



## Workshop 2: Intersectional Gender Justice (1 hour)

<i>Section</i>	<i>Activities</i>	<i>Supplies Needed</i>
Introduction (5 minutes)	A. Briefly read through opening slides B. Ask large group, what are the goals of gender justice? <ol style="list-style-type: none"> <li>a. If needed, offer examples               <ol style="list-style-type: none"> <li>i. To deconstruct social limitations imposed by society</li> <li>ii. To uplift and center marginalized voices</li> <li>iii. End violence against TGNC people and particularly trans femmes</li> </ol> </li> </ol>	Slide 4
History (15 minutes)	A. Gallery Walk (12 minutes) <ol style="list-style-type: none"> <li>a. We're going to take some time to explore the contributions of trans women of color to social justice movements. Leaders have been placed up around the room. Please take a few minutes to look at each of the leaders and read more about their contribution</li> <li>b. If participants ask about the focus on <i>black and brown</i> trans women of color, it can be helpful to share that we want to highlight how the most</li> </ol>	Slides 5 and 6, <a href="#">Gallery walk handouts</a> , printed and posted around the room

	<p>marginalized are often at the forefront of social change and movements. Additionally, due to structural racism, these are often the folks who are most overlooked. In our quest for justice, it is important to utilize a margin-to-center approach to attempt to address the oppressive dynamics that marginalize communities.</p> <p>B. Discussion (3 minutes)</p> <ol style="list-style-type: none"> <li>a. Ask the large group       <ol style="list-style-type: none"> <li>i. Any responses or reflections?</li> <li>ii. Did anything surprise you?</li> </ol> </li> </ol>	
<p>Intersectional Movements (30 minutes)</p>	<p>A. The contributions of trans women of color remind us how important it is that our movements be intersectional. This is important so that we can continue to center the most marginalized. Let's strategize on how this can happen.</p> <p>B. Small group discussion (15 minutes)</p> <ol style="list-style-type: none"> <li>a. Have folks break up into small groups and take time on each discussion question.</li> <li>b. If possible, time the groups with about 5 minutes per question, prompting them that it might be a good time to move on to the next so that they can have enough time.</li> <li>c. Questions:       <ol style="list-style-type: none"> <li>i. Where have you seen intersectionality in organizing/community and how was it successful?</li> <li>ii. Where have you seen intersectionality missing, and how did that cause harm</li> <li>iii. Reflect on your previous work, share one example of a situation where the lens/action/impact could have been more intersectional.</li> </ol> </li> </ol>	<p>Slide 7, chart paper, pens</p>

	<ul style="list-style-type: none"> <li>C. Share out (15 minutes) <ul style="list-style-type: none"> <li>a. Going question by question, ask small groups to contribute responses with the large group. Scribe answers to each question on chart paper. <ul style="list-style-type: none"> <li>i. This could be an important resource for later!</li> </ul> </li> </ul> </li> <li>D. If time, can ask how folks want to use the insights/strategies they gained today.</li> </ul>	
<p>Closing (10 minutes)</p>	<ul style="list-style-type: none"> <li>A. Let's return to the goals we created. Now that we've thought more about intersectionality and how to implement it in our organizing, how are these goals in particular important? (5 minutes) <ul style="list-style-type: none"> <li>a. Facilitator says, Let's keep these in mind as we move forward in our organizing, as well as the need to have an intersectional lens.</li> </ul> </li> <li>B. As a large group, ask participants to share one thing they're going to do to take care of themselves today. (5 minutes) <ul style="list-style-type: none"> <li>a. OPTION: If short on time, have folks share with a partner instead.</li> </ul> </li> </ul>	<p>Gender Justice goals (created earlier), Slide 8</p>

# Marsha P. Johnson



**Marsha P. Johnson** moved to NYC in the mid-1960s. She faced many hardships as an African American trans woman and even lived on the streets until she broke into the nightclub scene and became a prominent NYC drag queen. She was fearless and bold. Whenever she was asked what the “P” in her name stood for and when people pried about her gender or sexuality, she quipped back with “Pay it No Mind.” Her forthright nature and enduring strength led her to speak out against the injustices she saw at Stonewall in 1969.

Sadly, at the age of 46, on July 6, 1992, her body was found floating in the Hudson River off the West Village Piers. The police initially ruled her death a suicide despite claims from her friends and other members of the local community that she was not suicidal. Johnson’s story is featured in *Pay It No Mind: Marsha P. Johnson* (2012) and *The Death and Life of Marsha P. Johnson* (2017). She is honored as a Stonewall instigator, an Andy Warhol model, a drag queen, a saint, and a revolutionary trans activist.

## Sylvia Rivera



**Sylvia** was a tireless advocate for all those who have been marginalized as the “gay rights” movement has mainstreamed. On June 27, 1969, the Greenwich Village gay bar was raided by police outside the Stonewall Inn. Rivera was one of the first instigators to throw bottles at the police. This would later be known as the Stonewall riot, an uprising that helped launch the modern gay rights movement. Sylvia fought hard against the exclusion of transgender people from the Sexual Orientation Non-Discrimination Act in New York, and was a loud and persistent voice for the rights of people of color and low-income queers and trans people.

She also co-founded STAR (Street Transgender Action Revolutionaries) an organization to help homeless youth. It was originally a building she set up along with her longtime friend Marsha P. Johnson, that provided shelter, clothing, and food to struggling trans people. The two supported STAR by engaging in prostitution to pay rent for the building. In an interview, Sylvia stated she hustled on the streets so the youth population didn't have to.

# Miss Major



**Miss Major** is a black, formerly incarcerated, transgender elder. She has been an activist and advocate in her community for over forty years. She was at the Stonewall uprising in 1969, became politicized at Attica. Miss Major has played an instrumental in organizing nationally, including in Chicago, New York, and San Francisco. She was an original member of the first all-transgender gospel choir, and is a father, mother, grandmother, and grandfather to her own children, and to many in the transgender community. Miss Major works to instill hope and a belief in a better future to the girls that are currently incarcerated and those coming home. A documentary titled *Major!* portrays Griffin-Gracy's role as an activist and mentor in the transgender community since the 1960s.

# Bamby Salcedo



**Bamby's** remarkable and wide-ranging activist work has brought voice and visibility to not only the trans community, but also to the multiple overlapping communities and issues that her life has touched including migration, HIV, youth, LGBT, incarceration and Latin@ communities. She has birthed several organizations that created community where there was none, and advocate for the rights, dignity, and humanity for those who have been without a voice. Among many commitments, she is an Executive Board Member of the Translatin@ Coalition.

Her work mediates intersections of race, gender, sexuality, age, social class, HIV+ status, immigration status and more. She speaks from the heart, as one who has been able to transcend many of her own issues, to truly drop ways of being and coping that no longer served her, issues that have derailed and paralyzed countless lives. Her words and experience evoke both tears and laughter, sobriety and inspiration.

# Jennicet Gutierrez

**Jennicet Gutierrez** is an activist for transgender rights and immigrant rights. A founding member of La Familia: Trans Queer Liberation Movement, much of her activist work supports trans women



detained for their immigration status. June 2015 was when Gutiérrez received national attention after she interrupted President Obama during a dinner at the White House celebrating LGBTQ accomplishments in the previous year. Much of the reaction to this act centered on assessing whether it was "right" or "wrong" to interrupt the President during a reception at the White House. The event highlighted disconnects between mainstream gay activism and transgender and immigration reform activism.

La Familia: Trans Queer Liberation Movement works at the national and local levels to achieve the collective liberation of LGBT Latin@s by leading an intergenerational movement through community organizing, advocacy, and education. Gutiérrez has been working with the organization hosting demonstrations, rallies, and dialogues, as well as fundraising for the liberation of undocumented transgender women of color facing unsafe environments in detention centers.



# CeCe McDonald



**CeCe McDonald** is a transgender prison-reform activist. In 2011, CeCe and some friends were faced with racial, homophobic and transphobic slurs from a drunken group outside of a bar. CeCe was assaulted and defended herself with fabric shears, the only weapon she had. An assailant died, and CeCe was arrested and imprisoned. After two months in prison, she finally received care for her wounds. She was finally released in 2014 and is now on parole.

Experiencing the inhumane treatment of prisoners firsthand, CeCe began speaking out against the criminal justice system. "Prisons aren't safe for anyone, and that's the key issue," she said. The experience served to strengthen McDonald's character and establish her resolve to become a transgender leader. "Free CeCe," a documentary about her experiences, focused on the issue of violence against trans women of color.

# Janetta Johnson



**Janetta Johnson** is an Afro-American trans woman who was raised in Tampa, Florida. She is a healer through her work at the Transgender Gender Variant and Intersex (TGI) Justice Project and facilitator invested in decolonizing spaces. The spiritual force that drives her to dismantle the violent systems that black trans people are subjected to and oppressed by is one that awakens her.

As a formerly incarcerated trans person, Janetta has faced adversity and this has informed her community work as well as her deep investment in the liberation of all black trans and gender non-conforming people. Janetta works to restore her community's spirit from the confines of the prison industrial complex: she has developed a grassroots reentry program with the focus on recidivism and reentry, she is a member of the Bay Area chapter of Black Lives Matter, and is dedicated to ending capitalism, patriarchy, and white supremacy, and building the organizing capacity of trans and gender non-conforming communities of color as a trans warrior.

# Jacob Tobia



**Jacob Tobia** is a writer, producer, and author of the forthcoming memoir *Sissy* with Putnam Books at Penguin Random House. As a performer, visionary, and internet personality, Jacob helps others embrace the full complexity of gender and own their truth, even when that truth is messy as hell. Jacob wants people to understand that gender truly does exist on a spectrum. "I just want us to take gender from two dimensions and give it so many dimensions," they said in an interview with *Cosmopolitan*.

Originally from Raleigh, North Carolina, Jacob graduated Summa Cum Laude from Duke University with a degree in Human Rights Advocacy. Jacob is an avid Sriracha devotee and has worn high heels in the White House twice (take that Donald!)

# Bhumika Shrestha



Bhumika is a transgender activist who became the first Nepali citizen to travel with documents marked with the country's legally recognised "third gender." She participated in the first Miss Pink Pageant, a beauty contest especially for third gender people. She won! Winning the first Miss Pink Pageant put the country's spotlights

on Bhumika and the transgender community in Nepal. Bhumika's new-found stardom launched her political career. Out of 50 candidates, she was elected as a new member of Nepal's Congress Party to represent minorities.

In the run-up to her election as Miss Pink, Bhumika released a statement on the problems with ID card registration for transgender people. Campaigning by Bhumika and the Blue Diamond Society (an organization in Nepal for the LGBT community) led to a court decision in 2007 that third genders should be allowed to specify their sexuality on their ID card. But unfortunately implementing this at government offices has been difficult.

# Angelica Ross

**Angelica Ross** is an American businesswoman, actress, and transgender rights advocate. Angelica is the founder of TransTech Social Enterprises, a company that empowers trans and gender nonconforming people through on-the-job training in leadership and workplace skills. From the board room, to film sets, to the White House, Angelica Ross is a leading figure of success and strength in the movement for trans and racial equality. She was named, “1st Foot Soldier of the Year” in 2015 by Melissa Harris Perry. A devout buddhist, Angelica walks with compassion and believes that all people have worth — it is only a matter of helping each person find it for themselves.



# Isa Noyola



Isa Noyola is a translatina activist, a national leader in LGBT immigrant rights movement, and the director of programs at Transgender Law Center. She works extensively for the release of transgender women from ICE detention and an end to all deportations. She is a part of the #Not1more campaign team and sits on the advisory boards of TAJA coalition, El/La para Translatinas , and Familia:Trans, Queer Liberation movement. She has organized the first ever national trans anti-violence convening that brought together over 100 activists, mostly trans women of color, to address the epidemic of violence trans communities

are facing. Isa is passionate about building the leadership of transgender communities, especially TWOC who experience high levels of discrimination and violence.

# Raquel Willis



Raquel Willis is a Black queer transgender activist, writer and media maven dedicated to inspiring and elevating marginalized individuals, particularly transgender women of color. She is a National Organizer for Transgender Law Center, the largest organization in the U.S. advocating on behalf of transgender and gender nonconforming people. She is a part of Echoing Ida, a national Black women's writing collective, and Channel Black, a media organizing and training arm of the Movement for Black Lives.

In January 2017, she was a speaker at the National Women's March in Washington, D.C. In May 2017, she was named to ESSENCE's Woke 100 Women, which honored "the women who are blazing trails for equal rights and inclusion for Black people in America." In September 2017, she was named to The Root 100, an annual list of the most influential African Americans, ages 25 to 45. Raquel commands a major social media presence for her analysis on identity, current events and politics.

# Cecilia Chung

Cecilia Chung, Senior Director of Strategic Projects for Transgender Law Center, is nationally recognized as an advocate for human rights, social justice, health equity, and LGBT equality. She was the former Chair of the San Francisco Human Rights Commission and is currently serving on the Health Commission.



Chung's life is the inspiration for one of the characters in "When We Rise." The series tells

the story of four San Francisco Bay Area activists and how their lives were intertwined with the fight for LGBT equality. Cecilia has been working tirelessly on the local, national and international levels to improve access to treatment for transgender people and people living with HIV, and to erase stigma and discrimination through education, policy, advocacy, and visibility.