

## Transcription of Audio Clip: “Marty Ortiz – Shareholder Advocacy”

**Marty Ortiz:** You know, I had known who I was for a very, very long time. It was quite a long struggle for me, several years’ worth of a struggle. But it had been the second time I had ever presented as a female and it was actually at the Pride celebration in Bozeman, Montana—it was the second time they had it there—and I had been presenting as a female for three days. And it was a wonderful experience; I was surrounded by so much support from everywhere. And I remember being in the car and I remember thinking, ‘Oh, I have to go to work tomorrow. I have to go to work tomorrow. I have to put on those old clothes again. Why? Why am I doing this to myself? I know who I am. I have no doubts of who I am. And my family already knows who I am. And I’m lucky enough that I have a job that protects me. I live with my friends that support me, what am I waiting for?’ And that’s when I made the decision that I would transition and that it was to happen immediately. Well it was probably about three weeks—three weeks and I transitioned and I never looked back since.

**Susan Barnes:** And what was it like for you to transition while you were still working in retail?

**Marty:** Well, as I said I knew that my job, my company—I worked for WalMart at the time and they, the policies protected me. They protect the individual, they respect the individual. I went and talked to the store manager, and said ‘look, I’m transgender, I’m going to transition.’ And he said “Okay what do you want from me?” So, you know we set a date and everything else, but it was that day, you know, when I got ready, and I got ready at home and I got in the car, and I got to the parking lot—and stepping foot in that parking lot and walking from my car into the door, and walking from the front to the back, and clocking in, and then going to do my job—and I was terrified. And...it was fine. No bad comments from anybody, at all, customers or coworkers. But within the first few weeks week, I had at least five straight men come up to me, and give me kudos for transitioning. Men that I had worked with for the last few years, give me kudos for transitioning.