32

he fall flat on his back the moment I got him home Norwegian blue prefers keeping on his back remarkable butternut squash lovely plume ism



10:41

I took the liberty of examining that talent when I got it and I discovered the only reason it had been sitting on its perch in the first place was that it had been nailed



10:56

Well of course it was nailed that if I have nailed that bird down it would a muscle that knows boss phenom a part of his beak



11:11

is part of the 4 million bolt threads pleading the



11:23

post this is yet to be expired and gone to meet his life is so nice to be putting up the stage is ~~metabolic processes are now in off the tree is kick the bucket is shuffled off this mortal coil run~~

melodic processes are now is off the tree is kick the bucket is snuffed off this mortal coil run down the curtain and join the bleeding quadrant This is an axe



12:11

well I bet replacement and



12:19

sorry squat around the back of the shop condo right out of parents. I



12:24

see. I see I got a picture I got



12:27

a flood



12:33

does it



12:36

not?



12:38

Bloody replacement



12:45

Do you want to come back to my place?



12:49

I thought you'd never ask



12:57

one of the strangest mating rituals ever recorded. One of Monty Python

13:03

want to come back to my place thought should never ask.

13:06

That is one of the strangest meeting pieces I thought I had heard just about everything on how you there are some new pickup lines that I've heard but this is an ex parrot is not one of them and before that the incredible amazing Bobby McFerrin doing the Wizard of Oz and once that CD what does that firm

13:30

pass it to me? Oh yeah, you already did pass I think every good yeah. It's from the for our children the concert which was the benefit for Pediatric AIDS Foundation, Bobby McFerrin the entire the entire movie wizard Fraus in eight minutes flat by himself by himself

13:46

no no accompany Well, except

13:47

for the occasional help from the crowd. My favorite line in there is the come out come on,

13:52

wherever you are.

13:53

No doubt.

13:55

You know, that's I was telling that of all the pieces of music that we've played since I've been on the year, that's the single most requested piece. I mean, people call every time and say, do you have that Wizard of Oz thing? Nobody remembers who does it. But that remember the

piece



14:09

it was put out by Disney of all people and to copyright 92 And I just got into mainstream sort of WRITE RECORD place. It's not that hard to come by actually, I got it in a in a kid's department of all places.



14:22

Just just an amazing piece of music the incredible Bobby McFerrin and before that after we had been talking about religion Romanovsky in Phillips if there's a God, he's a queen. I always suspected that was



14:37

true. I'm sorry, sir. We're gonna have to be stuck quite being so serious on this show.



14:42

Yeah, well, you know, we activists, we have no sense of humor and we don't know how to have any fun and where you know, so. Well, speaking of activists that brings us to the next piece of interview that we have and This is an interview that I did with Phyllis Frey. This is from May of 95. Now, one of the things that I have always enjoyed about this piece is people think they know Phyllis, but actually what it is is they know about Phyllis. What they don't know is why Phyllis does what she does. What is her motivation? What makes Phyllis tick? And this next piece with Phyllis really explains it. It I think this entire piece runs five or six minutes and five or six minutes you'll hear Phyllis tell you the entire history of the transgendered movement as it relates to Phyllis because in truth, she really is. If she isn't the founding Person of the transgender movement. She's real close.



15:48

She's been around for lots of different things going on with it.



15:51

I am proud to say a Houstonian proud to call her friend. This is a very interesting interview. I think it runs about five or six minutes. But this is Phyllis Frey. Talking about her own history. I think you'll find this very enjoyable. Now for those of you who don't know Phyllis Frey is what is what is called a transgender activists. And now you've been listening to the show for several months. You know that I also have a transgender activist. But I think Phyllis comes at it from a slightly different background. For example, you went to the Corps of Cadets at a&m



16:26

Right? Yes, it did more senior boots and the whole nine yards.



16:30

Did you realize at that point that you might be transgendered?



16:33

Oh, yes, I knew that I knew. And I knew since I was eight years old that I was transgendered. Actually, I probably knew it beforehand. But I first crossed dressed when I was about eight. And all the times I was in Cub Scouts, I really wanted to be in the Brownies.



16:50

Let's see. Okay. Now our listeners are probably saying, Well, no, if you knew that you were transgendered. Why the Corps of Cadets? Why would you?



16:57

Well, there's several reasons I wanted to please my family also was dealing with an awful lot of guilt. Just because I knew I was transgender didn't mean that I didn't carry a lot of guilt, and feel a lot of guilt about it. I was terrified at verbalizing that to my family, because I feared as it turns out correctly, so I feared that I would be rejected by them. And so I figured if I did a lot of these masculine Butch type things that I was very good at, by the way, that it might Purge me or cleanse me. This need to be the feminine person that I am.



17:48

So you graduated from a&m and you get your degree in engineering? Is that



17:51

right? I got a civil engineering and then I got a master's in mechanical engineering.



17:56

Okay, and you got married after you graduated as a junior year at a&m. Okay, so now you're a married person, and you have a degree in engineering, and you want to get a job. And at some point, you decide to transition. Now what happens?



18:10

Well, in between, there was the army, I did my stint with the army. And I came out to my spouse, and she made me swear to never do it again. And so I swore to never do it again. And that lasted about a week. But when she left, she made a lot of, well, she made some noise about it. The point is, is the military started processing me out. So other military with an honorable discharge. And then I began to practice engineering. And I practiced engineering in one, two in three different places. And each place that our practiced engineering, this was back in the early and mid 70s. After a while I would get tired of being secretive about who I was, I got tired of all the lies, everybody would talk about what they did on the weekend, and I had to make up stories. Everybody talks about what they got for their birthday for Christmas, I had to make up a lie. You know, talk about the fishing tackle, or God or the hunting rifle, or something like that, instead of the negligee I got or the, or the shoes that I got or the beautiful dress that I got. And so I told, you know, I started confiding in people and you would lose a job. And it was interesting. One of the people I remember very, very practically one of the people that fired me, because he knew I cross dressed in the privacy of my own home. He was married, and Secretary was married, but they weren't married each other and it turned out about three minutes after I left their affair they've been going on for about three years finally came out but of course we both know that's okay. Because that's hetero sex. Sure. So you, you, you've gone



20:03

through everything that the other transgendered people have gone through in losing jobs,



20:07

gone through losing jobs gone through the Depression gone through the suicide attempts, I have the scars on my wrists, gone through the guilt. And but I've survived.



20:21

The reason I point that out for the listeners, I know, I've talked to people in our own community who don't believe it. I think they think that you were born this hard driving attorney and that you never went through any of the things they went through.



20:33

No, no, I was very frightened, frightened. Child, I was very terrified of my transgendered nature, nature. And yet, I cross dressed, oh, at least four or five times a week, it might be just something as secretive as going into my mother's bedroom and sneaking out a small article of underwear and putting it on. But golly, I was a very frightened child. And I was very frightened teenager, I put on a good facade. But I knew what was inside. And I knew that I was dealing with an awful lot of guilt I was I was just carrying so much guilt and fear. I remember, I

remember all through my teenage years, dreaming at least once a week, if not once every two weeks, sometimes twice a week of being caught, cross dressed. You know, that's that's how much that fear was in me. I have a dream that quite regularly being a being caught.



21:44

Now, after you've lost several jobs, at what point did you decide that you had enough of this and you want to be more public?



21:51

Well, I'd always wanted to be public, but I was obviously afraid of what my spouse's reaction would be. And I was also afraid of what my employers reaction be. And I was also afraid what my family's reaction is going to be. But after I got married, it wasn't so much my family's it was my spouse. And when she was my second spouse, when she married me, she knew that I cross dressed. And she knew and she'd seen me cross dress. And she knew that somewhere down the road, I might become this transsexual person that I am. But she also knew that that might be a remote thing, because I really didn't understand who I was. I didn't know what I know about transsexualism. Now, I didn't know what I knew about a lot of the stuff that I know, now, I was dealing with the same miss that everyone else, even the transgendered people deal with whenever they're, you know, still kind of coming out, not only to the world, but coming out, and so and so I was carrying all that baggage, but I'll let my spouse know. And after I lost my third job, we decided that what we would do is I would begin, I would apply for jobs, still as a guy, but when I was interviewed, I would make sure they knew that I was a crossdresser. And I cross dressed in the proximal home so that once I got a job, I might be turned down for several interviews. But once I got a job, then I wouldn't have to worry about losing it. And so during the summer of 1976, I went through a couple of those interviews with engineering companies, and we're sales companies. And we're telemarketing companies with any anything to get a job. And no one would hire me knowing that I crossdress. And so finally, in desperation, in September, my spouse was very angry, because it looked like a job, a job that I did have, when they found out that our crossdress they took it back. She was furious. She said, if they're not going to hire you, because they think you are, you may as well be who you are. And that was I think, the 13th of September of 1976. And so from that day, with exception of one day, in November of that year with that one day exception, I've been fellows full time ever since.



24:28

So we're talking 1976. And you're going to employers and you're telling them, Look, I'm a qualified engineer, but there's something you need to know about me and they're saying, Thank you very much. And goodbye



24:39

in the privacy of our home across dress. Oh, oh, what does that mean? And I explain it to him. Oh, well, we'll call you back. And I never got called.



24:48

Well now some people might wonder why did you tell them if you're just doing it in your own bedroom White Album,



24:52

because I was tired of hiding, tired of hiding who I was, and tired of all the guilt that was associated with it. I



25:01

know it's interesting. I hear gay and lesbian people say, Well, I don't think transgender people have a lot in common with us. If you've been listening to what's just been said in the last few minutes, ask yourself that question again, I think you'll find out. Yes, we do have a lot in common. Now, how long did it How long did it go forward? Before you were able to find a job,



25:22

I never did find a job. And actually, far, couple of years, I was unemployed. Or radically under employed. What I mean by that is, I tried to build my own engineering company. And I had a couple of friends who were liberal, very liberal, and they tried to feed me some work. And they did feed me some work, but it wasn't enough. And I was constantly fighting to get my unemployment checks. Because even though my employer was not fighting, my unemployment checks, the referee from the Texas Employment Commission decided that I didn't deserve unemployment for being transgendered. And so that was a year and a half fight before we ever got our Fordist \$43 a week. unemployment checks. And at that time, my spouse didn't really make that much money either. And we had car payments, house payments, child support payments, never missed a single child support payment, by the way. And I lost my train of thought, well, you're, you're talking about how, how long it took you find a job, oh, yeah, to find a job. And 1978 or 79, I decided I'd go back to school, because I could get my GI Bill and I would get a master's in business administration. That would buy me another year, it would bring in additional income. And it would also give people in business, who would regularly be at the University of Houston in the evening in the business school, a chance to meet me and see that I wasn't all that bad. Who knows maybe one of them would be in a personnel section, or maybe one of them would be an engineer getting an MBA, that come to know me as a person, I did a job. When I applied. I discovered that U of H had a joint degree program joint business and law where each college saw their electives filled by the other's core curriculum. So I applied for both. And I went to law school, principally learn how to defend myself not to be a lawyer. While I was in law school, I started an Amway distributorship. And I made pretty good money out of that didn't make the money I'm making now as a lawyer, but I make good money out of that I had a good product. And I learned an awful lot read a lot of the books that they push at you, I learned a lot about self esteem, learn about a lot about goal setting, learn a lot about setting affirmations, and I learned just better everything I know about business, despite the MBA from that experience, and sold to a lot of gay bars sold a lot of gay bars. And I had a pretty good business going. And another architect and architect who was gay, gave me business because I'm a licensed engineer, I was CEO. And he would have me see a lot of his drawings. And I

would charge him a whole lot less than an engineering firm would. That was rock along pretty good until 1986 when Ronald Reagan's recession finally hit Houston. And the housing market in Houston went Kazooie. And a lot of other stuff did and so my Amway business that was had a very strong commercial component to it, and my housing industry business went to pot. And so it was wrong to start practicing law. But I never have had a job since 1976. I've always been self employed.

29:21

They were actually blackballed by the Engineering Society working. That's correct.

29:24

That's correct. I am. I asked the Equal Employment Opportunity Commission to investigate my firing. And they did it took them about 14 months. They came back and they said, Miss fry, there is no doubt about the fact that you have been discriminated against. It's very clear. It's very obvious. It's very well documented. We've got it all. But it's not illegal. Of course, I didn't know back then. But just one year before the Uline case had been rendered. That's the federal case coming out of the Court of Appeals in California, where an airline pilot Karen Uline, had been denied her job with Eastern Airlines. The wording of the appellate court was that her challenge was on discrimination on the basis of sex, which is illegal and it was illegal, then the appeals court came up some very twisted logic and said, You are not fired carrying your line on the basis of your sex, you were fired on the basis of your change of sex. So, you know, as far as the law goes, and our employment goes, transgender people don't even have sex. As far as you know, until we get new case law. I'm not can't be hired or fired because I'm male or hired fired because I'm female, I can be fired because I changed from one to the other. So we're in kind of a limbo lane.

31:00

Now, you've told me before, but I don't think audience probably knows then you went, how many years? And where were you telling me you went? You went several years without even deal use the air conditioner in the house?

31:11

Yeah, it was tough. We learned to we learn to make it we we didn't go out. We ate at home. We went from buying milk and store to buy and powdered milk. Because that was a little bit cheaper. We turned off air conditioners, and from 1970, the summer of 1977. We let them run during 76. Because we still had a little bit of money in the bank and I thought I'd get a job. Starting the summer 77. We didn't turn on the air conditioner again until Oh, I would say the summer of 92. That was after I'd been a lawyer a couple of years and we start feeling that we could count on my income. So we went for about 15 years, 14 years. Without our air conditioner and our heater. In the wintertime we left that thing on it's 67 all the time.



32:15

Ronnie Gilbert, with a perfect song about Phyllis Frey an agitator. Yeah.



32:23

She says right at the end.



32:24

Yeah. This is this show is is kind of a landmark show. For me. It sort of marks a new era for me in, in my view on activism. I think we're at a point now, thanks to Phyllis and people like her that the time has long passed for people in the transgender community to use the closet as an excuse. As I've said before, and I'm going to repeat, there is no need for every transgendered person on to be on television tomorrow. But there is no excuse for any transgendered person today. Not to do anything. Whether you contribute financially to the Transgender Law conference, whether you simply come out to your friends, whether you but there is there the time has long since passed, when, when I'm just I just can't accept in this day and age, that there are transgender people who are doing nothing. And I've thought about this a lot I've thought about the way that we have approached activism, and the way that we have approached dealing with human rights campaign fund and the way that we have. That's all good. And I think it's all necessary, but I don't know that it's the answer. It's part of the answer. It's



33:49

not the answer to everybody. But it certainly is the answer to some people. So yeah, hey, let them go for



33:55

my, my, my new, my new direction that I am going to be taking about activism is very much along the lines of the ecology movement. Think globally, but act locally. And in many ways. That's what Phyllis has been advocating for an awful long time. And there was a series of things that she put out on the internet just in the last couple of days, saying, Look, if you live in within your area, go talk to your Congressman. And you know, she's right. There is no excuse for you not to do something. I am in the process right now of writing a book and I'm looking at several issues involving gender primarily. But the more I look at the transgender movement, the more I have come to the conclusion that the fact that we have not made greater progress is nobody's fault, but ours. That's true. We have let people like Phyllis, do all of the work in a vacuum. It isn't fair. And if you want things to change. Phyllis cannot do it on her own. Ricki Wilkins cannot do it on her own. I can't do it for you. If you want things to get better. The time is the time is now to get off your rump and make it better.



35:15

You know, there's a lot of things about this, that we're not big in numbers. I mean, you just face it, we're not no, we're not. If if we leave it to a few percent of us, we're talking two or three people.

35:33

It as I've been, as I've been researching for my book, I've been looking at the whole issue of, of gender, not just not transgender, but gender. And I'm lining up a whole series of guests looking at this exhibit looking at this issue. But one of the things that I'm going to start harping on and we're gonna start talking about in the show from now on, is that our destiny lies in our hands. It is that, you know, it's not sufficient for us to blame the HRC. If, if, if things are not going well, it's our fault. In it's our hands to fix it.

36:16

Jack Welsh, the Chairman of the Board of General Electric has six rules for his business. Number six is control your destiny or someone else will

36:26

thank you. Exactly. Exactly.

36:32

What Yeah, real classic example, in our, you know, in our communities that SRS is not covered by insurance with very rare exception, sex reassignment surgery. I'm sorry, it's just so common for the transsexual crowd to know what that is. And I forget that when I'm talking to other people to in any case, that's not covered by insurance. Why? Well, it's not because it's cosmetic. It's not that's been thrown out, the courts won't let them get away with that excuse. It's not because it's experimental. They tried that excuse for a while that's been thrown out. It's not because it's, what was the other one elective that's been thrown out? The only thing they can do now is upfront, right? In the beginning, tell you what the what do they call it a specific exclusion? We're not going to cover this, we'll take your money, we'll cover everything else, but we won't cover this. And the only reason that that arbitrary thing stands the way it is, because there's not enough voices to say, No, we won't stand for it.

37:24

Well, one of the problems that we have in the transgender community is that is that this is transition and transition, it really is a process. And so the people who are the beginning of stage have no idea what I just what I'm talking about right now. They have no clue would fill us fries talking about. We are talking over their heads by huge amounts. Now,

...



37:41

there's also a lot of people in our community who are never going to transition tip.



37:51

And there are also a huge amount of people who have worked into the club, and disappeared. Yeah, post, and I am not willing to accept that excuse from those people anymore, that it's over with. It's never over, you may stop considering yourself a transsexual, but in today's world of computers, you could be outed, anytime. Oh, yeah. And if and for those for those people who are out there and thinking, well, I'll I'll do my transition and how would work? And what is it they say? No one won't. No one will won't realize that I'm not a real woman. Oh, shut up. Okay, I'm sorry for that.



38:30

But, you know, I can break this down about 10 different ways. Number one, what is the real woman? Number two? What



38:35

makes a whole book on that question? What's a real well, what



38:37

is the real one? Oh, no kidding. Okay. And like, nobody's going to find out. Well, I don't know about you, Sarah. But at this point, every last bit of my college records are on microfilm. What are they going to go to when they're like a pan or something and scratch off the old name? I'm sorry. It's never ever, ever going to change. It's right. And I want to go to graduate school. And I'm going to have to walk up there with transcripts explaining why the name on those transcripts is different than the one on my driver's license. That's it. I'm never gonna get away from this. That's it. But do I really want to? Am I really interested in denying that whole part of my life? I don't think so.



39:11

Phyllis has been concentrating on the political aspects of things and she has been concentrating on the gate on getting the gay and lesbian community you know, she's talked about inclusion, I support all that. But my focus in in activism is probably not going to be there. Because I've come to the conclusion. It's never gonna happen. This This sounds terrible. But I've come to the conclusion, it will never happen. We have won some important victories with the gay lesbian community. But if we are going to win our rights, we can't depend on the gay and lesbian community. I'm convinced as awful as this sounds, that the gay and lesbian community would sell us down the river in a heartbeat. If they thought that they would get their rights at our expense.



39:56

Hey, no, they're in that lifeboat paddling like crazy with those sharks follow them and they They look around and see who's the quickest one to throw out and satisfy the sharks.



40:03

Yeah. And so it sounds awful say, sorry, I don't, I don't trust them. Yeah, I am convinced that if we are going to win our rights, and we're going to make legal gains, if we are going to make political gains, we have to do it. And the days of leaning on others has got to come to a stop, we have to be responsible for us. And that's that's the focus that I'm going to start taking with this show have been intentionally lining up a series of guests. And we're going to be aiming at empowerment of people in trying to show people the way out.



40:41

Isn't that what Jimmy says at the beginning of every show when he's talking about what it is to be out?



40:46

Yeah, exactly.



40:48

I mean, this isn't anything new folks. We've been hearing this since the beginning of the show.



40:52

No, it isn't. But it's been the app. And I was listening to the tapes that of previous shows that we had done. And it was amazing to hear some of the things that I had said, and I look back on and says I believe that at the time. But I've come to think that that kind of activism isn't getting us where we need to go. It is one answer that needs to continue and all support. Phyllis, people come on, we said you know, Phyllis, this and Phil, is that and I've told them? Don't you ever say a bad word to me. But Phyllis, where were you when she was doing what she did? And that's the that's all I want to hear about that. But that's one aspect. And I want to take I'm going to take a different road. And I hope someone else will take a different road because it's going to take all of us, not just not just a few. Yeah. So we're going to start going to some music because it is time for us to start thinking about getting out of here. God This show has gone by fast. It sure has. We're going to go out with a piece of music by Chris Williamson and Trent fury. And this is a lullaby. Their version of it. It's been fun doing the show with you.



42:02

Yeah, thanks. Thanks for inviting me along.

42:04

When can I get this? I looked up as like, we had more material here. And as always, we didn't get to it. It's okay.

42:11

And even this with everything that got canceled out. You know, you couldn't get the interview with Vashi vade. And then Jesse Xavier couldn't make it with her being sick and all and even with those missing we still have too much for covering. Yeah,

42:25

well, it's always been the history of this show. We're going to go out and with, with Chris Williamson and Trent fury in the background. Remember our motto. When decorum becomes repression. The only dignity free people have is to speak out. Good night take care of young