
TRANSGENDER ADVOCATE AWARD DINNER

Saturday, August 20, 1994

Third Annual International Conference on Transgender Law and Employment Policy

Speakers:

- Phyllis Randolph Frye, Attorney, Executive Director, ICTLEP, Inc.
- Thomas R. Heitz & Sharon Ann Stuart, Attorney, Gender Rights & Military Law Director, ICTLEP, Inc.
- Connie Moore, Attorney, Family Law Moderator, Transgender Advocate Award Recipient

A RESOLUTION TO BE PRESENTED TO THE UNITED STATES CONGRESS BY "IT'S TIME, AMERICA"

by Phyllis Randolph Frye:

I want to welcome you to our Transgender Advocate Award Dinner. I'm Phyllis Randolph Frye, the Executive Director. I'm so glad you're all here. Earlier today, we recognized our court reporter. There's few other people that need to be recognized. They have worked, they have worked, they have unselfishly worked. Dee McKellar, Sydney Clark, Jackie Thorne who's not here, Maxine who's not here, Sarah and Laurie, y'all need to stand up. These are the quote, grunts, unquote, that make it all work. These are the people that make me look good, and I thank you so much.

A thousand days. A thousand days. What is a thousand days? It's just a little under three years, but as a figure of speech, what is a thousand days? Anne Bolin, one of the many heterosexual wives of heterosexual King Henry VIII—I have to check my English person over here—she was beheaded, but she had a thousand days. And we've talked often of the thousand day presidency of John F. Kennedy. We've heard about a lot of other things where there is social change, or presidential change, or executive change, or some type of change that's taken place where the pundits all remind us to just give it a thousand days and then see what's happened.

Approximately a thousand days ago was when this law conference came into conception. In August of 1991, the International Foundation for Gender Education was having a fund raiser here [at this very hotel]. I had some ideas about this conference, and I sat down and visited with a few people including Merissa Sheryll Lynn, the Executive Director of IFGE. With their probing questions, I finalized my initial plan for this conference. A thousand days later, we are sitting here enjoying another fifty percent increase in attendance over last year and with more attorneys, with more non-attorneys and with our very large foreign contingent—from Louisiana [laughs]. From this conference will come our third Proceedings. There's a lot of energy here.

There's a lot of energy here, and we've given birth to another organization. ICTLEP will remain, ICTLEP will continue with its purpose, and ICTLEP will continue with its mission. But we gave birth last night to a political action group called "It's Time, America," or ITA. ITA could also mean, "I'm transgendered, America." But it's time. It is time! There's several things that spun off "It's Time,

America." One of them was that the time was right. Another of them was the direct challenge that has been presented by Senate Bill 2238 that we've talked about many times over this weekend. Karen Ann Kerin and Jessica Xavier are the two elected leaders, chair and secretary, of this organization.

Karen Ann will tell you that we, ICTLEP, have been requested by a United States Senator to support the work in principle but not by bill number because that's direct political lobbying. As to the principle of what is going on, that Senator wanted to know what our findings were in the area of employment and discrimination against transgendered people. If a law were to come into being, our think tank has been asked to propose the different parameters that should be considered. So, we have the resolution that I'm going to read to you in just a few minutes. And as I read it I'm going to be kind of explaining it to you because it can get real boring. This was passed unanimously on Wednesday by those Board members in attendance. Later there was a unanimous, unanimous sense of the ICTLEP non-voting advisory panel. What we're going to ask for now is that although you cannot vote in our structure, we are going to ask for a unanimous sense of those in attendance at this conference with respect to this resolution. So, eat and listen.

The first resolution—the first WHEREAS—deals with essentially our principals and our by-laws. "Whereas the International Conference on Transgender Law and Employment Policy, herein referred to as ICTLEP, was created to undertake educational activities relating to laws as they relate to the transgendered community, to study existing laws and provide strategies for progressive changes which would provide relief from discriminatory legislation as it relates to the transgender community and to provide information in order to educate the general public as well as legal profession about special problems unique to the transgender community;"

The second WHEREAS brags a little about what ICTLEP has done as a think tank. "Whereas, the ICTLEP as provided forty-one and one-half continuing legal education credit hours thus far; has prepared bound transcribed proceedings, each in excess of 320 pages, for each annual conference; has placed hundreds of the proceedings either via sale or donation, both inside and outside the United States—and that's truly outside the United States, not just Louisiana—including many law libraries; and has presented over the past several years numerous legal workshops at numerous transgender events both inside and outside the United States;

The third WHEREAS deals with how many of us there are: "Whereas the health law project of ICTLEP has estimated the worldwide population of the transgendered range from between ten million which is larger than the population of Sweden to one hundred million, which is larger than the population of France;"

The next WHEREAS deals with all the different types of law that we are subjected to and discriminated against in: "Whereas those areas of discrimination law that affect the transgendered adversely include, but are not limited to, employment, housing, insurance, probate, civil commitment, military, health, medical, criminal, imprisonment, family, divorce, custody, adoption, documentation and immigration;"

The fifth WHEREAS is self explanatory: "Whereas, the ICTLEP has placed foremost in its name the term quote, employment policy, unquote, because the transgendered can usually and eventually succeed despite all of the previous discriminations if they can keep their jobs or obtain new employment;"

The next WHEREAS deal with our Bill of Gender Rights that you know of, and we're going to present again in a few minutes: "Whereas the ICTLEP has adopted at annual meetings the International Bill of Gender Rights, which it plans to present to the United Nations during the year 1994-1995; that Bill recognizing the following: rights of the individual to define gender identity, to free expression of gender identity, to control and change of one's body, to competent medical and professional care, to freedom from psychiatric diagnosis or treatment, to sexual expression, to form committed loving relationships and enter into marital contracts, and to conceive or adopt children, nurture and have custody of children, and exercise parental rights;" and the new one, Tom, the right to secure employment and to receive just compensation.

The seventh WHEREAS deals with specific findings that we have found with respect to employment and the transgendered under the term gender orientation, not sex orientation, but gender orientation: "Whereas ICTLEP makes the following specific findings: (1) An individual's gender orientation bears no relationship to the individual's ability to contribute fully to the economic and civic life of a society; (2) Historically, American society has tended to isolate, stigmatize, and persecute transgendered persons; (3) One of the many areas in which transgendered persons face discrimination is employment; (4) Employment discrimination on the basis of gender orientation violates fundamental American values of equality and fairness; (5) The continuing existence of employment discrimination on the basis of gender orientation denies transgendered persons equal opportunity in the workplace and affects interstate commerce; (6) Individuals who have experienced employment discrimination on the basis of gender orientation often lack recourse under federal law; and (7) Transgendered persons have historically been excluded from full participation in the political process, comprise a discrete and insular minority, and have historically been subjected to purposeful unequal treatment based on characteristics not indicative of their ability to participate in or contribution to society;"

And so the first RESOLUTION is as follows: "Therefore, be it resolved that ICTLEP by a unanimous vote of its meeting Directors," which we have already done," a unanimous sense of its non-voting advisory panel," which we have already done, and tonight for you "and by a unanimous sense of those of in attendance at ICTLEP's third annual law conference, provides as a strategy for progressive changes which would provide relief from discriminatory legislation as it relates to the transgender community. That legislation should have the following purposes:"—this is think tank language, folks, this is one of the things that ICTLEP does—(1) to provide comprehensive federal prohibitions of employment discrimination on the basis of gender orientation; (2) to provide meaningful and effective remedies for employment discrimination on the basis of gender employment; (3) to invoke legislative powers including powers to enforce such as those found in the 14th Amendment of the United States Constitution and in the regulation of commerce in order to prohibit employment discrimination on the basis of gender orientation; (4) to prohibit discrimination in employment or employment opportunities which are due the following: (A) subject an individual to different standards or treatment on the basis of gender orientation; (B) discrimination against an individual based on the gender orientation of persons with whom such individual is believed to associate or to have a associated with or seen, otherwise discriminate against an individual on the basis of gender orientation." That's our first resolution.

The second RESOLUTION is as follows: "Be it further resolved that the term quote, gender orientation, unquote includes transgender orientation, and that the terms quote, transgender, unquote and quote, transgendered persons, unquote and quote, transgender orientation, unquote means"—and here comes our wonderful Minnesota words, "having a self image or identity not traditionally associated

with one's biological maleness or femaleness."

Now, this is not a vote. This is asking for unanimous sense of those in attendance at the conference. So I ask is there anyone who wishes to express dissent to the unanimous sense, the unanimous sense of those in attendance. If they do, speak up. Hearing none, we have a unanimous sense. I'm going to give these to the secretary of ICTLEP to sign, and I'm going to ask her to give a xerox copy for our court reporter. I'm going to ask her to give the original to Ms. Karen Ann Kerin and keep a copy for our file.

ADOPTION OF THE REVISED INTERNATIONAL BILL OF GENDER RIGHTS

by Phyllis Randolph Frye:

Next, all of those people who are going to do Bill of Gender Rights recitations, come up, please. You have on your table the revised—which will be annually revisited, if necessary, it is always subject to annual review—the revised International Bill of Gender Rights. I'm going to ask that Tom Heitz read the first one. He's handed out the other parts, so he is going to orchestrate who comes up and does what. They're on your table so read along with them.

by Thomas R. Heitz:

Tom Heitz is my name. I'm going to present to you the latest revision of the International Bill of Gender Rights. We did this last year in a reading as we did earlier today. We're asking people from the group to come up and read portions of the statement to you. We are reading it for ourselves really. In some cases the preambles will be read by one person, and the statement by another. In other cases, the same person will read the entire preamble and statement together. This particular version now supersedes the one on pink paper. There are two colors of paper out there, one on blue and some on green. So if you have a blue or green version, that is now of the current version. There are some comma changes, even some word changes that were made this afternoon in the last drafting session. Again my gratitude goes to Alice for her assistance with the grammar and numbers and tense problems. We will be asking for your consent for your sense at the conclusion of this statement. I'll let Phyllis take care of that as director.

This is the 1994 version of the International Bill of Gender Rights. [Tom reads the first right followed by Lisa Middleton, Dianna Cicotello, Laura Elizabeth Skaer, Martine Aliana Rothblatt, Melinda Marie Whiteway, by Karen and Randall Larimore, by Dee S. McKellar, and others that the court reporter was not sure of but may have included Jane Fee and Jackie Thorne. The full text is printed at the front of this book.]

ICTLEP NEEDS YOUR MONTHLY PLEDGE

by Phyllis Randolph Frye:

According to the by-laws of the ICTLEP, this bill of rights is to be passed by the board, but we would like, again, a unanimous sense from those in attendance at our conference. Therefore, I ask that this not only be a unanimous sense, but that the record reflect that there is a quorum of board

Thank you Cynthia and Linda Phillips. Their Texas T Party is the next most important thing to the law conference, and you should be there in February. It's a blast: it's just a hell of a lot of fun. ICTLEP is work: it's fun work, but it's work. The T Party is fun. The T Party is just a fantastic experience. Where else can you go and "own" a hotel? We don't "own" this hotel yet, but we will next year. Where else can you go and "own" a major hotel in the tenth largest city in the United States, have tours all over the city, a very fair price, stay there for three, four, five days, mingle with 400 others of yourselves, ninety of those people being spouses. It's the biggest thing in the world for our community. You've got to go. It's in late February.

NOT A COMING OUT STORY; BUT INSTEAD, MY ACTUAL COMING OUT

Introduction by Phyllis Randolph Frye:

Now we come to one of two highlights of the night. This man is a wonderful man, and we all know and love him. This woman is a wonderful woman, and we all know and love her, too. I read the upcoming speech earlier this afternoon, and I started to cry. I started to cry because I was so happy for what this person has to say. Get your tissues out. The neat thing about this community is that transgendered women can now cry, can't we? And the transgendered men are strong enough to still be able to cry. Well, you're going to "cry for happy" for this. I introduce to you our Director, Tom Heitz.

by Tomas R. Heitz:

I do a lot of public speaking in Cooperstown, New York. There's a resort hotel there. They have a lot of conventions. A couple of years ago at a natural gas association, trade association, something Laura Skaer would probably appreciate, met there. They invited me over as an after-dinner speaker. My topic is always baseball or something related. Some big yahoo got up and said, "This is a guy that's going to make you laugh." Well, I want to tell you those people didn't laugh for about thirty minutes. They were a tough audience. Finally I said, "It must be something in the gas," then they laughed. Well, it's tough to be introduced as somebody who's going to make you cry. Probably even tougher, so I don't guarantee tears. I have a history of cracking up during speeches myself.

I was asked to dedicate the football stadium at Bucknell University several years ago to Christy Matthewson, one of our members of the Hall of Fame who played football there. Played in the college band, grew up in the neighborhood, is buried in a cemetery nearby within sight of that stadium and within sight of where we were speaking. We had a ceremony involving alumni and other dignitaries the morning of the dedication, and they asked me to get up at the dedication and give this talk about Christy and his life. I told those people some things they had not heard before. Things that come out of the wonderful files in my library, things that I had not known. My voice cracked in the middle of the speech when I reached the point where I told them that his bother at the age of twenty had committed suicide. I think it was because my own father at that point was dying in Kansas City that made my voice crack. As soon as my voice cracked and they just heard that, it was like a signal and about six women in the audience broke into tears. It was a totally unexpected thing, then I couldn't get through the speech. If that happens to me tonight I know you'll bear with me. I don't know that it will. That's one of the reasons I came down as Tom [instead of being Sharon]. But it may not work.

I've said for many years that one of things this community needed was coming out stories. We

members here who will also be expressing their vote, so that once we get that unanimous sense, that will also be a unanimous vote of the board. Is there anyone here who wishes to express dissent to a unanimous sense of these in attendance tonight. Hearing none, we have a unanimous sense and a unanimous vote of the board.

At your table is a brand new trifold pamphlet that's going to be going out. This is our third law conference. We have a history. We have established ourselves. We have done what we need to do. I want you to look at this brochure carefully. I think those of you in attendance know why ICTLEP is important so I'm not going to read that. I think you also know why it merits your support. We're looking to the future. We're going into our fourth year. To do what we need to do is going to take a substantial influx of money, not just contributions that we will take, but sustaining money, monthly money, budgetable money. To make ICTLEP really work, we need a permanent office—right now, it shares a bedroom in Trish's and my home. ICTLEP needs its own copy machine—it shares a copy machine with my law office. It needs its own computer with software. It needs a computer bulletin board service with electronic mail. It needs and now has its own fax machine, and it has its own telephone line. It needs a 1-800 line. It needs a full-time administrative specialist to staff that office full-time. It needs a part-time attorney—in other words, there's a limit to how much I can do for free: I spend half of my time with this.

Putting dollars on all that, to do what we need to do, we need an annual budget of at least \$225,000 a year. What do we want to do? It's on the back. We want to respond effectively to an increasing number of inquiries. We want to expand our quarterly newsletter and law reporter. We want to publish a directory of helping attorneys. We want to provide legal assistance via Amicus Curiae briefs, in other words, friends of the court briefs for appellate cases. We want to place written proceedings of our conferences at least a hundred law libraries and other locations around the world. We want to be able to provide the transportation and housing so that each and every transgender organization in the world gets visited by us hopefully each year, maybe every other year, to do a workshop. Our directors and our moderators need to go and tell them, "You're free. You're going to have to get busy and stand up for your freedom. Here is how. But you are free in your brain and in your sole. Now let's get about the business of getting an equal piece of the pie." And of course continue the conference.

There are several ways to do that. Mostly, it involves allowing us to get a monthly draft on your checking account or your credit card. It demands that you go home and make the commitment to send us a voided check along with a statement such as that on your yellow questionnaire that were handed out this afternoon that says "I give ICTLEP permission to draft my bank account to the tune of _____," you fill in the blank, \$30 a month, \$50 a month, \$100 a month. It's 501 C(3) tax deductible.

I don't know if we'll make our \$225,000 annual goal the first year, but by golly if we can get many, many dozens of people to commit to \$30, to \$50, to \$100 a month or more, we can do a lot because we will have sustainable, budgetable income. We've never been able to budget. We've been able to guess, but we've never been able to budget because we don't know what our income is coming in. We just really don't know. So, if you believe in what we're doing, you need to take this home and you really need to think on it hard.

[Cynthia and Linda Phillips then held a fund raising raffle and auction.]

by Phyllis Randolph Frye:

don't write enough of ourselves down on paper. We don't tell our story enough. We don't do some of the things that the gay and lesbian community has learned so well to do for themselves and for the world. There is someone in the room here, Keith Rogers, who has been collecting coming out stories. I'm not sure exactly what Keith is doing. We've discussed it only briefly. I hope Keith is collecting the coming out stories of this community. I believe that's what he's doing, if not I apologize. We need that kind of work done.

We've had some wonderful coming out stories at this convention—Phyllis' and Laura Skaer's. At this convention Michael Hernandez essentially told his story. This is not a coming out story that I am about to tell you. This is a coming out—my coming out. I am not coming out of the closet in the same way, however, that others like Phyllis Frye and Laura Skaer have come out. I am not coming out as Michael Hernandez or Leslie Feinberg another friend has come out. These friends are my role models in a sense, but I have long ago realized that I am different than they are. Because I am different, my path out of the closet has to be different, but it will be no less a liberation.

Tonight, with your help and support, I hope to blow the doors off of my closet and begin the process of enlarging it. Eventually, my closet needs to be a mansion with many rooms, large enough to accommodate whoever comes to visit me with good will, peace and love in their hearts. To those who cannot accept me for what I am, to those who presume to judge me as sinful, depraved or mentally disordered, to those who would abridge my Human Rights, to those who would ridicule or belittle, please go away. I pray that you too will listen and that you will change your ways of thinking, but until you do, you are not welcome here.

As Michael Hernandez admitted last night, it is no easy matter to stand before an audience and talk so openly about one's life, even a friendly audience like this one. One feels vulnerable and a bit alone. When the closet doors are open, you feel naked. You don't have the customary defenses available. Please forgive the immodesty as I tried to tell you who I think I really am. Actually I should say who I know I really am.

My name is Thomas R. Heitz. H-e-i-t-z. I can't tell you what a burden that name has been to me. Any name with a "Z" in it is doomed. It is a painful burden. No one can spell it. No one can pronounce it. I've never been comfortable with that name. My other name Stuart is my mother's maiden name, and I grew up wishing I had been a Stuart, then I realized they spelled that two different ways. S-t-e-w—and S-t-u—And I am an S-t-u Stuart. So much for names.

I am a lawyer. I am a librarian. I am of German/Welsh ancestry. My mother was Welsh, my father was German. I am an elder in the Presbyterian church. I am the clerk of the session, my congregation's governing board. I am the chair of a church task force which is providing for the needs of a Croation man, a refugee from the war in Bosnia, a victim of Gracini concentration camp. I am a public trustee for two men in Cooperstown who are unable to manage their own personal affairs. I am the chairman of Otsego County's Conditional Release Commission, essentially a parole board for county prisoners. The county's run by Republicans. I'm a Democrat. They didn't want to waste a good Republican on a parole board. That's supposed to be funny.

I am the founder and President of Leatherstocking Baseball Club, a group of fifty volunteers who for the past ten years have demonstrated how baseball was played in the mid-nineteenth century to audiences in Cooperstown and around New England. I do play-by-play calls for the local high school basketball team in the wintertime, the Cooperstown Redskins. And I serve as a field announcer for

American Legion baseball, two duties that make use of this deep masculine voice God blessed me with. Just last week, just about this time in Cooperstown I was seated at Doubleday Field behind that mike wondering what this conference would be like knowing that I would be standing before you a week later and announcing "batting for the Pirates, number four, the third baseman, Smith." And so on.

For the past four years, I have been a consultant to Ken Burns, the documentary film maker whose eighteen-hour program entitled "Baseball" will air on PBS next month. Many of you will recall his work on the Civil War that has become so popular. He's truly a genius, truly one of the greatest creative minds we have in this country. He's become my friend, and I respect and honor his work. I hope you will watch that program. It isn't just about baseball, it's about life. You will get a great deal of inspiration from it. You don't have to be a baseball fan, just as you did not have to be a Civil War buff to appreciate that earlier work.

I am a local contact for Parents and Friends of Lesbians and Gays (PFLAG), a support group for the parents, relatives and friends of homosexuals. As a youth, I played the violin. In the 1950s in Kansas City, playing an instrument such as the violin characterized you as a queer. I was subjected to some of this abuse and came eventually to understand the meaning of the words queer, fag, homosexual, fairy, and so on. For a brief time I assumed that I must be a homosexual, but as it turned out I was not. I am happy to have lived a heterosexual existence, up to this point, but there have been times when I wished that I had been born homosexual. There were times when I thought perhaps it would be have all been easier that way, less painless. Isn't the grass always greener on the other side of a fence?

I write a weekly local history column for the Freeman's Journal of Cooperstown, New York. That's the oldest continuously published weekly newspaper now in the United States. It has existed under our right to freedom of the press for 185, 186 years this week. I edit a weekly newsletter for the Cooperstown Rotary Club, which is part of an international service organization devoted to many worthy causes. I was asked to join that club only after giving a speech about teenage suicide victims who were homosexual. They are a conservative group of people ostensibly, but they were moved by that talk and I received that invitation. And I joined. They used to exclude women, and I had turned down several invitations to be a Rotarian before. Now they accepted women.

I'm presently fifty-three years old. I've been married for thirty of those years to a wonderful woman named Ginger. We have three daughters and now a granddaughter. I love my family very much. I regret they are not here to share this time with me. Ginger has come to the one of the conferences earlier.

I was born in Kansas City, Missouri in 1940 on the eve of World War II. I spent most of my early life there. About a year and a half was spent in Ann Arbor, Michigan, while my father was getting his masters of law at the university prior to resuming a law teaching career. Then we moved back to Kansas city. I went to elementary school and high school there attending Southwest High School. I graduated there in 1958, went to the University of Kansas where I majored in Humanities and Philosophy graduating in with a Class of 1962. In the summer of 1959, while working for the Presbyterian church, I participated as a member of the NAACP in Civil Rights demonstrations and sit ins in Kansas City, Missouri, the object of which was to open public restaurants to members of the black community. We were successful to some degree. I was just eighteen years old at the time.

I graduated from the University of Missouri at Kansas City School of Law in 1965 with a Juris

Doctorate at the age of twenty-four. I looked so young at the time no one could believe I was actually a lawyer. I worked briefly for the American Bar Association in 1965 before enlisting in the U.S. Marine Corps in 1966. I had to make some decisions about the service because of the Vietnam conflict. I would have been drafted otherwise in the fall of 1966. I decided at the last minute that rather than run away from the war I would face it. I didn't know what it was about. I was concerned for my family. I thought I could do someone some good perhaps by practicing law. The Marine Corps told me they couldn't guarantee that I'd be a Judge Advocate, but they'd put me through their rifle platoon leader's training. I went to boot camp at Quantico, got my brains beat out. I graduated No. 472 in a class of 472. I was the anchorman at boot camp. We started out with 800 candidates. I was the last guy on the list.

I was as good a Marine as anybody in that class. Some of those people are dead; some are maimed. I've always had a great deal of guilt that I wasn't sent to Vietnam eventually. I expected to go, but I was not sent. Some of the people that I stood next to in the platoon photo were dead within three months of that photograph. It's a horrible thing to be in a war. It's a horrible thing to watch the people come back from it maimed and crippled. I can tell you that it had a great impact on my life even though I never saw a battle zone. Eventually, I became a member of the faculty at the U.S. Naval Justice School. I saw the discrimination against homosexuals in the service at that time. The regulations changed, and they began wholesale discharges, witch hunts.

A young man who was referred to me by a chaplain came to me in tears. He was an MIT graduate. He had just graduated from OCS, Naval OCS at New Port. He was heterosexual. He had put on his security clearance form, which they had asked him to reveal everything about his personal life that might be a security problem. That he had been molested at the age of seven by a twelve-year-old cousin. The Navy said he was a homosexual. They discharged him. They wasted a bright young man. He went home to a fiancee and to parents who didn't understand why he was kicked out of the Navy. There was nothing I could do for him. I got called on the carpet for even talking with him. He didn't have the money to go to Federal District Court. It was a terrible injustice. There were many injustices in the U.S. Military.

Following discharge from active duty in 1972, I served as Commanding Officer of a Marine Corps Reserve unit in Tacoma, Washington. At the same time I was a member of the faculty at the University of Puget Sound School of Law and an assistant law librarian. Also during that period from 1972 to 1973 I attended classes at the University of Washington where I earned a masters degree in law librarianship. In 1974, I migrated to British Columbia, Canada. I went there with my family to work as the Law Librarian for the Law Society of British Columbia. In 1980, I returned to the United States to become the Chief of Library Services for Bob Abrams, who was then the Attorney-General of New York.

Three years later in 1983, I left lawyer librarianship to accept the position as Librarian for the National Baseball Library and Archive, a department of the National Baseball Hall of Fame And Museum in Cooperstown, New York. I've remained in that position for the past twelve years. At the National Baseball Library and Archive I have a wonderful and entertaining job, a new eight million dollar library facility in which to work, a supportive and very competent staff to work with, and a life that outwardly to many of my friends and professional associates seems to be an ideal one. It's not untypical for me to get twenty or thirty phone calls a day, many letters, many of them from people who would like jobs working in baseball. It's very flattering to have people call you everyday who want your job.

I'm grateful for the opportunities I've enjoyed professionally. And I look forward to the remainder of my career as a librarian. I have about thirteen years to go. Such is the professional and personal resume of Thomas R. Heitz.

However, as many ever you know, I have another resume. I have two resumes because I am a bi-gendered person. I am known more familiarly to most of you in this room as Sharon Ann Stuart, which is the name of my feminine persona. For those reading this in our Proceedings, or viewing a videotape, who my not understand my use of the term bi-gendered, let me explain that being bi-gendered is to be capable of expressing both a masculine and a feminine gender identity alternatively with more or less equal facility and personal comfort. That is my idea, my definition of what my own situation is. Writer Dana Cole uses the term "ambi-gendered" which also applies to me. For broader political purposes, and in the gender community at large, I am quite content with the umbrella term "transgendered."

As I told writer Richard Levine in an interview for an article which appeared earlier this year in the magazine "Mother Jones," the ideal world for me would be one in which I could choose my gender identity on occasion presenting myself as a woman on some days and as a man on others. I've done that today. Clearly my ideal world is considerably at variance with present cultural mores and standards. I pray that some day this society will awaken to the strength, the beauty and the wisdom of those who possess within themselves the capacity to express multiple gender identities and roles as we bi-gendered people do and those who follow with us.

At the risk of oversimplification, the difference between myself and Phyllis Frye, who is a non-surgical transgendered person, and Laura Skaer who is a post-operative transsexual person, is that unlike these two fine people, I move from one gender identity to the other routinely and back again. The transition is easy. All you have to is use some nail polish remover and something to take the makeup off and two wardrobes.

Being bi-gendered is not unlike being bilingual; that is, speaking two languages. For example, if English is my native language, I might later learn to speak French. The likelihood is that I speak French with an English accent. I might be going to live in France at some point and learn to speak French very well, but I would never completely lose the ability to speak English. And I might never completely lose that accent either. If masculine is my native gender identity and my feminine identity is a second language, or like a second language, so to speak, my feminine persona is likely to have a masculine accent. However, if I choose to live as a woman full time and have surgery, my presentation will improve immensely and I will lose some of that accent, perhaps all of it but I won't be able to erase the masculine gender imprint totally. It's there in my brain no matter what. So is the feminine imprint.

I think people like Laura Skaer and Phyllis Frye, metaphorically speaking, as having moved to France permanently. As bi-gendered person I think of myself as visiting France from time to time taking France as the feminine side. Sometimes I just go to Montreal. It's a shorter trip. Less expensive than flying on the Concorde. That took about as long to get a laugh as that natural gas association. For me gender expression is very much like language. But that topic must await another opportunity perhaps next year. I have digressed for the sake of those who are not intimately acquainted with our community and its plethora of terminology and its human diversity.

I have come here tonight in my masculine persona as Thomas R. Heitz, for several reasons, all of

them selfish. First, I am proud of who I am. Regardless, of which wardrobe I happen to be wearing I'm equally comfortable. I have equal dignity and self esteem whether I present myself as Tom or as Sharon Ann. Secondly, circumstances at gender community events dictate that Sharon Ann be present most of the time, not tonight however. This is Tom's night to meet all of you. And Tom's night to get to know you as Tom and to be known by you as Tom. Tom has lived in this closet as much as Sharon Ann. Thirdly, I'm tired of hiding a double identity. This is the night I've chosen to blow the doors off this closet. Fourthly, Tom has a deeper voice, as you see or hear and much more public speaking experience than Sharon Ann. Sharon Ann's resume is shorter, thankfully, but I am no less proud of the activities and accomplishments as Sharon Ann.

Sharon Ann has been me since infancy. Note how I phrase that, not with me, or part of me, but me. Sharon Ann has been me since infancy. I first expressed crossdressing and crossgender behavior at a very early age, perhaps as early as the age of two. Even earlier perhaps. I've never stopped doing so. I owe that to a mother who perhaps wanted a daughter. She was frightened about World War II. She thought I would have to grow up and be a soldier. She told relatives she wanted a little girl because girls didn't have to fight in those days. Little did she know. She was terrified when I went into the Marine Corps. She was reliving those days, those dark days of World War II, I suppose. I expect that I will be bi-gendered the day that I pass on from this worldly existence. If it can possibly be arranged, both of my names are going on that tombstone. When that day comes and none of us know when that day will come for any of us, I know where I'll be. I have a spot in the back of the Presbyterian churchyard in Cooperstown, and I'll be there.

Sharon Ann became a member of IFGE and was elected to that organization's board of directors in 1993. Sharon Ann serves as vice chair of IFGE and chair of its legal and by-laws committee. In 1992, Sharon Ann was recruited by Phyllis Frye to help establish ICTLEP and was appointed by Phyllis to our board of directors. Sharon Ann serves as director of the Military Law project and is director of the International Bill of Gender Rights Project. I've fallen into the practice of speaking of Sharon Ann as if she's someone else, but this is Sharon Ann as Tom. The International Bill of Gender Rights, I believe, is a powerful document, one that has transformative potential, a document that will speak for us and about us not just tonight, but a hundred years hence.

Such is Sharon Ann's personal and professional resume, if you have yet to meet Sharon Ann, please let me know, I will arrange for you to meet her. To all those would read this in the Proceedings or watch the videotape, I extend the same invitation. My address is Thomas R. Heitz, and that's H-e-i-t-z, or Sharon Ann Stuart and that's S-t-u-a-r-t, Post Office box 1010, Cooperstown, New York. That's one word. 13326. And my phone number—when it's working—is (607) 547-4118. There's no number in New Jersey.

In April 1993, Sharon Ann participated in the March on Washington. In June of 1994, Tom marched with Phyllis Frye at Stonewall 25 in New York city. There at Stonewall 25 during the march six or seven blocks after we passed the United Nations at 3:00 p.m. came one of those moments in life which is a turning point—an emotional watershed, a defining moment as some would say, minute of silence was to be observed precisely at 3:00 p.m. in memory of those who have fallen victim to HIV/AIDS and for all those who have passed before us in the great struggle for liberation. I doubted that it could be done, that they could pull it off, that anyone would even notice when the time came given the absolute bedlam in the streets as we marched and the tens of thousands, the hundreds of thousands of people who were engaged in that march or watching from the sidewalks.

I confided my doubts to Phyllis who was marching beside me as we carried that very banner that is in this room [which reads "Transgender and Proud! And we vote!"]. I was in the middle of it, and Phyllis was to my right. I confided those doubts to Phyllis: Thomas after all is my name, doubting Thomas. But when the time came, the marchers stopped in place, the streets fell silent, block by block. In our block a frightened dog barked for a few moments after the silence until its owner muzzled it then the world went perfectly still. Our heads were bowed. There was no sound to be heard in that great city amidst that sea of humanity. When the minute expired, we heard the noise begin again miles away on the great lawn of New York City's Central Park. That triumphant noise heard faintly in the distance at first came rolling back through the canyon-light streets of Manhattan like thunder. Eventually the triumph reached us and engulfed us.

We gender people are like that -- waiting for the liberation for the triumph to reach us. I want to say to all of you, there will come a time when we will be called again to the streets to show ourselves to assemble to protest, perhaps to be arrested for our beliefs for who we are, and for the cause of human rights and freedom, ours or someone else's. I hope that all of you will answer that call when it comes. Do not shrink from that call. Do not shrink from activism as it has come to be called at this conference. There is a time and there is a place for quiet struggle. There is also a time for public protest. In that minute of silence I felt connected to humanity in some vital way that I have never before experienced. I felt my own unity. And I felt a unity of those who were with me. It was an empowering minute in my life. When it was over, I shared a hug with Phyllis and on we marched.

I am Thomas R. Heitz. I am Sharon Ann Stuart. I'm also not done. I should have saved that for last, I guess, Phyllis. Has anybody cried yet? [Many in attendance had been tearful for several minutes by then.] Because we're by the rough part. It gets easier after this, Folks. I am not two people. I am one person, one individual. My personality is not split. I am a unique unity. There are many things in this life that come in twos. We have two eyes, two ears, two arms, two legs. There are many things that are twos in this life. I happen to have two well established gender roles and identities. I am Thomas R. Heitz. I am Sharon Ann Stuart. Such as the nature, of the bi-gendered human condition.

Tom has lost one job because of Sharon Ann that happened in British Columbia. I was sent home to the United States essentially. Could that happen again? Am I at risk of being dismissed from my current position, by making myself known in this way before a television camera and in print form as part of the published Proceedings of this conference? Will some student reading the Proceedings in a law library somewhere realize that he stumbled across the name of the baseball librarian? I don't know. I really don't know the answer to that question. I have no idea what view my employers would take of my gender identity, of my other gender identity. Only time will tell. My employers hired me as Tom, and it is Tom who goes to work. I have no plans or intentions of transitioning on the job. I'm quite happy in my job working as a man. I think my services have been adequate. I've been there twelve years. If they weren't surely they would have sent me away. My salary has doubled, more than doubled since my beginning there.

Of course, if my employer should happen to call and suggest that I report for work on a given day as Sharon Ann Stuart, I'll be ready. There are fifty dresses in my closet that will be clamoring for attention if that morning ever comes. I'd love to give it a try. I am tired of that closet. Some of those dresses are tired of it too. I'm tired of hiding. I am tired of worrying. I am tired of the deception. I am weary of not being able to tell the truth about myself to those who are my friends. I am tired of not being able to share all of myself, to express all of who I am to my family, to my co-workers, to my friends and neighbors, and to the world in general. My discomfort in the closet

outweighs the risk of penalty. Freedom beckons. Whatever the consequences may be of being so candid here tonight, I am prepared to accept those consequences—good or bad. Nothing can be worse than hiding in the closet from the truth.

However, that is not to say that I will shrink from defending my rights, should anyone abuse them. As I stated earlier, I am proud of who I am and what I have done in life. I have done nothing wrong. I make no apologies for being who I am.

I am asking Phyllis Frye to begin listing my two names on the ICTLEP stationery in a way that indicates both names belong to the same individual. It will read something like this: Sharon Ann Stuart, aka (also known as) Thomas R. Heitz, Attorney." I'm going to start asking for two name tags at these events. I'm wearing two of them now. I had to make one. I started doing that this afternoon and it drew some comments. I realize that I'm breaking with some traditions in this community. My objective is not to make anyone else uncomfortable. I want you to understand that. It's my own comfort. This is a selfish thing, coming out of the closet to a great degree. This is who I am. And I think people should know who I am and what my names are.

All of you are my friends and colleagues in this wonderful organization. Now the world can know exactly who I am too. Not everyone out there is a friend however, I realized that. It is a risk I'm prepared to take. It's a risk that must be taken but the world out there, friend or foe, will have to buy the tape from Phyllis or the Proceedings of this conference from Phyllis if they want to get my story firsthand. And I hope they do it. Next year I am also hoping that Phyllis will let me repeat this speech as Sharon Ann [instead, Sharon will present the speech at the 1995 Texas T-Party]. Actually, Sharon Ann wrote the speech for Tom, but Tom insisted on giving it first. Next time it will be Sharon Ann's turn to deliver the good news. And the dresses are already volunteering. Sharon Ann deserves it as much as Tom, believe me.

This is the bottom line for me, the result of fifty-three years of struggling with self definition. It's okay to be male and to express masculinity. It's okay to be male and to express a feminine gender role. It's okay to be express both masculine and feminine gender roles, period. It's okay to tell people who are friends, and who care, the truth about myself. In fact, it's not just okay to do that, it's a necessity. It's a duty. It's a responsibility. God bless everybody.

by Phyllis Randolph Frye:

I've asked Tom to remain standing here. Anyone who wants to, come up and hug him.

by Melinda Marie Whiteway:

I would just like to say welcome to the world, Thomas R. Heitz, and welcome to the world, Sharon Ann Stuart. That was the most courageous thing I have ever witnessed in my entire life.

by Phyllis Randolph Frye:

Y'all go ahead, keep coming up and hugging him. While you continue I'll tell you little bit more about Tom. The Stonewall event that Tom referred to, Tom told me very early on that he really believed in what we were doing and that he would lay down with me and be arrested and face incarceration in New York State. We pushed, and we struggled, and we kept our toes on that line that

we drew in the sand to educate some of the lesbian and gay and bisexual leaders to the fact that transgendered need to be included. And we held that line for five months. It was extremely draining, but all during that time not only did I know that Jessica Xavier was strong, and you were Jess, and you were a great strength to me. There was also Tom Heitz and Sharon Ann Stuart.

But the bravery came when we were in New York when we met with our attorney, and I needed to get her confirmation that we had gained as much as we had gained. I didn't want to get arrested. I was willing to get arrested, but I needed to get that word from my attorney that we'd done enough pushing. As I talked to the attorney it became very clear to me that we had not gotten what we wanted but we had gotten so much that if we continued it could be counter-productive. So I looked at Tom. Then I had said to the attorney that I thought there was a lot going on here and there was a good chance that we might just declare victory. And I looked again at Tom, and I said, "Tom, what do you think?" Now, what do you think he would have said? What would you have said? You may have said, "Oh, thank God you're not going to get arrested. Now I don't have to get arrested. We've got a way out." Instead, he looked at me and he said, "You call the shot. If you still feel we need to be arrested, I'll lay down beside you and be arrested." A very brave person.

As brave as that man is, and as brave as that woman is, tonight was not bravery. Tonight was totally and completely selfish. There is nothing more liberating than blowing the doors off your closet. He didn't do it for you, and he didn't do it for me. He did it for himself. And I'm so glad that you're free, Tom Heitz and Sharon Stuart. [Tom acknowledged that it felt good.] It doesn't mean it's without risk, but they'll never trap him again.

THE FIRST TRANSGENDER ADVOCATE AWARD: CHALLENGING THE SYSTEM, HONESTLY AND OUT!

Introduction by Phyllis Randolph Frye:

We have an award tonight and another terrific speaker. Many of you know her. Come on up, Connie. Debbie, come up, too because you both deserve the award even though only one name is on it. Come on up, Debbie. You both deserve the award even though there's only one name on the award. Here just come on up, one on each side. No I'm not going to divide you, I just love to get in between you. These are hot women. Connie Moore and Debbie Hunt—very, very talented litigators, not just attorneys, but litigators. They fight in the pits. They fight down at the courthouse. They fight for your rights. They fight for gay and lesbian people's right. They fight for the oppressed, for anyone who's getting dumped on that shouldn't be dumped on. I've known Connie a lot longer than I've known Debbie, but they're a team and I get them both.

I remember when I first asked Connie to make the very first presentation on Family Law in the transgender area. Even before that, I asked her to represent a transgendered person because, quite frankly, at that time I just had too much going, and they were much more skilled in this particular area of law than I was. We were down at crunch time, and we needed someone to jump in and put out the fire. That's really one of the main reasons why Connie is going to get the award tonight along with other things that they've done. But they jumped in, and they did the good thing.

And they also did something else neat. They're very involved with the Lesbian and Gay Bands of America. When they heard about what was going on at Stonewall and what ICTLEP was trying to do to educate—not legislators, we weren't trying to influence legislation, we weren't trying to get anybody

elected— the lesbian and gay and bisexual community to the fact that we were part of the struggle. When they really heard what the details were, they got on their faxes and they got on their e-mails and they got hold of their lesbian and gay band association members all over the world, wasn't it? Yes. When the band marched, there was two banners on a plackard. I want you to know that word "transgender" was big, big, big, big, big. So was the "and" just before it. We love you both, and they both deserve a round of applause.

This is the plaque. It's got scales of justice. Let me tell you what this award is. The Transgender Advocate Award is an award that we came up with. This is the first one, by the way, and this is for lawyers. It doesn't have to be transgendered but it is for lawyers. It cannot be a member of our board or advisory panel. We don't do this incestuous thing or we pat each other on the back and give awards to ourselves. This is for non-board, non-advisory panel people. It says "International Conference on Transgender Law and Employment Policy, Inc., Third Annual Conference, TRANSGEN '94, presents the first"—yes, the first—"Transgender Advocate Award to Connie Moore, Esq., who has openly struggled to affect a positive change in the law as the law affects transgender people. 20 August 1994, Houston, Texas, United States America." There you are my friend. Now kick some butt.

by Connie Moore:

Thank you very, very much. Thank you, Phyllis. Thank you for opening my eyes. Thank you for opening my eyes at a time that they very much needed to be opened. And thank you for giving me an award that I will have to look at and remember my successes when I get beat up sometimes, because sometimes I do. Sometime I look around and I wonder, why am I doing this? I wonder sometimes how I will live to my fifties. Then I get letters or a letter from somebody who says, "nobody else listened to me but you, and I thank you." I get call from Phyllis that says, "I need to run something by you. I'd like your opinion." That means so much to me. I get this award which means that I can be an ordinary, honest, forthright, and direct human being, because I feel like that's all I've done for this. I feel that all I am is just a human being, someone who expects tolerance, someone who loves every one as an individual, and somebody who will stand for nothing less than tolerance and equality for every human being. I just don't understand anything different.

Phyllis is always asking me to challenge the system, to push and to push because she knows that's what I love to do best. In a lot of respects, I do feel like a pioneer only because I have some very, very strong beliefs and opinions. I really don't give a damn on one hand whether anybody shares those opinions or not. But on the other hand, I feel very strong about my convictions. I feel very firm in my beliefs. Because I do I feel like everybody else has to agree with me, and I'm not going to stop until you do. Fortunately, I don't have to convince most of you in this room to believe the way that I do—that everybody is an individual and everybody is a human being, and everybody deserves everything that they want. But I know that I have a lot of convincing to do. When I get up in the morning, and I read the paper, and I read some of the intolerable statements that are made under the guise of opinions in letters to the editors, even in the "Post." And I hear such intolerance and such hate about really ordinary everyday mundane things from people in my community, people that I live with.

I want to thank you again for the award because it means that I can look at something that's on my wall there and get this burst of energy that I need when I feel like I'm not any different from anybody else. As an individual and as someone who fights as I do for human rights, every now and then you have to stop and pat yourself on the back and accept some recognition and say "Gosh, I really

do try. Gosh, you know, I really do make a difference to somebody." And that's what you need to hear sometimes in order to keep going and doing what I do.

I often read about activists. I hear that we've heard that word a lot this weekend, but it's a word that I'm used to—not necessarily being called that but living with and around in my community of activists. I often hear about activists challenging the system in a variety of different ways all over the country, all over the world, and right here in Texas. By challenging the system, we can be talking about challenging the court system, challenging the employment system, challenging the system of beliefs in our own neighborhoods at home because we stand up for what we believe in. The way that I particularly challenge the system more and more frequently is using the legal system, challenging the legal system, pushing for equality in the legal system where I can.

Many people assume that the law is a "yes" or a "no" proposition. What I have learned in the few short years that I have been doing this is that most of the time the law is "a maybe" proposition. I suggest many times that it's not what you ask, it's who you ask, and when you ask, and how you ask it. I think there are many circumstances, both in our legal system and our non-legal system, where if there is discretion, then there are avenues that can be pushed so that you can get what you need. Given the right facts, I know in Texas, and in Harris County and even in many of the smaller counties here in Texas, that courts are making rulings literally on a day-to-day basis that are gay and lesbian friendly, as well as transgender friendly. Given the right facts and the right circumstances and being asked the right questions at the right place at the right time, means challenging the system.

Phyllis has referred to this case almost every time I come in front of this group. A few years ago, Phyllis approached me with a case that was pending in a small Texas county. It involved a transgendered man who had been married for thirteen years to a woman in this small county. In the process of a divorce proceeding, this woman and her attorney had suggested that this marriage was not a valid marriage because this marriage wasn't between a man and a woman. They urged that this marriage was, in fact, between two biological women, two people who had an "F" on their birth certificate. Because of that "F" on the birth certificate, thirteen years didn't matter, this marriage didn't matter, and it didn't count. We surmised that they did this from a property perspective. If there's no marriage and everything is in my name, then it's all my stuff.

When this man came to see me and begged me to take his case, which was set for trial in less than thirty days, the one thing he said to me is, "I don't care about the money. I'm not doing this to do get my share of the community property. I'm doing this because they're trying to take my sex away from me. I have worked for that all of my life. I have claimed this sex. This is mine. And they can't take it away from me with a strike of the pen." I agreed with him, and they didn't. We worked on that case and we fought, and we tried to figure out. Debbie was the brilliant brains behind that case, although, Phyllis, you're right, I always get the credit for it.

I argued that case to that judge that morning. I'll never forget the look on his face after we were done arguing in that courtroom. He closed his book and stood up and he said, "I'll be back." I still want to know who he called that morning to say "Okay. This is what I've got, and what am I going to do?" But he came back, not minutes later like he said, but he came back five minutes later and he says, "There's a marriage here." It was very quick. It was very hard to understand. In fact, opposing counsel didn't understand his ruling at all. The court reporter had to explain it to her, but he very quickly ruled that there was a marriage here. [Then he divorced them.] [The Motion for Summary Judgement, Connie's photo and her extensive analysis of family law is in Proceedings I.]

This was one of the first, but fortunately it's not unusual. When the facts on our side, when the law is on our side, when a human being stands up and says this is who I am, treat me as you would any other human beings standing before you. That I hope that you're not surprised that usually the result is they are treated like the human being standing before them. Yeah, I think its real significant.

From my experience and my circumstance, I believe that the courts really are trying in a lot of perspectives to make sound decisions based on the law that they have, based on the facts and parties that they have before them. I think more and more we are seeing good sound legal decisions because people are standing up and challenging the system. From my experience, I feel that the best way to challenge the system is openly, honestly, directly and out. I find in my experience that the courts look much more favorably on a homosexual, a transgendered, a person who declares their personality honestly and open and less favorably on any person who is a liar regardless of who they are. The one thing that gets us into trouble more and more often in court is not being direct and not being frank with the court about who we are and what we want.

Frequently, I hear the negative statements, and it gets more and more depressing as I get older. It seems like more and more frequently the negative statements are coming from some of the attorneys that have been practicing quote, unquote, community law for ten or fifteen years longer than I have. I hear people telling me "You can't do that." Well, I am doing that! All too often I hear people using the fact that we quote, unquote, can't do something, as an excuse not to do anything at all, not to take a stand, not to try because we can't. We're going to fail. We can't do that. And again I submit all it takes is one person. All it takes is one person challenging the system. Standing up and saying "Yes, I can. I do. I am. I'm here."

There are many things that each of us as individuals can do to affect change in the system, and that's what we're looking for. We're looking for opportunities everywhere we can find to advance change in the system. There are a lot of things that we can all do to affect change in the system. Sometimes it seems like a big thing. Sometimes it takes standing up and saying "This is who I am, and I need for you to know this." Sometimes it takes something that is very frightening and very fearful. Other times it doesn't seem like it takes that much at all. Sometimes it takes being able to walk down the street and reach out your hand and hold the hand of the person that you're with. Not hide who you are, or who you want to be. We have listened for a long time to the professionals to tell us that they know better, that they know that we are more whole, and we are happier when we come out, and we don't live our lives in the closet and in that fear. We can hear all of the folks saying do this and do that—doesn't make it any easier to do. But it also doesn't make it any less important.

There are a lot of things that we can do to affect positive change in our lives. Sometimes it means being very strong and being not ashamed. Stand up and say, "This is who I am. You love me or you don't love me. I don't care. But I'm not going away. And I'm going to be treated like a human being, and I'm going to be treated the way I demand to be." Sometimes it doesn't mean fighting. Sometimes it just means standing up and holding your head high. So many people are surprised that when you just stand up and hold your head high that everybody else goes "Okay. Well, if that's what you want, we'll give it to you, here you go." It doesn't mean fighting. It just means asking for it. It just means standing up and doing it.

Coming out is not only a very personal statement. It can be a very political statement. It may not seem in someone's eyes the same as going to court and demanding something. Oh, but it is. The absolute willingness to say "Yes, this is who I am. Take my hand. Yes, this is who I am. Be proud

to be with me. Yes, this is who I am, and you will respect me. I will make you respect me." That is a political statement. It takes everyone, everyone, not just some of us, not just the advocates, not just the award winners, not just a few of us, to say, "okay we're going to do this." It takes everyone.

Sometimes you get told no. That's one of the first things I said. Thanks for letting me have this plaque, because I need to look at it sometimes when I do get told no. I do need to look at it sometimes when I do get beat up and I get sent home. But it's happening less and less often. The point is you keep asking and someone says no. And you ask again, and someone says no. And you keep asking, and you keep asking, and you keep asking, because somebody sometime is going to say yes. And that's all it takes.

I encourage me. I encourage my partner. I encourage every one of you when somebody asks, say yes. When it's time to stand up, stand up. Be counted. Be strong. Challenge the system. Keep pushing, keep pushing, keep pushing. So much progress has been made in the last five years. It is almost inconceivable to me what we're going to accomplish in five more, five more. So stand up, be counted, keep pushing, keep pushing, and challenge the system. We'll get there. We'll all get there. Thank you.

by Phyllis Randolph Frye:

The conference is over, but we still have work to do. It's late, as soon as we finish and y'all hug on Debbie and Connie, those of you who are going to continue with the It's time, America organizational meeting need to start meeting. A board meeting for the five directors will be across the hall. It's a closed board meeting. We have some work we need to tend to, and we can tend to it a lot faster in executive session.

We have a brunch at 8:30. It starts promptly at 8:30. It's only \$15. We'll put you on plastic. We'll take your cash, but come and eat brunch. It's all you can eat. At 9:00 promptly, we will start the meeting to plan the next conference. And 11:00 promptly, it will be over with it. We'll be over with promptly at 11:00. Now, so that you aren't worried about packing and checking out at 12:30 or 1:00 o'clock or whenever you drag into your room tonight, call the registration people. Tell them that you're not going to make anymore phone calls, you're not going to charge anymore room service, and you're not going to do anything. They have got the room on your credit card, and will total it up, slip it under my door before you wake up in the morning. You can sign it and drop it off with your keys on the way out. So, there's not a big rush. You can come to brunch, and you can get out of here at 11 o'clock or thereafter. We've got to have you here tomorrow morning. We need your input for next years' conference.