

Workshop I: Saturday Session

*Dynamics
of Color (Lesbians)
Conf. NOV 1989*

Alliance Building Strategies – Panelists will discuss their experiences of multiracial alliance building and comment on lessons they have learned in the process. They will suggest strategies for successful alliance building in the lesbian community. Workshop Facilitators: Pat Norman, Melinda Paras, Roma Guy

Assimilation And Racism (Lesbians of Color only) – Assimilation works hand in hand with institutionalized racism in U.S. social, political, and economic systems. This presentation will include discussion of the effects of assimilation on identity and cultural heritage. Workshop Facilitator: Margaret Benson Thompson

Building For Reproductive Rights For All Women – How can full reproductive rights for all women be won? We will discuss the issues that the mainstream abortion rights movement isn't addressing: forced sterilization, accessible/affordable abortion, population control, childcare, lesbian mothering and custody, and the need for quality health care in general. Workshop Facilitators: Brenda Cummings and Sue Garrett

Developing Unity Among Women Of Color – The purpose of our workshop is to begin and continue the dialogue among women of color. We will discuss how internalized oppression (in this case racism) keeps us apart. Workshop Facilitators: Virginia Harris and Trinity Ordoña

Disability And Racism: Parallels And Differences – An in-depth look at external and internalized oppression using personal stories and experiential exercises. We hope participants will develop a clearer understanding and better analysis of this multiple oppression. Workshop Facilitators: Jill Lessing and Natalie Devora

Empowerment And Alliance Building For Young Lesbians – This workshop is for young women under 22. Participants will look at issues of importance to young lesbians, particularly focusing on racism and adultism. Ways to empower and find support will be explored. There will be a discussion of the problems which impede lesbians from working together. Participants will develop an agenda of action items listing what young lesbians need from the lesbian community. Workshop Facilitators: Beth Kivel, Josepha Molina, and Donna Ozawa

Internalized Oppression And Black/African American Identified Women: How We Pulled

Ourselves Up Without Boots Or Straps And Now We Be Soaking Our Feet To Get Ready For A Long Walk (Lesbians of Color only) – A creative environment will be provided to dialogue about internalized oppression and empowerment. Workshop will include lecture, pairs, small group and larger group discussions and creative work. Workshop Facilitator: Andrea Canaan

Mixed Race/Mixed Heritage: Our Future: How We Can Come Together (This workshop is for mixed race/mixed heritage Third World lesbians of color only.) – We will celebrate all of our unique experiences and will allow for time to caucus in smaller groups aimed at exploring these three common yet diverse perspectives: Mixed Third World heritage with single-cultural identity; LOC/White heritage; Mixed Third World heritage with cross-cultural identity. Some issues discussed will be our diversity, sense of belonging, internalized racism, affirming who we are, reclaiming all that we are, and how our mixed heritage is a political statement. Workshop Facilitators: Robyn Ford, Madeleine Lim and Aya Loba Nemajea

Musica and Racism – This workshop will explore the African roots of Salsa and other music and our internalized racism around disclaiming those roots. By using album covers and pictures of the actual artist we will see how this is carried through visually as well. Facilitator: Avotcja Jiltoniro

Oppressions: The Capitalist Connection And The Socialist Solution – Lesbians of Color are the most oppressed under capitalism, through race, sex, sexuality, and class oppression. With nothing to lose and with the most to win, we are the potential revolutionary feminist leaders in the fight for the socialist solution - the political, social, and economic equality of all. Workshop Facilitator: Merle Woo

Palestinian Rights, Zionism And Anti-Semitism – This workshop will look at the Palestinian struggle, Zionism and Anti-Semitism as they relate to both peoples. It will explore how this relates to indigenous people's struggles for sovereignty and land rights against colonialism. Workshop Facilitators: Yohimbe and Huda Jadaliah

Racism And The AIDS/ARC Epidemic – An examination of the cultural contexts and impact of AIDS on women of color. Risk assessment to lesbians of color with a view to increasing awareness, reducing fear and increasing playfulness in sex with precaution. Workshop Facilitators: Synthia Green and Margarita Benitez

Racism And Health Care – Panelists will discuss the racial impact of health policy from a variety of viewpoints. They will also discuss future strategies for creating a health care system which meets the needs of all people. Workshop Facilitators: Carmen Vázquez and TBA

Racism And Substance Abuse – This workshop will discuss the impact of racism, sexism and homophobia in substance abuse treatment, recovery and its political aspects from the perspective of individual, family and community recovery processes. The workshop leaders will provide information and will facilitate a participatory dialogue with the group. Workshop Facilitators: Celinda Cantu and Rosamaria Zayas

Recognizing, Accepting, And Celebrating Our Differences (workshop presented in two sessions) – Because racism affects all of us at the institutional and the personal levels, the goals of our workshop

are to take a look, through information and personal work, at the obstacles that separate us, and make a change in the way we approach coalitions: from a position that emphasizes sameness to a position that celebrates difference. The axis of the workshop is racism, but issues of anti-Semitism, heterosexism, classism, ableism, ageism, and other forms of oppression will also be explored. In the first session, there will be an introduction, then participants will explore ways in which oppression has impacted their lives. The second section will focus on developing coalitions based on the diversity of our lives. Workshop Facilitator: Maria Luisa "Papusa" Molina

Women and Cancer – This workshop will discuss the various aspects of cancer in our lives from both personal and political perspectives. Included in the focus will be the impact of racism on women of color and treatment. Workshop Facilitators: Joanne Garrett and Jackie Winnow

Workshop II: Sunday Session

Ally Building Between Women Of Color And Women Of European Descent – Workshop leaders will discuss personal/political ally building experiences and relationships and provide a facilitated environment for group discussion. Workshop Facilitators: Andrea R. Canaan and Judith Stevenson

Building Multiculturalism At Women's Music Festivals (ASL Interpreted) – This workshop is a brief exploration of the history of racism at Women's Music Festivals. Strategizing around building multiculturalism at women's festivals with the aim of establishing racial parity in both leadership and workers is the focus of this workshop. Workshop Facilitators: Ramona Galindez and Mariposa Beinstein

Counting Lesbian Women's Work: Organizing Across The Divides Of Race, Nation, Poverty And Sexual Preference – How lesbians, women, black/Third World and white, are organizing autonomously with other women to count women's unwaged work in the GNP as a strategy against racism, poverty, pollution, workfare and rape and for child custody rights, the legal rights of prostitute women, and health. Workshop Facilitators: Sylvia Salley and Lori Nairne

Demystifying The "Stuff" Between Black And Jewish Dykes – The panelists will look at racism, anti-Semitism, classism, historical oppression and how we internalize these isms and why it is in

our best interest to be allies. Workshop Facilitators: Sandra Fractious and Judi Friedman

Fascism: What It Is And How To Defeat It – The economic conditions are ripe for fascism to take hold. However, working people, particularly lesbians of color, have a key leadership role in defeating fascism. This workshop examines the dangers of fascism and how to defeat it. Workshop Facilitators: Nancy Reiko Kato And Roanne Hindin

Getting In Touch With The Land And Land Issues — Exploring The Correlation Of The Spirit To The Land – This is an experiential panel where we will do exercises that will make people experience the correlation of the spirit to the land and the takeover by the white capitalists. We will then discuss the various movements to counter or reverse this takeover. Workshop Facilitators: L. Ku'ummeaaloha Gomes and Chrystos

Internalized Racism: A Practice In Seeing Ourselves (Lesbians of Color Only Workshop) – This workshop is geared to provide any participant with some active methods of combatting one's awareness of cooperation with an oppressive system, whether one accepts that self-definition as "valid" or is so unaware of one's privilege that "I" becomes the normal measure of the real. Workshop Facilitators: Linda Bankston and E. Kitch Childs, Ph.D.

Multicultural Organizing By Sistah Boom –

Panelists, Workshop Facilitators and Steering Committee

LEA ESPINOSA ARELLANO is a spiritual and cultural worker. She is also a teacher and student of Ancestral Reverence, a practitioner of Orisha Worship and a life-long lesbian.

LINDA BANKSTON "I believe that life is a school; a school designed to teach us that the two highest and purest expressions of our humanness are love and wisdom. I dedicate my existence to learning those lessons, sometimes as student and sometimes as teacher, but always as one who pays attention."

MARIA BARRON "I was transplanted to this country when I was five years old. To live in a world where little girls don't get laughed at for wearing multicolored ribbons in their hair, where differences are celebrated and incorporated — this is my vision. Through many mediums — singing, acting, loving, fighting, listening, writing — I work towards this end." Member, Bay Area Lesbians of Color, and Mujerio.

MARIPOSA BEINSTEIN is a Jewish lesbian feminist from Boston. She is working class, a health care worker and acupuncturist. She has worked at the Michigan and West Coast Festivals for the last 3 years.

MARGARITA BENITEZ is an Afro/Latina lesbian who has been doing community organizing in San Francisco since 1982. She has worked since 1985 on the issue of women and AIDS.

MARGARET BENSON THOMPSON is an African-American lesbian feminist who personally and politically participates in the liberation of all peoples and planet Earth.

SARAH BROOKS is a member of the LAFA Organizational Development Committee, a Community Advisory Board Member for Health Center #1, a health worker for seniors, and co-chair of the DOC Logistics Committee.

ANDREA CANAAN, Black, Southern, Writer / Poet / Artist, Mother, Activist and Healer; member of a multi-cultural and multi-ethnic family and community.

CELINDA CANTU is a substance abuse program analyst.

E. KITCH CHILDS, Ph.D., 1972, The University of Chicago, Committee on Human Development. She is in private practice in clinical psychology in Oakland, California.

LENORE CHIN is a member of the Human Rights Commission.

CHRYSTOS is a Native American Lesbian activist currently involved in land rights struggles and organizing for a National Lesbian conference in Atlanta in 1991. She also conducts workshops on internalized racism for women of color. Her writings are available in *This Bridge Called My Back*, *A Gathering of Spirit* — Gay and Lesbian Poetry of Our Time, *Living the Spirit*, and *Not Vanishing*.

MEIBECK L. CHUNG is a lesbian of Chinese-Mexican heritage born and raised in Denver, Colorado. She is a tradeswoman of 2 years and has been in recovery for 3. The link between cultural diversity and racism has manifested in her day to day life and she has brought the pain and the understanding into the Dynamics of Color organizing both on a personal and political level. She has been organizing the Dynamics of Color Conference since its inception and is one of the Tri-Chairs of the conference. Member, Bay Area Lesbians of Color, Asian-Pacific Lesbian Network and Mujerio.

GWEN CRAIG is a member of the San Francisco Police Commission.

JEAN CROSBY is a member of the Lesbian Agenda for Action (LAFA) Political Committee; co-founder of the San Francisco Women's Centers/Women's Building, and one of the Tri-Chairs of the conference.

BRENDA CUMMINGS is a member of Bay Area Coalition Against Operation Rescue (BACOR) and a coordinator for clinic escorts at Pregnancy Consultation Center.

MONICA DACANAY is a Filipina-black artist. Activist in women's issues and the lesbian/gay community. Conference Children's/Youth Program Co-coordinator.

CARMEN DE MONTEFLORES was born in Santurce, Puerto Rico to a Puerto Rican mother and a Spanish father. She is a lesbian, the mother of 6 children, a psychologist and recently the author of a bilingual novel, *Singing Softly, Cantando Bajito* (Spinsters/Aunt Lute, San Francisco, 1989). In her writings, she explores the chronic tensions and shame which are the result of growing up in a colonized country with a multi-racial, bi-cultural and bilingual heritage.

NATALIE DEVORA is a black albino writer, Bay Area native. She was worked politically as an advocate for children with an emphasis on disabled children. She is an accessibility consultant for the conference.

ROBYN FORD, a 32-year old lesbian of African and Native American (Blackfoot) descent, is a 10-year resident of the Bay Area. She has been active in the Lesbian/Gay Freedom Parade and CUAV, and is co-chair of the DOC Logistics Committee.

SAUNDRA FRACTIOUS is black, female and a lesbian working class parent who has been in the Bay Area community since 1979.

JUDI FRIEDMAN is a Jewish lesbian musician, 28, disabled, raised radical (red diaper), working class and visionary in New York City.

RAMONA GALINDEZ attended the National Technical Institute for the Deaf at Rochester, New York's Institute of Technology, where she majored in printing and technical production. She has lived in the Bay Area for 2 years where she tutors deaf students at Laney College and is a teacher's aide for ASL classes.

JOANNE GARRETT is a black lesbian who has multiple myeloma. She is a member of various committees at the Women's Cancer Resource Center.

L. KU'UMEALOHA COMES is a Native Hawaiian woman who traces her ancestral roots back to sixteenth century Hawai'i. As a former spokesperson of the Protect Kaho'olawe 'Ohana, a Hawaiian Land Rights movement group, she has traveled extensively throughout the Pacific assisting in raising consciousness of the plight of her people. Ku'umealooha is a member of Asia Pacific Sisters and Asia-Pacific Lesbian Network, and a founding member of E Ola Mau, a Native Hawaiian health professionals organization.

SYNTHIA GREEN is a Black lesbian doctor living in San Francisco.

ROMA GUY has organized in the women's community for 15 years and is a co-founder of the Women's Building. She is presently the executive director of the Women's Foundation.

LAKOTA HARDEN is a Minnecoujou-Yankton Lakota, Winnebago. "Motion is constant forward, never ending — the trail isn't finished, continues round and round. Though we've been here before, there is something new this time. Though obstacles are the same — the scenario has changed."

VIRGINIA HARRIS is an African-American writer, healer, mediator, facilitator, and lecturer who works with groups and individuals in transition. She has published essays and short stories and is in the process of completing a novel.

OSA HIDALGO teaches in the Women's Studies Department of S.F. State University. She is currently working on a film where Las Olmecas are meeting the Chicanas.

ROANNE HINDIN was the press person for the Anti-Nazi skinhead march in Napa, CA. She is a Jewish labor activist and abortion rights fighter involved with Radical Women.

HAPPY/L.A. HYDER: Lebanese-American artist; conceived and coordinated the Dynamics of Color Art Exhibit; is convinced we are all creative beings and determined to prove it. DOC Fundraising Committee.

HUDA JADALLAH is a Palestinian-American who has organized an Arab-Lesbian group. She is a member of Lesbians In Solidarity with Palestinian People (LISPP). She works politically in both the Palestinian and lesbian/gay communities and builds bridges between the two communities.

AVOTCJA JILTONILRO has been in recovery for 17 years and is an artist and a realist.

NANCY REIKO KATO is a community organizer working with Radical Women who helped organize the successful march against the Nazi skinheads in Napa, CA this spring.

BETH KIVEL is a Jewish lesbian who works with teenagers in recreational programs and is a coordinator of Lavendar Youth Recreation Center (LYRIC).

MARTHA KNUTZEN is an activist in the Lesbian Agenda for Action who has worked in many political campaigns developing strategies to eliminate racism and all forms of oppression from our lives. DOC Program Committee.

JILL LESSING has many years of experience consulting with organizations on accessibility issues. She is an accessibility consultant for the conference.

HEIDI LI is a Chinese-American lesbian pursuing multi-racial, multicultural community activism/involvement. Interests in filmmaking and the legal field. DOC Fundraising Committee film series co-coordinator.

MADELEINE LIM, of Chinese-Peranakan heritage from Southeast Asia who grew up with a German stepfather, has experienced her mixed heritage all her life and has been reclaiming it for the last year and a half. She is actively involved in outreach to the LOC community and is working to unify lesbians of color across cross-racial hostilities. DOC Program and Outreach Committees.

LENI MARIN is the chair of the Commission on the Status of Women.

JOSEPHA MOLINA is a Latina lesbian who is a licensed therapist. She works with teenagers and adults on recovery and family issues. She currently works with youth at the Center for Human Development.

MARIA LUISA "PAPUSA" MOLINA is a founding member of the Women Against Racism Committee in Iowa City, Iowa. She is Mexicana and works at the Women's Resource and Action Center at the University of Iowa.

LORI NAIRNE works with Wages Due Lesbians/San Francisco and the Coalition Against Discrimination in Nursing.

AYA LOBA NEMAJEA, lesbiana, Colombiana, Angla (with Jewish and Tsalaji heritage), mother, writer, artist, bruja rebelde.

PAT NORMAN has been an activist in the Women's, Black, Lesbian/Gay, Peace and Progressive communities her entire life. She is presently the statewide Director of Training for Y.E.S. — Midcities Consortium to Combat AIDS.

TRINITY ORDOÑA is Filipino-American from a post-World War II immigrant family who has a long history of civil rights activism in the Filipino community, and recently, in the gay people of color communities. She is formally an Ethnic Studies instructor and now is a photographer producing many slideshows including Asian Pacific Lesbians: Coming Out, Coming Together. She is a key organizer in the Asian Pacific Lesbian Network, which sponsored the First National Asian Pacific Lesbian Retreat.

DONNA OZAWA is a Japanese-American lesbian who has worked with teenagers and adults in unlearning oppressions workshops. She is a coordinator of LYRIC.

MELINDA PARAS is presently the director of the Speakers Bureau at Community United Against Vio-

lence. She is a Filipino-American lesbian who has many years of organizing experience.

SUSHAWN ROBB is a socialist with a long history of activism in the women's movement, particularly in the struggle against racism.

SYLVIA SALLEY is a Native American woman who works with International Black Women for Wages for Housework; Wages Due Lesbians/San Francisco.

JUDITH STEVENSON is a working class lesbian of European descent, Executive Director of Operation Concern, a mother, grandmother, writer, poet, spiritual seeker, political worker, recovering co-dependent, lover, and friend — breaking silence and learning truths.

JAE TREESINGER is a White European lesbian who has been working with the conference since the beginning and is a long-time activist against racism, working class oppression and sexual abuse.

CARMEN VÁZQUEZ is a Puerto Rican lesbian with many years of experience in multiracial alliance building. She is a Board member of the Women's Building and a Co-Chair of the Lesbian Agenda For Action. Carmen is presently coordinator of Gay and Lesbian Health

Services for the San Francisco Department of Health. Past Executive Director, National Network for Immigrant and Refugee Rights.

JACKIE WINNOW is a lesbian-feminist activist who has metastatic breast cancer. She is the founder of the Women's Cancer Resource Center.

MERLE WOO is with the Freedom Socialist Party, won two free speech victories against UC Berkeley's multi-discrimination practices. She is still fighting to have UC implement her reinstatement victory. She teaches in Women's Studies at SFSU and is a published writer and poet.

YOHIMBE is a Jewish woman who has been doing anti-racism work and alliance building for many years with people of color, including Palestinians. Among other things she currently works with many Palestinian groups, Africa Resource Center, La Peña Cultural Center. She does material aid work and sings with Vukani Mawethu, a South African anti-apartheid choir.

ROSAMARIA ZAYAS is a lesbian mother, grandmother and teacher. She is also a community healer, a recovery counselor, spiritual transition worker and the Director and founder of The Red Cedar Healing Alternative.

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