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Mon, Nov 20, 2023 4:11PM 43:48

## SUMMARY KEYWORDS

human rights campaign, gay, houston, call, transgenders, lesbian, montrose, included, civil rights, mfa, work, talk, hate crimes, murders, congress, film, women, arthur, gave, point

## SPEAKERS

Roy, Big Roy, Jimmy Carper

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 00:02

News.

 B Big Roy 00:02

Okay, sounds good

 J Jimmy Carper 00:23

Okay, it's time for the news. The music you're hearing in the background is wonderful jazz by a lesbian group named Deus. And this is from their album wind jammer. Deus has been around a long time they play pretty, pretty lively music. So I think we're gonna use this as background music.

 R Roy 00:44

Hey, I liked it. Hey, I love big Roy, how are you doing? I'm doing great. How you doing tonight? Great. What's

 00:50

going on?

 R Roy 00:50

Well, you got some kind of serious stuff to talk about tonight. Oh, yes. The presbytery of the New Covenant that regional headquarters for the Presbyterian Church found a Houston

Minister Susan Quinn Brian, guilty of quote, failure to uphold ordination vows, unquote, for her role in alerting other Presbyterians about the abuse, a gay teenager face in his see more Indiana church. Now what this has to do with us here. This is it was a September trial. And it was held here in Montrose. And it focused on this letter that this woman had wrote, and she said that patina was subjected to constant harassment at church and at school. And in the letter, she also said that my beloved son was spat upon hit over the head with a Bible with such force that he was knocked to the ground by students screaming abomination, hallelujah brothers Hallelujah. And he was surrounded in the locker room and told how he would be sexually tortured, killed and thrown into the ditch, if they should ever find him alone. And some of our child's was very blunt attackers were the very church children he grew up with. Now, Brian was cited with, quote, failure to be a friend to a colleague in the ministry, and I did not know how anybody could be a friend. And what bothers me is that this was held a church trial was held here in Montrose. And recently, in fact, just I believe it was yesterday, a movie and opened up in the Museum of Fine Arts that deals with this very thing of hate crimes. And I believe Michelle Meyers, who tell us more about



02:45

it. Hi, Michelle.



02:49

Yes, I had the opportunity to go yesterday to the well, I guess it was Friday night, to the Museum of Fine Arts, and they're in cooperation with diverse works. For the filmmaker, Arthur Dawn, was there to show his film license to kill a very, very gripping film. No judgments made it just the truth spoken in the voices, and expressed by the perpetrators who committed these murders. Were these gay murderers? Yes, they were against gay men. Arthur had gone out and interviewed about seven or eight of them in prison, gave them an opportunity to talk and explain what they had done and why they had done it. With the backdrop of showing the victims some of the things that were going on at the same time that the murders that occurred in terms of what was going on in Congress what was going on, in terms of the religious right, and what they were saying. So it was and it was just facts. He truly knew no conclusion. He answered, no question. He only raised questions. And it was, as I said, it was very, very gripping. That he did not portray these people as demons, he portrayed them as human beings who had done this horrific crime. And as a result, I think we can better begin to understand some of the things that go through their minds. And while these crimes are being committed, they're not being committed because these people are devils. They're being committed because these people are have been brought up This way or have something within them that causes them to either panic in the case of homosexual panic over the guy touch me and I just went into a rage. Except, you know, why did he touch him? Well, the guy picked them up. He took them to his house. He gave him drinks, he gave them drugs. And then when the person turned around and thought, Oh, well, I just, this is the perpetrator did this brought on drugs. And then when the guy touches them on the leg, he says, oh, a homosexual attack from homosexual This is awful, and it killed them. On



Big Roy 05:43

November 11, 2018 - The Houston Gay Book Fair is going to hold a series of roundtable

IN NOVEMBER IN NOVEMBER, THE LESBIAN GAY TASK FORCE IS GOING TO HOST A SERIES OF ROUNDTABLE discussions throughout the country. And this is going to be in conjunction with a meeting with President Clinton because President Clinton is calling a roundtable discussion on it. That roundtable discussion will be coming to Houston on November the fifth. In its time, America in conjunction with the Houston gay lesbian, Houston, gay lesbian Political Caucus is going to be sponsoring this speaker. I don't have all the details on it yet. But this is part of part of some some ongoing events with the National Gay Lesbian Taskforce. And we're going to be talking about the subject of hate crimes both against gay lesbian people, but also against bisexual and transgenders. There have been a number of transgender murders in recent months, that were a direct result of hate crimes. Thankfully, not in Houston, but they've occurred other places. And we'll certainly be talking about that.

R

Roy 06:40

Well, you know, Sarah, I've always said that, as far as the gay community is concerned, for me, they're the real heroes have always been the feminine guys and the transgender, and those who like to be called drag queens, because there's the transgenders, and the feminine people who received the brunt that I can see the brunt of the vicious physical hate attacks, and the smears. And we heard of a gay murderer out there in where was it? in Katy?

B

Big Roy 07:17

in Katy, a while back now since then, there have been three more but we really don't care about those.

♂

07:22

I mean, I was shocked today. As part of the screen of the film. There was also a panel discussion this afternoon at the burst works in which I participated along with Gary Norman and Travis meter, and Arthur Gong. And I hadn't realized and I'm on to patrol I hadn't heard this, that Gary mentioned that since the murders and Katy, three other people, gay people have been murdered in the Houston area. We do not hear about it, where they hate crimes or was semi random victims. Now, they will hate crime. They were hate crimes. Yes, that's where we got a statistic from. They were hate crimes. And we don't hear about it. No, we didn't hear about those. No. So

♂

08:14

what's wrong with the gay press? Well, hey, we're part of the gay press. But we didn't hear we don't know about it.

R

Roy 08:18

Well, let's put it this way. Our regular press the television that everybody likes to use as their main news source. There's been a complete blackout of this. I mean, you will hear about some guy molesting a little boy. But you'll never hear about. We haven't heard about these other gay

killings.



08:42

Well, it also goes back to the time of the Paul Bouchard gay bashing murders that happened here in the Montrose that murder was not reported as really about a gay bashing murderer and a victim. What it was it was reported about. Here are 10 Young man, sports folks who have ruined their lives. Isn't that a shame? This right? is unbelievable. It wasn't until the Eastern press picked up on how Houston was covering this crime that the Chronicle turned around and, and looked at it differently. But it had to come from outside.



09:37

Okay, what else do we have in the news? Well, let



09:39

me mention one other okay. This was a great film. And I got a chance to talk with Arthur and in fact, Arthur came out with us. The filmmaker came out with us on cue patrol last night as they did we gave them a t shirt. We gave them an orientation manual and would you believe it? Just saved to noon, he had dug through that whole manual and said, Oh, you gave me this t shirt. But the rules in the manual say, I can't wear it unless I'm at a Q patrol function. And I said, Well, you have a dispensation in San Francisco. At the MFA, this common final night, the film is going to be shown again, remember, this is in combination with MFA and bevers works. We'll show the film again. Unfortunately, Arthur won't be there to answer your questions. But it's a very thought provoking film, it will be asked at the MFA on the 17th. That's this Friday. The film starts at 730 admission for every one and \$5 If you're a member of the MFA, or if you're a student, you can get in for four. Oh, cool. So it's a great film, I really recommend that we see it because bear will begin to understand and begin ourselves to answer the questions that Arthur is raising.



Roy 11:06

And we're still needing volunteers for the neath Parker campaign. You betcha.



Big Roy 11:10

Boy, are we ever do we ever need it? Yes. What



11:13

is that number?

 B Big Roy 11:18

Boy radio Oh, suddenly got real quick. Let me tell you,

 R 11:28

five to 173385217338

 R 11:30

Of course, that's

 R 11:31

Area code 713.

 B Big Roy 11:32

And let me tell you, we need people for block walking. We need people for telephone banks. We need people coming in. We have a huge male out. If I mean, if you can breathe and you can use part of your one hand we can put you to use and the nice Parker campaign and let me point out to you, early voting starts October the 18th. Oh, okay. Okay, October the 18th. So it seems to me that there's some feeling out there like, well, election is months and months away. It isn't boys and girls, it starts in next, what 10 days or so? Yeah, October the 18th. You really know if a nice Parker is elected, she will have the largest constituency of any openly gay or lesbian person in the United States. So roll your buns over there and give her some help because she needs it. And

 R Roy 12:26

it doesn't matter if you're Democrat or Republicans. Even the log cabin has endorsed yet a nice office or

 B Big Roy 12:32

what Roy one of the phone calls that we made the other day, somebody asked us if Denise was a Republican or a Democrat, and they're a person of the past that she's nonpartisan. And the lady said, Don't you swear at me? I think she misunderstood.

 R Roy 12:55

Okay, I got one more final thing to mention. Oh, actually, we

B

Big Roy 12:59

got quite a few. We got a ton of things that we get. Oh, yeah. Anyways,

R

Roy 13:03

hatch is having their annual awards night next Friday. That's right. Tickets are \$10. And you can pick them up at at 2pm at toobeez Lobos.

o

13:15

I think and

R

Roy 13:18

Well, I'll tell you what, call hat at 713-942-7002. And they will get that information to you.

o

13:30

Okay. And I mentioned to patrol you may anyone wishing to volunteer for Q patrol, you can reach us at area code 713528. Safe. That's 5287233.

R

Roy 13:44

Now isn't the all or this long name, the Royal Court The Royal

o

13:49

and sovereign imperial court of the single star? What

B

Big Roy 13:53

are they doing? operate it? Yeah. Just the court. The court, the court?

R

Roy 13:57

Yeah. Are they having a fundraiser

o

13:50

10.07

on Sunday somewhere?

R

Roy 14:01

Somewhere?

J

Jimmy Carper 14:02

It's in there. You look for it while I tell them about the Gay Men's Chorus of Houston. All right, because they have a new season concert schedule coming out under the direction of the newly appointed Artistic Director Dr. J. David Faber, the chorus will be performing three concerts this season, the first of which will be traveling through the holidays which includes such classics as Ave Maria and The First Noel as well as current fare such as Hanukkah in Hawaii.

B

Big Roy 14:34

That should be interesting. Hanukkah and Hawaii is a clash of cultures.

o

14:38

In early spring, the course will do a concert program entitled sing of love. It's love. It's natural. It's beautiful. What else can we say? In the summer the third and final concert of the season the group will perform a program of wrecked retrospective hits from the 50s 60s 70s and 80s appropriately titled time travel this year is concerts will be at Lambert Hall, a new concert venue located at heights Boulevard and 17th Street for more information or to obtain a subscription brochure, to find, you know, tells you when they're going to be doing this. Call them at five to one sing five to one s i n g. And of course that's 713. We

B

Big Roy 15:23

just got another donation. Oh, wow. All right. We just got another donation and it is from a new member in Yeah, yeah. And actually, it's from someone who was just Oh studio while ago. Okay. And, Justin, thank you very, very much. Ah, very generous donation the company from the company just in time delivery. So thank you very much. Thank you. It is marathoning though we don't want you to forget it in five to 657385 to six KPFT is Jerry Lewis would say keep those phones ringing.

o

16:01

Now. Outraged is having their Halloween party called DECA dance night in the quarter. That Saturday, October 25 7pm until midnight. It's going to be held at Rich's 20 bucks in advance. 20 foot 25 at the door if they have any tickets left. This is a very popular event. And it's also a

fundraiser because the proceeds benefit Stevens house, the Colby project and the body positive Wellness Center. So you can get your tickets at basic brothers body positive Lobo or riches? That's DECA dance on Saturday, October 25.

 B Big Roy 16:43

I wanted to talk about Houston pep up. Oh, you betcha.

 16:47

I just found that because I'm always looking for information on on pad. Well, I'm on

 B Big Roy 16:52

their board of directors so I can talk about that. Houston cap stands for Houston, people exchanging power, which is a pansexual. s&m or BND or fetish group or you want to call it Yeah, on September and October the 29th at Tantras, which is located just behind Rick's off of Richmond. Lori and I are going to be giving a talk about s&m protocol and safety and etiquette. And this is in preparation for a dungeon party which path is going to be sponsoring on November the first we do not want to be giving out the location on gear. However, I will say to you that if you want to attend the party, you do need to first attend the seminar that Lori and I are giving. Because we do not want people coming to a dungeon party with no idea of what they're getting into. But yeah, so I invite you to call clay Harris and his number is 713-921-1816. Lori and I are going to be giving this talk first of all, it's October the 29th 7:30pm it Tantras and we're going to be talking about protocol, safety and etiquette. Right. Following that there's going to be another brief talk about for anyone who's interested in being a dungeon master, which are basically the the people who are enforcing the safety netiquette status. And if you would like more information about the dungeon party and more information about pep itself, Call Clay 9211816. Okay, Roy. Yes,

 R Roy 18:29

I got the information about the court here. Anyways, Sunday. That's today, from 6pm. Till whenever the members of the court are going to be the guest bartenders have to venture in All right, so go out there and say hello to your favorite court members. And they're going to have snacks on the far side. And they're gonna have a show at eight o'clock right there at the venture in. does what it does, and I'm sure whatever they put on the show, it's one that you really don't want to

 19:05

just fund it. A court show is like no other. I can tell you that. I seek them out myself. Some some other things going on. The Gay and Lesbian switchboard is conducting training for new phone staff volunteers. Oh really? That's going on October 17. Through the 19th. It's next

weekend. Next weekend. It's next weekend. There's an orientation on Friday night and then the classes are Saturday and Sunday during the day. For more details or to volunteer call five to 930 to 11. Monday through Friday, seven to 10 or you can leave a message at 5299615

 B Big Roy 19:55

That sounds great. Michelle.

 19:58

Yes, I'd also like them agenda at the Texas Association for transsexual support meets on the second and fourth Saturday of the month. So the next meeting will be on October 25. It starts at seven and goes to about 10. And that's the unmeaning. Right. And that's the I'm meeting. And then the next social meeting, which starts at three o'clock will be on November the eighth. And that runs from about three o'clock until seven. And I got one. And if you want to, if you want to contact us at area code 713-827-5913 And since that doesn't spell anything, oh, that's 8275913.

 R Roy 20:49

Okay, I just have one final comment to make. And I'm sorry, but I have to give an unbiased, an unabashed plug. This most recent issue about smart this magazine has grown I am so proud. Oh, we I am so proud of our smart magazine. It is such a fine magazine, and it's free. If you haven't picked up your copy yet. You can get one at Kroger's and a bunch of other places at Lobos has got it or the station here usually has and pick up because it's changing. It's growing. And it is fantastic.

 B Big Roy 21:31

When it learns to say T the T word it will be even better.

 21:38

Oh my Okay. Also Midtown spa. For those of you for you, those males out there who like to play has stripped contests on Wednesday nights. But that's not what I'm talking about. Because every Wednesday, either the Montrose clinic is there with free HIV testing and counseling or the AIDS Foundation of Houston is there with the project Caesar boys the think negative counseling and education. And on October the 15th. The these projects Cesar boys will be there. And on the 22nd the Wiley from the Montrose clinic will be there who's widely widely is the guy who does HIV testing and counseling all run free. Free, that is no charge. Normally, it runs about 40 bucks for these tests.

 R Roy 22:37

Now I'll say this, though, that there are these other tests that you can buy at home and send off in the mail and wait for a reply. But I think that these other ones we have the testing and the counseling, that counseling part is so awful important issue it sure is. Because for those of you who do test positive I mean, it's such an impact. I mean, it's like getting hit between the eyes with a sledgehammer like you've never had I can only imagine what it's you know, I thank God that I you know, I myself am negative but Lord I you know, I've known so many people who are positive and only to think what it would be like if I should ever test positive I mean, you know, you do need that counseling and and that is free. Oh, baby, take take advantage of it. Take advantage of it.



23:34

Sarah has one last thing.



**Big Roy 23:36**

Yeah, there's something it's called a cyst hers. It's the going around the while it adds news to be here. It's the goal of assist hers is to help women live as normally as possible, while coping with a life threatening or debilitating illness. And if you would be interested in volunteering for something like this, the number is area code 713-521-4628. It seems like a very sensible and I'm glad to see this. This great idea. rabanne.



**Roy 24:08**

Okay. And I love this music.



24:10

Thank you very much.



**Roy 24:11**

We are going to play this every week. In fact, when we have Q MC, I bet you're going to play a few other excerpts that we haven't



**Jimmy Carper 24:18**

heard probably. That was it. That was Deus in the background. fun music really, really nice kind of jazzy women with specializing in saxophone trumpet and little piano when they're two.



**Roy 24:33**

Really now. This is big Roy, I'm signing out. I'm going back to the phones waiting to hear from

y'all



24:37

526573852 6k PF D.



**Big Roy 24:43**

Okay, I think we're gonna go to some music. When we come back. I have a little tape that I want to play. This is perhaps eight or 10 minutes of Nancy Bure Meyer. Now Nancy Bure Meyer is one of the she's actually whether you believe the Assistant Director of lobbying for the Human Rights his campaign. And I'm doing this tonight not we're not going to be bashing the Human Rights Campaign or anything like that. Instead, I want to use this as kind of a discussion point about coming out debt. There have been a lot of tremendous things happening for transgendered people around the country in recent weeks. One of these I want to I wanted to read. This was from the National Gay Lesbian Taskforce. And you may remember that I think we may have been the first station or first marine media outlet in the country, to announce that the gay taskforce intended to inclusive Fie, and use transgenders in their mission state. Absolutely, we scooped it as a matter of fact, I can't believe we were in at the time we set it there. I know there were people who said, Oh, well, we'll see. Well, ladies and gentlemen, this is from the gay taskforce and says, The National Gay and Lesbian Task Force works to eliminate prejudice, violence in injustice, against gay, lesbian, bisexual, and transgendered people at the local, state and national level.



26:02

Thank you, Carrie LaBelle.



**Big Roy 26:03**

Thank you, Carrie LaBelle. Thank you for all the hard work that has been done by all the transgenders around the country to make this happen. The press release goes on to say the new language in this statement reads as part of a broader social justice movement for freedom, justice and equality. We are creating a world that respects and celebrates the diversity of human expression and identity. And we're all people may fully participate in society. Well, isn't that what it's about? Of course it is. You mean, I just think that's terrific. So true to their word. The National Gay Lesbian taskforce has indeed included transgendered people in their mission statement. And as I was downloading some various materials to talk about tonight, I noticed that Carrie Labelle uses the T word in everything she does, she does. And that's, that's really heartening. And when we come back from this piece of this, this tape, we're going to talk about some of the other things that are happening around the country. And a lot of really great stuff is going on. And I want to use his platform to talk about the coming out process.



27:10

Okay. And to all of you out there who didn't get a chance to talk to Big Daddy. Glen Holt while

Okay. And to all of you out there who didn't get a chance to talk to Big Daddy, GLEN HOWARD he was here. He was talking just gorgeous or what? Yeah, he has left. Glenn has left the bill and is willingly sorry to tell you. But you can hear him Thursday nights on lesbian and gay voices. In fact, I'll be there this Thursday night. Oh, really? Yes. Because Joan and Jack have to be out of town. So I'm going to be filling in trying to fill in their shoes as big shoes filling. I know it. So Glen, and I won't be having fun Thursday night. Sounds like good idea to me. But you can still call us with your pledge of support for KPFT. And after hours at 526-573-8526 KPFT. We hit did have a musical request. And as you know, I every time I put the Jeffrey soundtrack in bring it with me. You know, I have it for a couple of weeks. And I think Oh, nobody ever asked for that. And I take it out. And when Jeanette Thomas called and wanted one off of the Jeffrey soundtrack. I'll bring it in next week. I promise I'm taking this note with me.

 **Big Roy 28:36**

It never fails. You know, even in the blues program that

 28:38

happens. Oh, I know. You just can't bring everything Oh no. Well, 10 years ago, you could? Yeah, it was real easy, because there wasn't that much out there. But now I bring about 150 CDs a week. That's kind of the basics Yeah, of music that I bring. And that's all queer music. And still there are requests outside of that.

 **Big Roy 29:00**

As I was saying earlier on money a internet news feed for queer radio stations or queer music programs around the country. And it's reached the point now where the station these programs are putting out playlists of gaming Gay Lesbian, Bisexual and Transgender music. Oh really? Yeah. Oh, yeah. Because it's it's it's becoming a music form in itself.

 29:22

Wow, look what I started.

 **Big Roy 29:26**

You should be proud. So but that's true. And this way out. Always have stuff on there and too, anyway. Yeah. Oh,

 29:32

yeah. Anyway, I do have something from David Sarita. No, it's not powerful love. That's the one I've been playing almost every week. Nick gospel song sounds like a religious is very, it's very powerful. Yes. And, but I get requests for that one. But he does have other things on this album

that are very good. The blue guide is the name of the album. And this is a kind of a peppy one that Glenn had put into The CD player so I'm gonna play that for you now. And you're listening to it. After hours core radio with attitude on KPFT Houston and ke O 's college station



30:16

I know a lot of you come to this with a lot of anger and frustration with the Human Rights Campaign and in the fact that we have not gotten to the place that you would like us to be. And I understand that and I and I understand where that comes from. And what I would say to you as well, there is completely legitimate and you should voice that the things that we have done in the two years since September of 95. I think for our organization are actually skipped the one that was kind of important. Soon after the meeting and 95 Elizabeth birch had the opportunity to submit testimony, written testimony to the Judiciary Committee in the Senate on the hate crimes, Hate Crime Statistics Act, in which she for the first time put forward the position that transgendered Americans were horribly victimized by hate crimes and should be included in the Hate Crime Statistics Act. So that is legit. That is testimony that we submitted to Congress. And as a part of the lobby days that we're in this that happened this last May, there were a number of letters that are back there, there's one that isn't back there, which is actually signed on by a number of members of Congress, and actually more than are on the sheet. I unfortunately only have one copy of this, but I wanted to hand this around. But we were very supportive the efforts here, although again, the lion's share of credit goes to gender PAC, and the people who came to Washington have voting rights, who came to Washington to ask for the assistance. But it's basically a letter to the Department of Justice and to the Attorney General Janet Reno, asking that they within the context of their of their mandate, do everything they can to help address the epidemic of violence against the transgender community. Those may seem like small steps, but in the world of Washington, where things move away slowly more slowly than they do out in the real world. Those are important steps forward to have members of Congress signing letters to the Attorney General, to have gender PAC meeting with the Justice Department to talk about these issues. All of those things, begin to build a record begin to build a level of comfort and begin to do the enormous amount of education that needs to happen before we can get to where we are, obviously, and it has been reintroduced. And it is not trans inclusive. And I know that you all know that. And I know how angry and frustrated you are by that. It is the position of HRC that the groundwork has yet to be laid. And the sponsors are not at a place yet where they are willing to take that on. Nor is the coalition that we work with. While the Human Rights Campaign is seen as one of the lead organizations on end, and I wouldn't disagree with that. We do not work in a vacuum. And we do not make decisions. single handedly, decisions about what gets introduced into Congress are made by the sponsors of Congress of sponsors in Congress. And the coalition that supports the Employment Discrimination Act, primarily a group called the Leadership Conference on Civil Rights brings enormous credibility and power and coalition and momentum and legitimacy to this effort in Congress. And we could never have gotten to where we are today without the support of the Leadership Conference on Civil Rights. When we took the vote last September. There's a little room off the Senate floor where advocates sort of gather and sort of strategize and Muse and guests and do all this sort of angst ridden stuff during the vote because you can actually be on the floor. So you stood in this room and wonder what's going to happen and in that room, the day of the vote on end, where people like Dorothy Hite, who is the head of the Council for Negro National Council for Negro Women who was a giant within the civil rights movement, particularly for women. Wait, Henderson who's the executive director of the Leadership Conference on Civil Rights, John Sweeney, who was the president of the AFL CIO, Mary Frances Berry who sits on the US Commission on Civil Rights. A number of people who petition Ireland,

the president of the National Organization for Women, there was a huge gathering of people who are recognized as sort of the usual cast of characters that come forward during a civil rights battle. And to bring that legitimacy of this bill ended up being a basic civil rights provision was really important to sending the message to the senators that this is about fairness, and not about special rights and not about a number of issues that make that make people very nervous around our legislation. I want to make it clear in all of this, that the Human Rights Campaign clearly and strongly supports employment protections for the for the transgender community. We also are stand ready to work with it Anyone in transgender community to move forward on these issues to do more education on these issues, and to amend the current hate crimes legislation that currently includes sexual orientation to include gender identity, there needs to be some tactical strategic decisions made by the transgender community about where you want to put your efforts and where you want to move forward. And that's not for us to tell you, we can suggest what we think has been helpful and useful in our strategies in the past, we can provide our insights and our thoughts. But ultimately, the decision and the determination of what direction the trans community is going to go in, lies in the hands of the trans community. And we will support and and affirm and move forward with whatever decision you will make around that. I think I just want to wrap up my comments really briefly to say that, as Carrie said in her presentation this afternoon, while it seems like things move very slowly, in the context of civil rights movements in this country, the trans community has come an enormous way in the last two years, and everyone in this room deserves an enormous amount of credit for doing the organizing that you have. I've been working in the lesbian and gay community, whether it be in the context of a women's organization or the Human Rights Campaign since 1988. And it never reached my radar screen until 1995. And the amount of progress that's been made in that period of time is enormous. But progress is a slow and arduous process, particularly when you're dealing with the Congress of the United States. That is the last place that change happens, not the first place. And in fact, there have been enormous sacrifices that the Lesbian Gay and bisexual community has made through the years. I mean, we've been working on civil rights legislation, since 1974, when Bella Abzug from New York First introduced a civil rights bill. And there have been numerous times we have been asked by our colleagues, don't be too visible, don't be too vocal, your liability, not a help. And there have been decisions we have made along the way to support legislation that did not include us. Because we thought the legislation was important, and that it set an important precedent that we hoped in years to come, we would be able to change, a good example of that as the Family Medical Leave Act. We all know that our community desperately needs to have that kind of protection. And that kind of option available to us, particularly given the ravages of the AIDS epidemic on gay male couples in particular, needing to have time to go home and take care of their loved ones. I personally took care of a partner of mine who died of lung cancer. Fortunately, she had the resources that we could do that, and I didn't have to suffer any economic consequence to that. But it is clear that that's that concept of family and medical leave would be very important for our community, we made a decision, thank you very much for making those copies. Oh, it's on pink good. We made a decision that it was important to step to support that legislation, even though the political calculation was that we could not be included, because it set a precedent that we could come back to in late days later, there's actually now a movement in Congress to try expand the Family Medical Leave Act. And I'm going to have a conversation with him about lesbian, gay inclusion, but I'm quite confident that they're going to say, the time has still not come. We're having a hard enough time expanding what we already have. And now's not the time for you to move forward. And each time that we get faced with that we have to make a calculation about are we going to abide by that? Or are we going to move forward? There were those folks who felt like when we fought fought the battle of HIV in the military thrown anybody in the military who was HIV positive, that the Human Rights Campaign should not take a leading role in that because we didn't want to make

it a gay issue. It was an HIV issue. And in that case, we decided you are wrong. We have an enormous amount of resources, we have great credibility on the hill, on Capitol Hill, we are going to engage in that battle, we're going to be a leader in that battle. And we ended up being a part of a coalition but a significant part of a coalition that reversed that ruling. And that was a very important victory for us. But the bottom line is in all of these things, it's all about education. And education is an incredibly frustrating process. Because you do it once you do it again, you do it a third time, and they still don't get it or the staff person leaves and you got to start all over again. And, you know, there have been hundreds of visits on behalf of the transgender community, and there have probably been 10s of 1000s of visits on behalf of the lesbian, gay and bisexual community. And none of us have our civil rights. None of us have our civil rights today. We don't know whether we can pass on to in this Congress. I don't know the answer to that. If we do, it will be pretty close to a miracle. The vote we had last September was pretty close to a miracle. And we just need to continue to move forward and do the work we need to do so that we can all get where we want to be. We all share the same goal, we may differ on the strategy and that's okay. But I just want to emphasize that we do share the same goal and we will be with you to find ways to get protections for your community as quickly as we can.

 B Big Roy 40:22

Okay, now, that was Nancy Bure Meyer of the Human Rights Campaign. She is I believe, the Assistant Director in Charge of lobbying in Washington. Now, maybe people are wondering, well, what's what's on any of this got to do with the coming out the process? Yes. What does it do? Nancy Jamar made several comments that I think are important, regardless of where you consider yourself to be in this queer community. The first of them is she said that they've been working on lesbian gay rights since 1974. But that, to this point, none of us have our civil rights. I think that's important for people to understand.

 41:03

Not total civil rights. Now we don't we make strides. And so we think that we've come a long way or that we're there. But we're not fair.

 B Big Roy 41:12

We have to borrow the phrase here, virtual equality. That's about it. And that's exactly the point here.

 41:20

And we didn't ever realize it until we're kicked out of our apartment because we're gay, or we're fired because we're gay. And then we find out, it's legal folks.

 B Big Roy 41:29

He absolutely loved one of the things that she talked about too is the grid wall the grid

It's absolutely legal. One of the things that she talked about too, is she said, well, she said, we've made 1000s of visits on Capitol Hill. And then staff person changes in one office, and you got to start and start all over again. And she said, Well, and the transgender people made hundreds of visits. Well, all of this ties together in a couple of ways. Let's talk about what coming out can mean for a minute. Coming out does not mean that you have to go on television. No, it can mean that you would write your congressman and say, hey, I want my rights. But I think it is very unlikely the people who are out there the gay people or lesbian few people who are out there driving their BMWs, or their Audi's and are working with oil companies making they're making good money. I think it's extremely difficult to convince them that it's something they should do. They feel secure.



42:27

Those folks do feel secure, feel secure. They feel secure in their closet. Agnes. Exactly.



**Big Roy 42:34**

Exactly. That's the point. There's



42:36

this this inner fear of being discovered. And when you take away that fear by coming out, it's so freeing.



**Big Roy 42:45**

Well, I think part of the coming out process has to do with First of all, saying, not being ashamed who you are, and secondly, being willing to say, I deserve certain rights, you deserve employment protection. I am personally I am of the personal opinion that the employment non discrimination act is not going to pass anytime soon. Whether transgenders or not are included and not in they're not going to be included.



43:16

Well, it has to be a grassroots thing. And it is a grassroots, especially in the Houston area because you know, about 10% of the queer community lives in the Montrose. The rest of the community lives in suburbia, and more and more couples like you Sarah, yeah, you and Laurie, you live in suburbia. And you're not you don't have big signs on your house saying hey, guess what, two women who love each other live here.