

sunday, nov 11  
11:00 am - 1:30 pm

### Anthony D. Romero



Our closing session will feature remarks by Anthony D. Romero, newly selected executive director of the American Civil Liberties Union. He is the first openly gay Latino man to take the helm of the nation's preeminent civil liberties organization. Anthony Romero is the sixth executive director in the ACLU's 81-year history. He brings to the ACLU an unwavering commitment to civil rights, human rights and peace. In a distinguished career at the Ford Foundation, Romero launched groundbreaking grant making initiatives to address affirmative action, voting rights and redistricting, immigrant's rights, women's rights, reproductive freedom and lesbian, gay, bisexual and transgender rights. Romero was born in New York City of Puerto Rican immigrant parents. He was the first in his family to graduate from high school, college and graduate school.

As progressive activists, the fact that we face many challenges is abundantly clear. Our panelists offer differing perspectives on what's next in the hope that we can emerge from this crisis stronger and more united.



**Faisal Alam** is the executive director of Al-Fatiha Foundation, an international organization dedicated to Muslims who are lesbian, gay, bisexual, and transgendered people. A 24 year old queer-identified Muslim of Pakistani descent, Faisal has worked in the LGB movement, has done faith-based organizing, and LGBT youth work for over five years. He currently resides in Washington, DC, and works in the field of HIV/AIDS.

**Richard Goldstein** is the executive editor of the *Village Voice*, the most well-respected independent weekly newspaper in the United States. He has been writing about the intersection of sexuality, culture and politics since 1966. He is currently working on a book about the relationship between liberal media and the gay right. Goldstein's thinking and writing has brought a fresh, critical and progressive perspective to our movement.



**Surina Khan** is the executive director of the International Gay and Lesbian Human Rights Commission, a US-based non-governmental organization that works to defend and advance the human rights of all people and communities subject to discrimination or abuse on the basis of sexual orientation, gender identity or HIV status. Previously, she was a research analyst at Political Research Associates, a national progressive think tank where she was charged with monitoring and analyzing the US political right as well as the ex-gay movement in the US and abroad. Her research and writing have been widely published and she is a well-known speaker about the right's assault on LGBT people. Surina was born in Pakistan and raised in both the US and Pakistan.



**Robert Raben** is President of The Raben Group, LLC, a legislative strategies firm in Washington, DC, was until recently the Assistant Attorney General for Legislative Affairs at the Department of Justice, serving as the legislative and political strategist for Attorney General Reno and President Clinton on matters of law, civil rights and justice. Previously, he was a Democratic Counsel on the House Judiciary Committee for nearly seven years, specializing in civil rights, including gay issues, and intellectual property. Throughout, he was counsel to Rep. Barney Frank (D-MA). Robert was one of the highest ranking openly gay officials in the Federal Government, and was confirmed unanimously to the Senate to his position at the Department of Justice. He has been active in GLBT and civil rights organizations, and the Hispanic Bar.

## pre-conference institutes

wednesday, nov 7

### People of Color Organizing Institute I— In the Beginning

A day of reflection and community-building for people of color at the only annual national gathering of progressive lesbian, gay, bisexual, Two Spirit, transgender, intersex people of color (LGBTSTI / POC). Come and meet other LGBTSTI / POC to network, discuss identity, share our herstories/histories, and struggle around those issues that divide our communities and undermine our organizing work. This year we will hear from local activists being mindful that we come as outsiders with little knowledge about struggles in our host community. We will also explore gender and gender identity to better understand intersexuality and how sexism persists within our work and our movement. Finally, we will define our work – understanding how differently we organize in our respective communities and identify what we need to more effectively organize for fundamental social change. For people of color only.

**Organizing Committee** (partial list): **Don Kao**, *Project Reach*; **Ingrid Rivera**, *National Gay and Lesbian Task Force*; **Charmaine Francis**, *Project Reach*; **Dawson Her Many Horses**; **Michael Marinez**, *Esperanza Peace and Justice Center*; and **Penelope Williams**; **Monroe France**

pre-conference institutes

## Dismantling Racism for White People

Anti-racist action is about where we choose to put our bodies, resources, and time. This training is for white people who want to explore our specific work in dismantling racism. Participatory and interactive, the training will include: defining and unmasking white culture; taking a personal look at the match between what we say and what we do; owning white privilege; exploring when we should "stand up and speak up" or "sit down and listen"; seeing the different ways racism hurts everyone, historically and currently; and, helping us move from guilt to action. The training is facilitated by an intergenerational, cross gender team with experience in different ways of applying anti-racist work. To keep accountability with white privilege in a racist society, the agenda will be developed in conjunction with people of color in Southerners On New Ground.

**Faculty:** Pam McMichael is a community activist and writer who is a founding co-director of Southerners On New Ground (SONG). **Carla F. Wallace** has been a community organizer for over 20 years on issues of racism, economic justice, human rights and international solidarity. She is a co-founder of the Louisville, KY-based Fairness Campaign. **Matt Nicholson** has worked doing multi-issue organizing within the progressive queer youth movement and is currently interim director of the Kentucky Fairness Alliance. He is also on the board of SONG.

thursday, nov 8

## People of Color Organizing Institute II— The New Beginning

The second day of the People of Color Organizing Institute is a strategic planning and skills-building session where critical issues and questions about organizing within and outside people of color and queer communities will be addressed. Is there a movement? What is our vision of a multi-issue people of color movement? What does our organizing look like and have our strategies been effective? Given institutional racism and homophobia, what tools do we need and what strategies must we envision to move us toward building a sustained movement for institutional and systemic change? This will be a day of whole community discussions, issue-focused work groups, skill-building/problem-solving sessions, and technical assistance sharing. Issues, concerns, and needs identified during Part I will also inform the content and direction of this day's work. For people of color only.

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## Building Our House: Dismantling Institutional Racism

If we are to dislodge the "permanence of racism" from our movement, we cannot leave untouched the leadership, cultural character, and the organizational structure of our institutions and organizations. To make structural change we will need to commit resources and to demand a high degree of integrity from our leadership. We need a commitment to unending self-reflection and growth in our understanding of racism as both personal and institutional. Change will require a plan. This institute continues a dialogue about the practical steps and personal commitments we must make if we are to consciously plan for diverse leadership. For all interested persons.

**Faculty:** Carmen Vazquez, Lesbian, Gay, Bisexual and Transgender Community Center of New York City; **Betty Powell**, Betty Powell Associates

## Gender Splendor: Mobilizing A Diverse Movement for Gender Freedom and Transgender/Intersex/ SOFFA Equality

This institute explores the diversity of transgender and intersex experience, including significant others, families, friends and allies (SOFFAs) while focusing on ways we can work together politically across our differences. Topics include non-transsexual and gender-queer identities, intersex and SOFFA issues, the impact of age, ability, race, class and immigration status, building a diverse movement and making an effective political case for gender freedom. All people are welcome and encouraged to attend.

**Faculty:** **Marcus Arana**, San Francisco Human Rights Commission; **Kylar Broadus**, Stonewall Democrats; **Donna Cartwright**, Gender Rights Advocacy Association of New Jersey; **Paisley Currah**, Brooklyn College of the City University of New York; **Alexander John Goodrum**, TGNet Arizona; **Imani Henry**, Philadelphia PA; **Richard M. Juang**, Cornell University; **Just Evelyn**, Transfamily San Diego; **Mara Keisling**, Pennsylvania Gender Rights Coalition; **Carolyn Laub**, Gay-Straight Alliance Network; **Yosenio Lewis**, National Transgender Advocacy Coalition; **Mani Mitchell**, Wellington, New Zealand; **Shannon Minter**, National Center for Lesbian Rights; **Lisa Mottet**, National Gay and Lesbian Task Force; **Michael Munson**, It's Time Wisconsin; **Pauline Park**, New York Association for Gender Rights Advocacy; **Liz Seaton**, Human Rights Campaign; **Rocki Simoes**, Minneapolis MN; **Miranda Stevens-Miller**, It's Time Illinois; **Dylan Vade**, Stanford Law School; **Willy Wilkinson**, public health consultant.

## Community Centers Institute

The National Association of Lesbian Gay Bisexual and Transgender Community Centers will host a day of fundraising training, issue updates, training on board and volunteer management, and program development. A portion of the day will be devoted to the CDC-funded National Tobacco Cessation Project.

**Faculty:** *Executive Committee of the National Association of Lesbian Gay Bisexual and Transgender Community Centers, including* **Gwenn Baldwin**, Los Angeles; **Douglas Weiss**, Orange County; **Michael Smith**, Denver; **Ann DeGroot**, Minneapolis; **Richard Burns**, New York City; **Linda Malicki**, Cleveland; **Paula Wolfe**, Salt Lake City; **Barb Jones**, San Jose

## Youth Organizing Institute

Welcome to the 2001 NGLTF Youth Organizing Institute. Our goal is to create an opportunity for youth 24 and under to experience meaningful and engaging time together – to learn, laugh, agree, disagree, play and question. This Institute will begin with a mutually created welcoming environment where diversity in opinion, needs and styles is celebrated. The institute's focus will be grounded in an understanding that internalized oppression, intra-group oppression and inter-group oppression significantly limits our efforts to create a world free from oppression where all people are treated with dignity and respect. We will explore our understanding of the connection between all forms of oppression and the philosophies and practices that undermine the liberation of all people.

Next we will use a variation of Open Space Technology to allow participants to quickly and effectively create a variety of topics for short breakout sessions. Youth facilitators, experienced in leading small groups, will ensure a safe environment where no one person or idea dominates. We will again use experiential activities to get energized and make relevant points related to the connection between all forms of oppression.

We will explore through discussion and activities how we get targeted - as youth, as gbt, as people of color . . . and how we can heal from this and help others heal as well. We will close with an activity that will help us all recharge/regain the hope, courage and persistence we all need to remain in the fight for liberation – of youth – of gbt – of all people.

**Organizing Committee:** **Tony Harris**, Rainbow Alliance for Youth; **Roy Heath**, GALAXY; **Nate Lewis**, AIDS Resource Center of Wisconsin; **Kurt Dyer**, Project Q/Milwaukee LGBT Community Center; **Tim Mattison**, University of Wisconsin, La Crosse; **Emily Schloesser**, Americorps; **Ita Meno**, Project Q/Milwaukee LGBT Community Center; **Steve Schulze**, HMAA

**Mentors/Consultants:** **Gary Hollander**, Center for Urban Population Health; **Marilyn Levin**, Rainbow Alliance for Youth and GALAXY; **Brian Juchems**, LGBT Campus Center, UW Madison; **Mark O'Neil**, YWCA

## Outing Age: Ageism and Action

This institute will be open to all ages but will present the views and experience of gay, lesbian, bisexual, and transgender elders, service providers and aging professionals about the realities of aging in the GLBT community. The daylong program will provide opportunities to examine the issues of ageism in our community, including the unique issues for transgender elders, and creating change in the aging industry. The day will conclude with a process of building a plan of action.

**Coordinated by:** **Ken South**, National Gay and Lesbian Task Force and the Aging Initiative Planning Committee.

**Faculty:** **Gina Graham**, Aging Network, Milwaukee; **Marvin Martin**, SAGE Milwaukee; **Ellen Ensig-Brodsky**, NY Pride Agenda; **Vera Martin**, Old Lesbians Organizing for Change; **Sandy Warshaw**, New York, NY; **Brian Neimark**, Senior Services, LA Gay and Lesbian Community Services Center

**Presenters:** **Annalee Stewart**, Pat Durham, Old Lesbians Organizing for Change; **Nancy Edwards**, St. Cloud University; **Rosalie Regal and Cyril Brosan**, SAGE NY; **Tarynn Witten**, ILTAA Research Institute; **Carolyn Keith**, Milwaukee; **Nancy Nystrom**, Michigan State University; **Steve Karpiak**, Pride Center Network; **Julia Gottlieb**

## Assessing Your Leadership Practices

Your life journey has influenced the leader that you are. Often the resilience of our championing our causes and ourselves has given us leadership strengths, and also predictably, leadership practices, which may no longer be in service to us and those around us. We will begin with an experiential exercise geared to evoke present moment awareness, thus increasing our ability to assess ourselves absent distress. We will evaluate our leadership strengths and liabilities, specifically how we perform on seven key practices of principled leaders, behavioral temperament, and conflict. We will connect our assessments to patterns of oppression and liberation for the various groups to which we belong. Learn methods for leadership self-estimation, which can be implemented with staff, volunteers, and members of boards of directors. In order to expand our range of leadership behaviors, inspire others more, and develop our organizations further, we will spend time healing from those scars of oppression. Although we will present some theory and didactics, the ground for learning will come from the experiences themselves. Come prepared to work hard and be very involved.

**Faculty:** **Gerald Boyd**, African Heritage Constituency Leader, National Coalition Building Institute Atlanta; **Joanne F. DeMark**, Senior Associate, GLBTQ Constituency Leader, National Coalition Building Institute Atlanta; **Miriam Jefferson**, GLBTQ Constituency Leader, National Coalition Building Institute International, **Patrick Packer**, GLBTQ Constituency Leader, National Coalition Building Institute, Birmingham