

# Proceedings

FROM

## The First International Conference on Transgender Law and Employment Policy

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AUGUST 1992  
HOUSTON, TEXAS, U.S.A.

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**Phyllis Randolph Frye, Attorney**  
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Note: **The Fourth International Conference on Transgender Law and Employment Policy (TRANSGEN '95) will be 14-18 June, 1995 in Houston, Texas USA**

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## WELCOME AND OPENING REMARKS

1

2

3 PHYLLIS FRYE:

4 Welcome to the conference on  
5 Transgender Law and Employment Policy here in  
6 Houston, Texas, the United States of America.  
7 This is the first ever! We are very excited to  
8 be here.

6

7 It should be a very empowering feeling  
8 for each one of you to know that in the future  
9 when people are going to be writing laws about  
10 us, that they are going to be looking back on  
11 the proceedings of this conference and the  
12 words that we said and the phrases that we came  
13 up with and the definitions that we espoused.  
14 In effect, we will be shaping future law. I  
15 don't know how many of you have ever shaped  
16 future law, but I don't think too many of you  
17 have. So it should be quite an exciting thing.

12

13 Last night was our kickoff for those  
14 of you who were not there. It was at the  
15 Courthouse Club here in Houston. For those of  
16 you reading the proceedings or listening to the  
17 tape, I do want you to know that the Courthouse  
18 Club was specifically selected because it is  
19 only one block from the Harris County  
20 Courthouse complex which encompasses about  
21 eight buildings. We have one building that  
22 does nothing but Family Law, and we have two  
23 buildings that do nothing but Criminal Law. We  
24 have two other buildings that do nothing but  
25 Civil Law. The DA's got his own building, and  
26 there are some other courts around stuffed in  
27 other buildings. So it's a very large complex.  
28 We had our kickoff right there. We're going to  
29 have another dinner at the Courthouse Club  
30 tonight.

22

23 We've already gotten into our  
24 committees, and I want to make a few  
25 introductions just to make sure everybody knows  
26 who everybody is. Our moderator for Military  
27 Law is Sharon Stuart from New York State. She's  
28 an attorney and member of the transgender

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1 community. Our moderator for Health Law is  
2 Marla Aspen, an attorney from our community  
3 from Maryland. Housing Law is Keith Stewart.  
4 He's from Houston, and he's a member of the Bar  
5 Association for Human Rights here in Houston.  
6 Insurance Law is Jim Kuhn. Jim is a member of  
7 the Bar Association for Human Rights. Probate  
8 Law is David Elliot from Houston, also a member  
9 of the Bar Association for Human Rights.  
10 Antidiscrimination Law is Helen Cassidy, the  
11 Staff Attorney for the 14th Court of Appeals  
12 here in Texas.

13  
14 This afternoon we're going to have  
15 three committees. From 2:00 to 3:15 is Family  
16 Law with Connie Moore who is not yet here.  
17 She's a member of BHR. Criminal Law is with  
18 Clyde Williams, who is a member and the Past  
19 First President of the Bar Association for  
20 Human Rights. She's also Past President of the  
21 Harris County Criminal Lawyer's Association.  
22 We're real proud of her being here. For  
23 Employment Law and Policy, the person who put  
24 it all together and did all the research and  
25 sent all the stuff down here is Laura Smiley,  
26 who's an attorney member of our community from  
27 Denver, Colorado. She is not here, but Diane  
28 Sicatella, who is not an attorney, but who  
29 helped Laura do a lot of her research, is  
30 here. I'm going to head up the committee in  
31 Laura's stead. Diane is going to be very  
32 helpful in that process.

33  
34 I want to make sure that everyone  
35 understands that this conference has the  
36 blessing of the State Bar of Texas. I've also  
37 found out the Colorado Bar has given it its  
38 blessing, and we have received ten hours of  
39 continuing legal education credit for this  
40 conference which I think is very significant.  
41 We should be very proud of that.

42  
43 I want to introduce to you some of our  
44 hard workers. First off is my right-hand  
45 person at this conference and the Chief of  
46 Staff over the conference, Dee McKeller. One  
47 of our two Assistant Chiefs is Cynthia Lee.  
48 Cynthia has been very helpful. If there's any

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1 other committee members or volunteers here, if  
2 you would raise your hand for some applause.  
3 Ruby. The rest of them you'll see them as the  
4 conference goes.

5 Just to let you know, tomorrow we will  
6 have a repeat of all these committees. So if  
7 there was a committee that you could not attend  
8 and you want to go to that committee, you can.  
9 There is going to be a lot of conversation  
10 going on in the hallways. Anyone wearing a  
11 yellow badge is fair game. They're committee  
12 moderators, and if you want to grab them in the  
13 hallway, grab them after lunch, or whatever,  
14 and give them some ideas on their area of law,  
15 please do.

16 Tomorrow our luncheon speaker is going  
17 to be Alice Oliver-Parrot. She's the Chief  
18 Justice of the 1st Court of Appeals here in  
19 Texas. Tomorrow night we're going to have two  
20 speakers. One is Ray Hill. Ray is not a  
21 lawyer, but Ray is a first amendment activist.  
22 Ray has the distinction of having his name on a  
23 case that went all the way to the Supreme  
24 Court, and he won. He's going to have a lot of  
25 things to say. Also is Judge Fred Berry who is  
26 on the 4th Court of Appeals out of San  
27 Antonio. Fred and I went to high school  
28 together, so I'm sure he will roast me during  
29 the presentation. Saturday's dinner will be  
30 Ms. Linda Sanchez. There is an endowed  
31 writing competition at the University of  
32 Houston Law School in the area of Transgender  
33 and Sexual Minority Law, and Linda Sanchez was  
34 this year's winner. She will present her  
35 paper. After that will be Charlie Baird who is  
36 a Justice on the Texas Court of Criminal  
37 Appeals. So we have a lot of good speakers.

38

39

40

41

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## Acknowledgements:

There was no way to produce this conference without help. Obviously, someone will be overlooked. If you were overlooked herein, please say something to me quickly so that I may correct these acknowledgements for future printings.

Thanks to Merissa Sherill Lynn of IFGE for helping me in August 1991 to focus the original idea into the original flyer. Thanks to the IFGE Board, especially Yvonne Cook, Laura Smiley (now Skaer), Sheila Kirk, Jane Ellen Fairfax and Nancy Cole for their early and continued encouragement.

Thanks to Linda and Cynthia Phillips and Tere Frederickson of Bolton & Park and to Jane Ellen of Tau Chi for assistance in getting out the word early. Thanks for Diane James for 15,000 free flyers and to Jim Crary of Printex Plus for free folding. Thanks to Ruby, JoAnne, Pam, Rene, Jackie, Vivian, Sarah, Dee, Cynthia, Jheri Lee, and Cynthia for the envelope addressing, licking and stamping to publicise the event to the many people and organizations. Thanks to all the organizations who carried the notices in their newsletters.

Thanks to the Gulf Coast Transgender Community (GCTC) and the affiliated sponsors. GCTC put its treasury on the line and supplied most of the event volunteers. The Winslow Street Foundation was generous with their grant. The Bar Association for Human Rights (BAHR) of Greater Houston got us the Minimum Continuing Legal Education (MCLE) credits from the Texas State Bar and hosted the Wednesday cocktail mixer at the Courthouse Club. The Association of Women In Law (AWIL) and Mandamus (Students Concerned with Lesbian and Gay Issues), both law student groups from the University of Houston Law Center, lended volunteer support and hosted the Thursday dinner at the Courthouse Club. The Courthouse Club and the Hilton Southwest, both of Houston, provided great food and facilities, staff and support.

Thanks to Dee McKellar, my chief over the volunteer staff, my "first sergeant." During the two months before the conference, she made everything tick. Thanks to the two assistant chiefs, Cynthia Lee and Vivian McKenzie for picking up the details. Thanks to the planning committee and the volunteer staff of Ruby, JoAnne, Rene, Jackie, Pam, Vivian, Sarah, Dee, Cynthia, Jheri Lee, Tammy, Cassandra, and Cynthia.

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Thanks to the law project coordinators. Specially I want to thank Laura, Sharon and Marla who jumped on board so quickly and encouraged me through the early stages. And, thanks to Betty and Karen who hosted the Northeast Planning meeting in Massachusetts for the 2nd Conference in August 1993.

# FIRST INTERNATIONAL CONFERENCE ON TRANSGENDER LAW AND EMPLOYMENT POLICY



This Conference is for attorneys and other legal professionals; for employment, personnel, and other human resources professionals; and for members of the transgender community, all of whom have an interest in the current status of *and in strategies for progressive changes in either the law and/or employment policy as they pertain to the transgendered community.*

Wednesday, August 26, 1992

through

Sunday, August 30, 1992

Hilton Southwest  
6780 Southwest Freeway  
Houston, Texas U.S.A.

Sponsored by:

Gulf Coast Transgender Community  
an outreach organization

**gctc**

In affiliation with:

Bar Association for Human Rights  
of Greater Houston, Inc.

Association of Women in Law  
and Mandamus

both student legal societies at

University of Houston

Winslow Street Endowment Fund

of International Foundation for Gender Education

## TRANSGENDER LAW AND EMPLOYMENT POLICY ARE ...

... The law and employment policy at all levels — federal, state, and local — in the United States and in various other countries, that are applied to transgendered persons.

They include, but are not limited to:

- military law
- housing law
- insurance law
- probate law
- criminal law
- health law
- family law
- anti-discrimination law
- employment law and policy.

Transgendered persons include transsexuals, transgenderists, and other crossdressers of both sexes, transitioning in either direction (male to female or female to male), of any sexual orientation, and of all races, creeds, religions, ages, and degrees of physical impediment.

KNOWLEDGE OF LAW AND EMPLOYMENT  
POLICY FOR TRANSGENDERED PERSONS IS  
IMPORTANT BECAUSE ... DISADVANTAGE IN THE  
LAW AND LOSS OF EMPLOYMENT ARE THE  
BIGGEST PROBLEMS OF TRANSGENDERED  
PERSONS.

This is a very unforgiving society for those persons (and their loved ones) who were born of one sex, yet have a definite opposite gender identity. This disagreement may range from moderate (occasional crossdressing) to complete (sex reassignment surgery). The condition is observed over such a vastness and diversity in geography, race, education, religion, income, and profession that to be transgendered is clearly not a matter of mere choice. Furthermore, rational people do not take upon themselves the burdens placed by unforgiving societies merely to express an occasional crossdressing fling.

## THE CONFERENCE FORMAT

### Weekday Committee Meeting Format:

During the daytime of Thursday and Friday, conference participants will meet in committee areas of their choices, exchange ideas and knowledge, and prepare a committee report (for Saturday presentation) on the current status of and strategies for progressive changes in either the law or employment policy as they pertain to the transgendered community. Luncheons with featured speakers will be held both days. Tentatively scheduled speakers are an administrative judge and an appeals court justice (at 0.5 hour C.L.E. each).

Wednesday and Thursday nights will be hosted by the affiliated organizations and will include buffet dinners and cash bar at locations away from the hotel. Also planned are introductions of the winners of the U of H Law Center writing competition on the subject of transgender and sexual-minority law.

### Weekend Committee Reports Format:

Friday night will include a get-acquainted buffet at the hotel, a legal presentation by the conference organizer, and a presentation by another appeals court justice (at 1.0 hour C.L.E.), all followed by entertainment.

On Saturday, each committee will present a report of its findings on current status, and strategies for progressive changes in its area of law as it pertains to the transgendered community. The employment policy committee will present its report at the Saturday luncheon. (7.0 hours C.L.E. for the day.) Court reporters will provide transcripts for a post-conference "Proceedings".

Saturday night will feature a formal banquet, with a reading of the 1st place paper from the writing competition, another appeals court justice (1.0 hour C.L.E.), and entertainment afterwards.

A farewell brunch will be held on Sunday morning.

## LOCATION OF THE CONFERENCE

The conference will be held at the Hilton Southwest, 6780 Southwest Freeway, in Houston, which has earned a reputation for boundless hospitality and service. A special room rate of \$48 plus tax per night (single or double) has been arranged for conference participants. To get this rate, CALL THE HILTON DIRECTLY AT 1-800-545-0064 AND ASK FOR "LAW CONFERENCE". Calling the nationwide Hilton 1-800 number will not entitle you to this rate.



# STATE BAR OF TEXAS



## Minimum Continuing Legal Education

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5/27/92

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COURSE TITLE: 1st International Conference on Transgender Law and  
Employment Policy  
COURSE DATE(S): 8/26/92 TO 8/30/92 COURSE LOCATION: Houston, TX  
COURSE NO.: 802100005 SPONSOR NO.: 8021 EXP. ATTEND.:

### NOTIFICATION OF ACCREDITATION OF CLE ACTIVITY

The above referenced CLE activity that your organization submitted for accreditation in Texas has been reviewed and ACCREDITED as follows:

	PARTICIPATORY HOURS	ETHICS HOURS
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