

BECOMING VISIBLE

Cassandrea Smart



THE FIRST BLACK LESBIAN CONFERENCE

of the Western Regional States

**OCTOBER 17 - 19
1980**

San Francisco Woman's Building
3543 Eighteenth Street
San Francisco

THE BAY AREA WOMEN'S BUILDING

The Women's Building is:

- A Centralized "Headquarters" for Women's Groups
- A Cultural Arts Center
- A Self-Help/Resource Center
- A Community Center

SMOKING POLICY

- Smoking in designated areas only—Women's and Men's Lounges on the Third Floor.
There will be a \$50.00 fine for non-compliance.
- Our thanks to the Bay Area Women's Building for its show of unity and cooperation throughout our struggle to secure a space to house this landmark event.

KEY TO WORK SHOP LOCATIONS

AUDITORIUM	.....	1st Floor
DINING HALL	.....	2nd Floor
IBSEN HALL	.....	3rd Floor
area one	.....	green
area two	.....	red
area three	.....	black
UNITY HALL	.....	4th Floor
area one	.....	yellow
area two	.....	blue
CHILD CARE	.....	2nd Floor
MEDICAL STATION	...	3rd Floor Ante-room of IBSEN



*"Our purpose is not to
separate our fight from the
struggles of other women... Our
intent is to create a workable network
and support system for Black lesbian women..."*

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Conference Goals and Objectives

GOAL: Create a social/political network for Black Lesbians
Objectives:

- A. to present a conference by and for Black Lesbians.
- B. to define and speak for ourselves, shape our destiny and actively participate in the struggle for our rights as women.
- C. to encourage and provide opportunities to reach higher levels of consciousness and to affirm our individualities.
- D. to develop a skills bank and resource information guide for dissemination to all Black Lesbians.
- E. to stand united in denouncing any and all facets of sexism, racism, classism, homophobia, ageism, and the oppression of the physically challenged in the community at large.
- F. to totally support, in an organized effort, all women who struggle to put an end to sexual, verbal, mental/physical abuse, rape and harassment.
- G. to determine ways the Black Lesbian can effectively integrate into existing organizations to secure proper representation and have a voice in issues which directly affect our lives as black people; i.e., housing, employment, education, childcare, economics, politics, cultural arts, etc.

Conference Herstory

During the First National Third World Lesbian/Gay Conference held in Washington, D.C. last October, resolutions which came out of the Black Woman's Caucus inspired the initial concept of presenting a First Black Lesbian Conference.

In December of 1979, a group of women met in New York to plan a first Black Lesbian Conference. Ideas generated by that meeting were brought to the West Coast. Those ideas formed a nucleus for the presentation of a Western Regional Conference to be held in California in conjunction with the conference on the East Coast.

We are the women who know what we, as Black women, must have to survive in the women's community and in the world. Therefore, the decision was made early in the planning stages of the Conference to concentrate the Conference's energy totally to representing the ideas, feelings, and participation of the Black Lesbian. We felt that this concentration of energy would provide us with the much needed support for those ideas and feelings that we take to the women's community at large. We felt that this foundation would help provide the courage and strength required to make these needs felt in places where it becomes necessary that we say who we are and what we need.

Keynote Speakers

ANDREA RUTH CANAAN

Ms. Andrea Canaan, a Black Lesbian Feminist and a professional social worker, has been selected to serve as one of the Conference's keynote speakers. Ms. Canaan's background includes community organization and planning, writing (she is a member of the Feminist Writers' Guild), and public speaking. Her areas of specialized knowledge are rape, batterment, child abuse, non-traditional jobs for women, and women herstory.

Ms. Canaan is presently embroiled in a legal battle against the State of Louisiana. She is being represented by the American Civil Liberties Union in an appeal of a decision by a Federal District Judge which upheld her dismissal from her job as Program Coordinator of Women and Employment, which is a State agency in New Orleans. Ms. Canaan states that she was fired from her job on May 2, 1980, and that this action was taken against her as a result of a statement she made at a staff meeting on March 20. She stated at that meeting that she was a Black Lesbian Feminist, and that that was the political context in which she approached administering and supervising her office. Ms. Canaan's administrative style had been consistent with her professional and feminist values, in being non-hierarchical and non-competitive and in utilizing a group decision-making process.

The Conference Planning Committee, when we became aware of Ms. Canaan's court case, asked her to speak to us. She is being challenged by the system and denied employment based on her coming out . . . based on her "becoming visible." She has not, however, accepted her dismissal. She is bringing this legal battle to the public attention through the American Civil Liberties Union (her legal representatives), and a public speaking tour beginning in late October, of San Francisco, Seattle, Milwaukee, Ann Arbor, Chicago, New York, and Washington, D.C.

PAT NORMAN

Pat Norman is the Coordinator of Gay Health Services for the Department of Public Health in San Francisco. She has long maintained a stance in the forefront of Bay Area gay activism and politics. Pat is widely known for her contributions in Public Health and related fields, including the establishment of the Lesbian Mothers' Union in 1971. Currently, Pat serves on the Board of Directors of the National Gay Task Force. She has conducted extensive research and program coordination concerning gay parents and their children. She has exemplified her multi-talents through community involvement as a member of the Lesbian Caucus, Board member of the Lesbian Rights Project, Statewide Chairperson for the promotion of gay mental health for the State Department of Mental Health, and the Women's Alcoholic Coalition, to name but a few. In addition to her highly active professional accomplishments and supportive community efforts, Pat is creative in sharing special energy with her lovely four children, lover, and home.

Conference Agenda

FRIDAY
October 17, 1980

5:00-9:00 P.M. REGISTRATION (Literature) Auditorium, 1st Floor

7:00-8:00 P.M. Orientation for Work Shop Leaders Auditorium

GENERAL INFORMATION

___ Volunteer Sign-Up

- Food
- Clean-Up
- Security
- Housing
- Transportation (car pooling)

___ Work Shop Registration

___ Media Registration (press table)

___ Child Care

___ Medical Assistance Station

SATURDAY
October 18, 1980

9:00 A.M. Registration Auditorium

10:30-12 Noon GENERAL ASSEMBLY

Introductions . . . Monica A. Hand

KEYNOTE ADDRESS . . . Andrea Ruth Canaan
"Visibility—How to Survive as a Black Lesbian Feminist"

11:00 A.M. KEYNOTE ADDRESS . . . Pat Norman
"Alienation and Support—What is it?"

12:00-1:00 P.M. Catered Lunch Dining Hall
Vegetarian/Non-Vegetarian Menu

TRACT I	WORK SHOP	FACILITATOR	LOCATION
1:15-2:45 P.M.	<i>Black Women in Real Estate</i> . Focus: investment/income producing property	Jimie Rhinehard	Unity-area 1
	✓ <i>Inter-racial Relationships</i> . Focus: to examine the dynamic of relating to white women and other women of color; class and cultural differences; guilt, and isolation	Elizabeth Summers &	Ibsen-area 1
	<i>Black Womens' Role Models in the Arts</i>	Sabrina Sojourner	Ibsen-area 2
	<i>Feminism 202</i> . Focus: networking and self-disclosure in a feminist community	E. Kitch Childs, Ph.D.	Unity-area 2

TRACT II	WORK SHOP	FACILITATOR	LOCATION
3:00-4:30 P.M.	<i>Lesbians and the Law</i> . Focus: discussion on legal issues relevant to Black lesbians	Patricia G. Tilley, Esq. & Melinda Connor	Ibsen-area 1
	<i>Teenage Lesbians</i> . Focus: coming out to parents, family and friends, being out at school, peer pressures/support role models and role playing; ageism in the lesbian community—open to women under 25	Storme Webber	Unity-area 1
	<i>Health Issues and Black Lesbians</i> . Focus: attention will be focused on institutionalized experimentation on women of color with special emphasis on Black lesbians	Pat Parker	Ibsen-area 2
	<i>Alcoholism and Drug Abuse</i> .	Rosalyn Allen	Unity-area 2
	<i>How to Survive Racism in Predominantly White Organizations</i> . Focus: how to push for third-world issues to be addressed with little or no support.	Marie Renfro	Ibsen-area 3

4:45-5:15 GENERAL SESSION
(Work Shop discussion/comments/announcements)

SATURDAY NIGHT ENTERTAINMENT

8 - 1 am "Night Life" Auditorium

Dynamic Expressions of Music - Dance - Poetry

M.C. - Janna

8 - 10 pm

*Avotcja
Gwen Avery*

*Lambert van Buuren with Marchelle Hill
Casselberry & Dupree*

10 - 1 am

Disco with Stacy

Contributors and Fundraisers

SUNDAY
October 19, 1980

9:00-10:00 A.M.	CONTINENTAL BREAKFAST (FREE)		Dining Hall
TRACT III	WORK SHOP	FACILITATOR	LOCATION
10:15-11:45 A.M.	<i>Women and Employment.</i>	Ruth Hughes	Ibsen-area 1
	<i>Massage/Body Work.</i>	Bertina Bryant	Unity-area 1
	✓ <i>Initiating Casual Sexual Encounters.</i> Focus: creating a supportive atmosphere for those not involved in monogamous relationships.	Trudie W. Rogers	Unity-area 2
	<i>Black Women in Imperialism.</i> Focus: herstorical tracing of imperialism on Black women in this country through 1980.	Pat Parker	Ibsen-area 2
TRACT IV	WORK SHOP	FACILITATOR	LOCATION
12 noon-1:30	<i>Family Issues.</i> Focus: area (1) relating to immediate/extended families, responsibility of caring for ageing parents, methods for integrating friends and lovers into families; area (2) building of family for ourselves.	Rani Eversley	Unity-area 2
	<i>Black Women in Politics.</i>	Gwen Craig	Ibsen-area 1
	<i>Past, Present, Potential Lesbian Mothers and/or Couples.</i> Focus: area (1) the role of health education in development of self concept among children; area (2) the impact of parental role changes on children's attitudes and adjustments.	Mary Midget	Unity-area 1
	<i>Late Bloomers</i> (coming out over 30). Focus: special problems with coming out late in life with little or no knowledge of the lesbian community.	Marie Renfro	Ibsen-area 2
	<i>Rape Crisis.</i>	Andrea Canaan	Ibsen-area 3

SATURDAY NIGHT
ENTERTAINMENT

TIME	ACTIVITY	FACILITATOR	LOCATION
1:30-2:15	REFRESHMENT BREAK		Dining Hall
TRACT V	WORK SHOP		
2:15-4:00 P.M.	<i>Black Women and Feminism.</i>	Sabrina Sojourner	Unity-area 1
	<i>Real Estate, A Different Perspective.</i>	Alberta Jackson	Unity-area 2
	<i>Poetry Session. Open mike.</i>		Ibsen
4:15-5:45 P.M.	GENERAL SESSION (Networking Forum)		Ibsen Hall
	Panelists/Discussion:		
	<i>Making Ends Meet</i> (practical skills for net-working).	Roz Dickson	
	<i>Forming A Skills Bank</i> (building support systems in your community).	Rose Mitchell	
	<i>Resources and Funding.</i>	Elizabeth Waters	
5:45-6:00 P.M.	CLOSING NOTES	Marie Renfro & Mary Mathis	

Contributors and Fundraisers

A special thank you to the following businesses who donated door and raffle prizes for our benefits

- | | |
|--------------------------|--------------------------------|
| Aloha Records | Hot Stuff Clothes Store |
| Anchor Oyster Bar | Just Friends Stationary |
| Aquarius Records | Kyriakes of Hydia |
| Castro Gardens Cafe | Latest Scoop Italian Ice Cream |
| Cut Above Castro | Leather Forever |
| Dreamland | Lenzo |
| Eduardo Leather Fashions | Lyon-Martin Clinic |
| Florateg Florist | Mary Watkins |
| Fresh Pants | Miracle Baths |
| Garbo's | Osentto |
| Good Vibrations | Rachael Jones-Body Work |
| Gramophone Records | Record Factory Records |
| Grubstake II | Rose Mitchell - Body Work |
| Hard On Leather | Sleepy Hallow Resort |
| Headlines | The Willows Resort |

Willow (a women's retreat)

An extra special thank you to

Women Spaces

- | | | |
|---------------|-----------------|---------------------------|
| Amelia's | Ollie's | 4 Wheel Drive Productions |
| The Bacchanal | Old Wives Tales | Lesbian History Project |
| Peg's Place | The Brick Hut | |

Organizations/Foundation

- | | |
|--|------------------------------------|
| Pacific Center for Human Growth (sponsors) | Nubian Women |
| National Gay Task Force | The Gay Theater Group |
| Van Guard Foundation | The Sign of the Times |
| Harvey Milk Neighborhood Center | San Francisco Lesbian Chorus |
| St. Martin De porre's Hospitality House | Berkeley Women's Health Collective |
| S.F. State Univ. (women's centers) | The Gay Theater Group |
| Zulema | Mainstream Exiles |

*and to the many individual volunteers and supporters.

Conference Coordinators

Rani Eversley

Rani is a coordinator of Counseling Services for Gay and Lesbian People of Color at Operation Concern of Pacific Medical Center in San Francisco, where she also works as a psychotherapist. Rani has been active in many feminist and lesbian political activities and is mainly committed to the struggles of lesbians of color. Rani is currently a doctoral student in psychology at the Wright Institute of Berkeley, and is a member of Zulema, a third world lesbian support group.

Kenya Johnson

Kenya is a native San Franciscan and earns her living as a Record Specialist. Her previous political involvement in the community includes Day Coordinator at a food Co-Op and shift worker at a women's coffee house/bookstore. Other interests include art, music, dance, photography, reading, running and cooking. Contributions to the First Black Lesbian Conference have been Co-ordinator of food, Communications and Outreach and a dedicated, untiring worker.

Mary Mathis

Originally from Washington, D.C., Mary is a newcomer to the Bay Area. She is a legal secretary and a volunteer rape crisis counselor with the Bay Area Women Against Rape. In connection with the Conference, she has held the positions of Secretary and one of the Treasurers, and has contributed her planning, fundraising and writing skills. As one of the members of the Media-Outreach Subcommittee, Mary has assisted in the Conference's publicity tasks through co-writing press releases, contacts with various women's organizations throughout the country, and being interviewed on local radio talk shows. She has also been the Housing Coordinator for the Conference.

Rose Mitchell

Fundraiser, Program/Entertainment coordinator, Publicity Agent, and a Treasurer for the First Black Lesbian Conference, poet and member of Zulema (a Third World lesbian support group). As a member of the Third World Gay Caucus, she was a coordinator of Third World Gay Day Celebration, held at the Bay Area Women's Building June, 1979. Rose's organizational efforts have been utilized in the lesbian community throughout her 2½ years of residency in San Francisco. As a staffperson at Gay Rights Advocates, a public interest law firm, she plans to coordinate outreach to the Third World community to expand the membership of GRA. Other interests include Holistic Health Care Maintenance and Massage Therapy.

Marie Renfro

Marie has been active in Bay Area Gay politics for the past 4 years. Marie developed and coordinated a women's resource center and rap group and co-facilitated a lesbian and gay rap group for 1½ years at Glide Church in San Francisco. She was on the National Steering Committee and Co-chair of the Western Regional States for the National March on Washington for Lesbian and Gay Rights. She is presently on the Board of Directors for Pacific Center for Human Growth (a mental health agency for sexual minorities) and is also a member of the Board of Director of CUAV (Community United Against Violence). Marie was asked to coordinate the initial planning in the West Coast for the 1st Black Lesbian Conference in December 1979 at the first planning meeting for the conference in New York. Marie has served on the conference committee as Fundraiser, Treasurer, and Coordinator of Registration.

Jana Rickerson

(The "Workaholic") is a newcomer to the political scene of the city by the bay. She has acted as a coordinator/implementor of various fundraising and publicity ideas for the First Black Lesbian Conference. This native child of Los Angeles' smog currently survives the economic pressures as a Computer Train Operator. In her spare time you can sometimes find her spinning records or bartending at Peg's Place, exploring creative photography, being active in sports, introducing folks to new kitchen recipes, practicing the art of storytelling and retreating back to good ol' mother nature when all else fails.

Elizabeth Summers

A former Miss Gay Oakland, is currently a transbay lesbian.

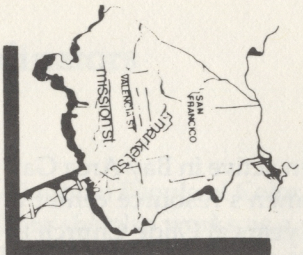
Ms. Patricia G. Tilley, Esquire

Ms. Tilley, a former Deputy District Attorney, is presently a Deputy Public Defender in San Francisco. Prior to pursuing a career in law, she was a registered nurse and nursing educator. Pat is a newcomer to the Bay Area, and shortly after her arrival here, began working on the Conference. She has contributed planning and fundraising assistance to the Conference, and has reviewed some of the legal documents prepared on the Conference's behalf. Pat is one of the facilitators of the *Lesbians and the Law* workshop.

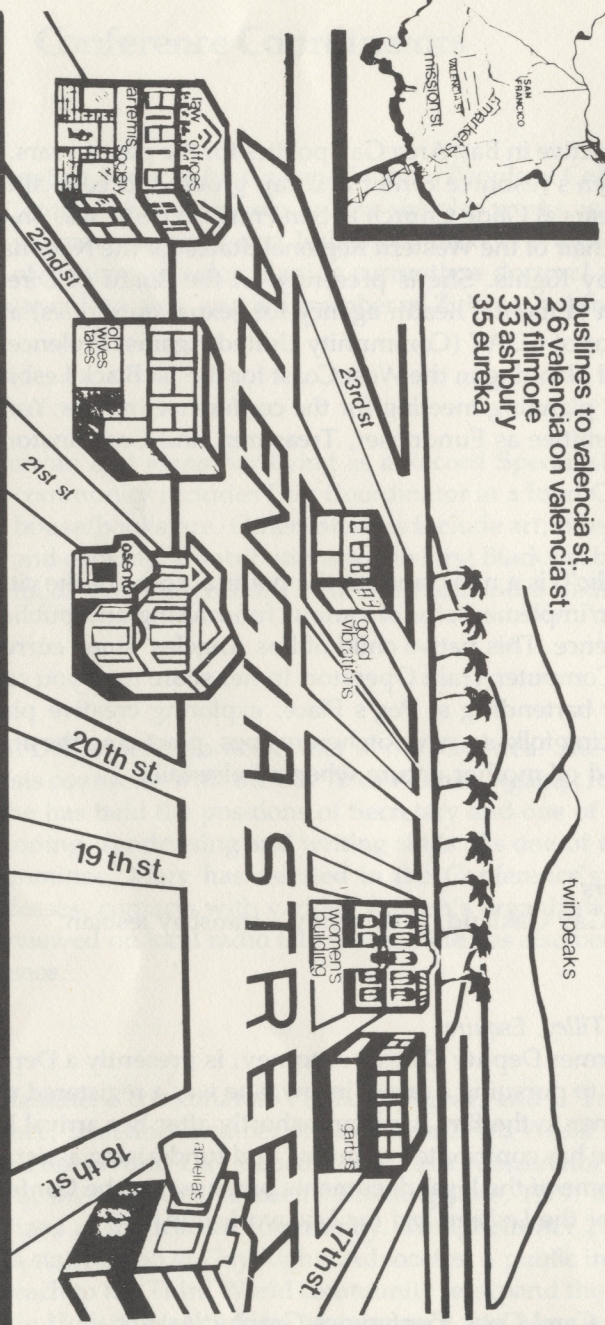
Special Thanks to Carol Cole, Conference Graphic Artist.

Notes

Handwritten notes in blue ink, including "San Francisco", "Mission St", "Valencia St", "Twin Peaks", "15th St", "17th St", "19th St", "21st St", "23rd St", "25th St", "27th St", "29th St", "31st St", "33rd St", "35th St", "37th St", "39th St", "41st St", "43rd St", "45th St", "47th St", "49th St", "51st St", "53rd St", "55th St", "57th St", "59th St", "61st St", "63rd St", "65th St", "67th St", "69th St", "71st St", "73rd St", "75th St", "77th St", "79th St", "81st St", "83rd St", "85th St", "87th St", "89th St", "91st St", "93rd St", "95th St", "97th St", "99th St".



buslines to valencia st.
 26 valencia on valencia st.
 22 fillmore
 33 ashbury
 35 eureka



THE WOMAN'S GUIDE TO VALENCIA STREET

AMELIA'S 1117 VALENCIA
 woman's bar & disco
 552-7788
 4-2 mon-sun

FEMINIST LAW OFFICES 1107 VALENCIA
 jill lippitt & judy boer attorneys
 carol owens legal worker
 647 0836

GOOD VIBRATIONS 3414 TWENTY SECOND ST
 woman's vibrator store
 282 2202
 noon 6 tue sat

OSENTO 1955 VALENCIA
 woman's bath house
 282-6333
 11am-11pm

ARTEMIS SOCIETY 1199 VALENCIA
 woman's cote
 821-0232
 mon-sat 11am-9pm
 sun 11am-4pm
 reopen sun 4:30-11pm

GARBO'S 648 VALENCIA
 woman's hair salon
 621-3600
 mon-sat 7am-6pm
 evenings by appi

OLD WIVES TALES 1005 VALENCIA
 woman's bookstore
 noon 7 mon fri 10am 6 sat
 thurs noon 9

WOMEN'S BUILDING 1513 18th st
 863 5255

map coordinator: sara lewinstein

design&graphics: teresa brown

Notes

Rape survivors — instead of rape victims
v

Notes

Rachael 624-7546 Free Video

Michelle 234-3472

BETTY HUNT } King + Hunt 415-626-3909
SUSAN KING } 540 Fell St
S.F. CA 94102

Women's
Press
Project