

- After Hours Radio celebrating live from the heart of Montrose. We're here--

- And we are queer.

- Every Saturday night from midnight to 4:00 AM. And we're just going to dance the night away because we're queers and that's what we do best. What do we care?

[MUSIC - "GONNA MAKE YOU SWEAT"]

- Oh, wait a minute. I hate to interrupt your dancing. But in the news today, the shooting of a 24-year-old man outside of a Montrose gay bar early Sunday, November the 3rd, has been officially tagged as a hate crime by the Houston Police Department.

Police had initially said the slaying of Phillip Smith was probably motivated by a botched robbery attempt in part because the suspect of three complainants were reportedly involved in other robberies the night of the shooting. But Johnnie Bryant Darrynton the third, 20 years old of the 900 block of Fleming told police that he shot the victim because he hates homosexuals. Darryn told police, he hated all homosexuals because he had been sexually molested by a man as a child.

He said that during a night long robbery spree, he and his accomplices decided to go down to Montrose because they believed gay men were expensive jackets and jewelry. He said, the victim was singled out because of his jewelry and intended only to rob him. But he changed his mind and shot him in the face because he smiled at him.

Smith had left the Nightclub Heaven and was walking along as to his car along the 900 block of Hyde Park when he was confronted by the killers. Eyewitnesses to the murder reported seeing a man described as Black with a pistol get out of an old model rust colored car and shoot the victim in the face about 1:30 in the morning last Sunday. Four occupants of the car fitting the witness description were believed to have been involved in two other robberies in other parts of the town on Saturday night.

After the Montrose shooting, men continued their crime spree in Southwest Houston. Police arrested one Hispanic youth. This is just goes on and on and on. But what do we care about it? We're going to dance, right?

- Right.

- I was going to go through the Twit and point out all the stories about the killing of this young man. But there aren't any.

- Oh.

- Of course, it goes to press about six weeks before and--

- I see.

- What I mean--

- Yeah, it's hard to find.

- That's not in other news.

- In other news, I was talking to Diane from coronation. And the preliminary trial for the 10 who are involved in the Paul Broussard murder-- that came up Friday morning. And it's, of course, been postponed again.

- Oh, really?

- Yes.

- Why is that postponed? Do they say?

- They keep getting postponements, postponements, postponements.

- They'll probably want to move that out of town.

- Of course, we would fight against.

- Oh, Christ. Can you believe it? This kid was shot in the face because he smiled at this man. That was his excuse.

- That's probably supposed to be the new excuse for the '90s. Back in the '60s, '70s, and '80s, the old excuse was, oh, he came on to me. And people got off committed murder using that excuse.

- Really?

- And it sounds as if this man believes that, oh, he smiled at me and it reminded me of when I was sodomized when I was eight years old.

- I didn't even know about this shooting until--

- The difference-- the problem here is that Paul Smith--

- Paul Broussard.

- No, the other one. Smith.

- I don't know. I don't want to think about it. It will make me crazy, and I'll start screaming and cussing.

- This man was, as Paul Broussard, only perceived as being gay because he was walking in the Montrose at 1:30 in the morning.

- Don't people realize how scary this is?

- Many straight people live in the Montrose. He was only perceived as being gay. Nobody knows for sure. Well, the murderer did not for sure that he was gay. And this thing about-- he smiled at me and it reminded me of when I was sodomized.

- Yeah.

- Well, that doesn't hold any water. What if he had been sodomized by a Black man? And he might have. Would that give him the right to go around shooting Black people who smiled at him?

- I don't understand it. I don't understand why nobody said anything about it. I didn't know anything about it until Wednesday or Thursday when coronation started screaming.

- Well, you see, there was an article. I read an article Monday about it. But it was very sketchy information because I think they hadn't apprehended the guys yet. It was just something about a man was shot on Hyde Park. By the Hyde Park Pub is how they put it.

- Oh, really?

- And by a single man who got into a car and drove off.

- The coronation was at HPD screaming Wednesday night, Thursday night. I don't know which night. One of the nights. And I only wish they knew Chief Watson like I know Chief Watson. If you knew Liz--

- Yeah.

- Because she sent me to Channel 13 as an openly gay man to represent the police department. So I think she's very concerned about our issues. The only thing I wasn't comfortable with was the fact they were screaming, hey, hey, ho, ho Elizabeth Watson's got to go. She's probably the best friend we've ever had at HPD.

And I was really disappointed in that. I know a lot of the officers don't like her. But that's OK. They don't like having a woman tell them anything about what to do. And--

- Yeah. I'm sure there's a lot of problem in that area.

- I don't know.

- What scares me about a lot of this is that we're going to have a role reversal here soon in that somebody coming into the Montrose to hassle gays, some straight person, is going to be shot.

- Yep. That's what's going to happen.

- And I don't want to see the Montrose become a war zone.

- Well, this is the second killing--

- In just a couple of months.

- --that we know of as a hate crime to happen in the Montrose area. And it's very, very scary.

- Yes, it is.

- And I'll bet if we went over on Pacific Street right now and talked to those Queens coming out of the bar, some of them might know what we're talking about. But a large of them would not have any clue as to what the hell we were talking about or who we were.

- I'll bet not.

- And that's not their fault. They didn't know about the beer bust and the dance hall and-- [VOCALIZING] OK, I'm not going to get off on that.

- We'll just get ourselves into trouble.

- We only got four hours a week to tell you that it's OK to be gay and we get 168 hours in the week. And there are other people screaming things at us like this all over the country. So I'm just glad that Queer Nation is there to fight back.

And I'm really not going to get on this because I don't have the energy right now, and I would start cussing and ranting and raving and say a lot of things that would get me in trouble with the FCC, and I just don't feel like it. I'm just not happy. So that's that. I'm not happy because we do this for four hours, and people on other stations, 168 hours a week, and cable and everything else are doing things like this.

- --practicing homosexual is far more dangerous to society than a person who commits a murder per se.
- If her employer doesn't want to have homosexual employees, I think he ought to have that right.
- If you want to say I'm bigoted against a bunch of queers rubbing each other, I think it's as thick as anything can be.
- You can't be a fagala and be family oriented. That's a contradiction in terms.
- You guys are guys who just never matured.
- Sexually retarded.
- Totally repulsive.
- Screw the gay community.
- Who cares?
- That's right.
- Let them cloak!
- The soldiers began with a routine police raid on a homosexual bar, the Stonewall, on Christopher Street in the heart of the West Village.

[CROWD CHATTER]

- Say it so they can hear you in the capital! For love and for life, we're not going back! For love and for life, we're not going back. For love and for life, we're not going back. For love and for life, we're not going back!
- I want you to savor this next moment. I have the proud task of telling you that the official count of the Lesbian and Gay Rights March, the official count is all 500,000 strong!
- We must destroy the myths once and for all, shatter them. We must continue to speak out. And most importantly, most importantly, every gay person must come out.

[CHEERING]

- They've got to understand something. We are not talking about what politics. This is not a movement from the waist down. We are talking about our right to love and to choose and to live. And I don't care about street tolerance, and I don't care about street understanding. You better hear me in Washington-- we are demanding, we are demanding our civil rights!
- And I ask-- I ask people all over this country to do one thing--
- --we must destroy the myths once and for all, shatter them. We must continue to speak out. And most importantly, most importantly, every gay person must come out.
- Harvey, do you have a few words for KPFA? Come on out. Join us.

- As difficult as it is, you must tell your immediate family, you must tell your relatives, you must tell your friends, if indeed they are your friends, you must tell your neighbors, you must tell the people you work with, you must tell the people in the stores you shop in, you--

[CHEERING]

Once they realize that we are indeed their children, and we are indeed everywhere, every myth, every lie, every innuendo will be destroyed once and for all. And I ask, I ask people all over this country to do one thing-- come out! Come out, America! Come out!

- No, girl.

- Come out. Come out, come out. Michael.

- Yes.

- How are you, baby?

- I'm very good. How are you guys?

- Ah, Michael Crawford, right?

- Yep.

- Hey, how you doing?

- What's going on with coronation?

- Well, right now, we're urging everybody to go to the next public forum at City Council, which is Wednesday, 9:00 AM. And we're asking people to go down and speak on hate crimes. And in order to do that, you should call the City Secretary. And the phone number is 247-1840, and you have to do that on Monday. And you can ask to speak on hate crimes, and you can speak for either 1 minute, 2 minutes, or 3 minutes.

- Oh, that's right. You have to be put on the agenda to be able to speak.

- Right.

- That's true.

- And if you can't-- I mean, if you can't come to speak for a city council, call your council members and write them and ask them why the inaction on hate crimes.

- That's cool. That sounds good.

- Now what was that number again, Michael?

- It's 247-1840.

- Hey, I was real glad to see you guys at HPD the other night.

- Yeah, it was a lot of fun.

- It was wild. I loved it.
- It was a good action because that was probably the quickest we ever put together a protest.
- There was a lot of people out there.
- Yeah. It took us, what-- I mean, we found out that it was labeled a hate crime that morning. We had a meeting that evening at Charlie's. And then from the meeting, we went to the police department. And there we were.
- It's amazing how you guys can get it together so quickly.
- Yeah. I think one reason we can do that is because-- well, first of all, we have so many members. and since we're not hierarchical, I mean, we don't have just a few people who have control of the group. Everybody can do virtually anything.
- Well, it was great. I was real proud of you.
- As a matter of fact, Friday afternoon, John Borgo called to tell me about the action that was going on over at the Turner and Lanier headquarters. And I was able to get that information to the Switchboard because in the space between 3:00 and 6 o'clock, we had a half a dozen people call the Switchboard, wanting to know if there was going to be any action going on.
- Yeah. That night, we went to both the Turner and--
- Right.
- --campaign headquarters and both of them had closed up shop. And they ran and hid from coronation.
- Oh-oh. oh-oh.
- We left it at the Lanier campaign office. We went to his home and figured outside his home in Rivera.
- I heard that.
- That was great.
- And Nancy Rodriguez, the mother of Paul Broussard, and a couple of coordination members even went up and knocked on the door, asked to speak to him. They claimed he was asleep. But we know he wasn't. And now we're setting up meetings with the mayoral candidates to discuss our issues.
- Sounds great. Thanks for being there, Michael.
- Thank you.
- You bet.
- Thank you.
- Talk to you later on.
- Bye.
- After the press release was issued, there was another one issued the following day retracting the first one.

- To question jurors about their sexual orientation and to exclude them because it would be no different than excluding a woman from a rape trial or an African-American from the Howard Beach trial.

- I think about the string of signifiers that I never chose of what I must call myself if I am to claim the words as a means to empowerment. I'm a queer nigger bitch hoe and proud of it.

[LAUGHTER]

- This is Lucy Chappell.

- And Greg Gordon. And you're listening to *This Way Out*, the international lesbian and gay radio magazine on *After Hours*.

- Right here on Pacifica Radio 90.1 FM, KPFT, Houston.

- Welcome to *This Way Out*, the international lesbian and gay radio magazine. I'm Greg Gordon.

- And I'm Lucia Chappelle. Canadian military lays out the welcome mat, then sounds a retreat.

- New York activists fight for the right to trial as jurors.

- And California's community examines itself to create change.

- All that, a rascally rabbit, and more because you've discovered *This Way Out*.

- I'm Mark Saccomanno

- And I'm Cindy Friedman.

--with *Newsroute*, a summary of some of the news in our affecting the Lesbian and Gay Community for the week ending October 26th, 1991. In an October 10th press release, Canadian chief of defense, General John de Chastelain made the long awaited announcement ending discrimination against lesbians and gays in the country's armed forces. He stated, the Canadian forces of today believe in individual sexual orientation is irrelevant to whether or not that individual can perform his or her job. But Rob Atkinson has more.

That news release was supposed to be made the week later than the October 10th press release date. And General de Chastelain's press release was either premature or it may have been a trial balloon to see what the general public reaction would be, and more specifically, the political reaction of the more right wing members of the Federal conservative government caucus. After the press release was issued, there was another one issued the following day retracting the first one.

And the government gave the reason that the new personnel policy for the armed forces would be sent down to, of all places, the Pentagon in Washington for their comment. Now the official reasons for it was given that Canada and the US are part of two major military alliances, Natal and Norgaard, and do military maneuvers together. However, there are several European natal Alliance members, including the Netherlands, Belgium, Denmark, and Norway who allow gays and lesbians into their military establishments and presumably also do military maneuvers with the Americans.

The conservative government in Canada has been playing very coy with gays and lesbians for several years now regarding the protection from discrimination and equality for gays and lesbians. Five years ago, it was announced that the government would change the Canadian Human Rights Act to include protection. And it said at the time it would take any measure necessary to do this.

Well, five years later, we're still waiting for these measures to be taken. And the phrase, take any measures necessary, has become a battle cry for Canadian gay and lesbian activists. As for General John de Chastelain's press release and the intentions of the Canadian Armed Forces, the whole story has now gone into limbo. The government is not saying anything, the military certainly isn't saying anything, and we're waiting for further developments on it. Reporting for *This Way Out*, I'm Rob Atkinson in Vancouver, DC.

- The US Department of Defense has finally officially released a report on military service by gays and lesbians that was leaked to the press two years ago. While the earlier version, called Nonconforming Sexual Orientations and Military Suitability, excited activists with its favorable conclusions, the Pentagon rejected it as going beyond what had been asked for. The now official version called Homosexuality and Personnel Security is severely watered down. It focuses solely on issues of security clearances and concludes that eligibility must be decided on a case by case basis.

Defense Secretary Dick Cheney earlier this year called the security risk argument against service by gays and lesbians something of an old chestnut. But he's apparently not yet ready to stop discriminating. As he gave his speech at the Naval Academy, October 8th, a midshipman asked him if he had, quote, "The courage to discard this bit of a chestnut." Cheney responded that the current policy, quote, "is about right" and can be justified based primarily upon the proposition that we shouldn't take any step that detracts or undermines the overall fighting effectiveness and military capability of the force.

He did acknowledge that the policy is a discriminatory one and that many gay service members have served notably and well. On October 12th, some of those service members, members of Gay, Lesbian, and Bisexual Veterans of America, marched 35 miles from Fort Meade to the White House, demanding equal treatment in the US military. The 40 veterans were harassed by Marines en route. And when they arrived at the executive mansion, the gate was literally slammed in their faces.

- Parents and Friends Of Lesbians and Gays, PFLAG, took steps to reclaim the phrase family values as they held their 10th annual convention in Charlotte, North Carolina in mid-October. Right wingers that one PFLAG member called Bible Nazis had earlier tried to stop the Omni Hotel from hosting the meeting and went on to pick it outside while the conference took place. Their most audacious step was to use flags own envelopes to slide their religious literature under the hotel room door of a lesbian teen they were pressuring to go straight. But the Bible thumpers only spurred PFLAG on.

Past PFLAG president and Methodist lay leader Eleanor Kirby Llewellyn told the conference, according to statistics, one family in four includes a member who is lesbian, gay, or bisexual. So how can it be anti-family to embrace these children of God with values of love, support, and respect for their integrity? PFLAG responded to the right wing in several tangible ways. Conference attendees wrote 600 letters to President George Bush and Senator Jesse Helms, demanding that they stop AIDS, stop teen suicide, and stop violence against lesbians and gay men.

PFLAG raised \$10,000 towards a major national television campaign of public service announcements and planned actions to demand more programming, showing positive portrayals of gays and lesbians. They are also developing a video documentary for teens, a family aid support project, and a series of informational issues papers about gay and lesbian teens.

- The Los Angeles area campus of California State University at Northridge has been rocked by fliers promoting a gay bashing night. And gays and lesbians there are protesting the response of campus security. On October 19th, flyers were found posted on Canvas saying, come join us for the first annual gay bashing and clubbing night. Smear the queer. Why waste your money at the batting cages when you can practice your homeruns for free?

The flyer went on to promise free Louisville Slugger baseball bats to participants. The flyers may have been a backlash against the recent visibility of SQUISH, Strong Queers United in Stopping Heterosexism, a University gay and lesbian group, which had held a kiss-in on campus the day before. Once the flyers appeared, SQUISH held a candlelight March and a dine-in protest.

While the president of the University condemned the message and the Los Angeles Police Department promised to investigate the fliers as a hate crime, the campus security chief suggested that SQUISH had actually made up the posters themselves as a publicity stunt. SQUISH countered with a press conference in which they noted that no such accusation had ever been made against another minority targeted for hate crimes.

- Professional homophobe and US Senator Jesse Helms saw a couple of his pet projects struck down in a house-senate conference committee this month after they'd won passage in both houses of Congress. He had placed riders on two appropriations bills, one allowing hospitals to test patients for HIV without their consent, and one penalizing HIV positive health care workers who knowingly continued to practice. In conference committee, the first was dropped altogether and the other was watered down to a recommendation for infected health care workers to consult with an advisory panel.

Helms had also amended an appropriations bill for the National Endowment for the Arts to ban funding of obscene work. It was dropped in conference committee in a political trade off to maintain low fees for grazing livestock on federal land. Helms's partner in homophobia, representative William Dana Meyer, in vowing to pursue obscenity restrictions further, called the deal a swap of corn for porn.

- Swedish authorities confiscated the medical records of 11 leading AIDS activists last month after a psychiatric patient accused them of deliberately spreading HIV through unprotected sex. John Voss, editor of the *Swedish Gay Newspaper Reporter*, believes Stockholm County transmissible disease's official peer Lundberg, quote, "Jumped at the opportunity to strike out at the AIDS activist community." Because the charges could lead to quarantine under Swedish law, Stockholm members of act up. The AIDS Coalition to Unleash Power are calling for worldwide protests at Swedish embassies.

- London gays and lesbians are planning for first ever Euro Pride Festival for mid 1992. They hope to draw over 100,000 lesbians and gays from across the continent. The exact location of the rally is currently under negotiation.

- One recent London visitor was pop star Whitney Houston. Although the singer is tired of telling the media that she is not a lesbian, she didn't let that stop her from supporting services for people with AIDS. She made a surprise appearance, sending off a march by 3,000 people at the end of last month's fifth international conference for people with HIV and AIDS.

- Rita Süssmuth, the president of the German parliament, the Bundestag, is speaking out for domestic partner rights. She believes that gay and lesbian couples should have access to fiscal advantages and assistance when one partner dies.

- And finally, the US direct action group Queer Nation billed their October 12th press conference as a queer October surprise. They promised to oust some highly influential closet queers who did not take the next step on National Coming Out Day, October 11th. As it turned out, they dished only one major film star. A queer national told the media, we have photographic evidence of him in bed with numerous men, marrying men, kissing men.

- In hair ribbons, he was singing the following song, would it be wrong to kiss, seeing I feel like this. And then he said, hello, big boy, and gave a great big kiss on the lips to another male character. As far as I know, the only person he's ever married was Elmer Fudd. I present to you our queer of the year, Bugs Bunny.

[MUSIC PLAYING]

- That's *Newsrout*e for the week ending October 26th, 1991, compiled and written by Cindy Friedman.
- Find out what's happening in your area. An informed community is a strong community. *For This Way Out*, I'm Cindy Friedman.
- And I'm Mark Saccamanno.

[MUSIC PLAYING]

- It's been said many times that history tends to repeat itself. In 1979, when Dan White was tried for the murders of San Francisco Mayor George Moscone and openly gay supervisor Harvey Milk, his defense attorney used the preemptory challenge to keep all known lesbians and gay men off the jury. And now in New York City, the attorney for a man charged with the brutal gay bashing murder of a Latino man is trying to use the same tactic. Mark Bevis has the story.

- A defense lawyer in a New York murder trial wants to ask potential jurors whether they're straight or gay. Harold Harrison, who represents one of the two men on trial for the murder of a 29-year-old gay man named Julio Rivera, says, gay or lesbian jurors could not be objective about the case.

- I think that it's an outrage.

- David Kirschenbaum is Deputy director of the gay and lesbian anti-violence project.

- To question jurors about their sexual orientation and to exclude them because of it would be no different than excluding a woman from a rape trial or an African-American from the Howard Beach trial. It's part of an overall attempt to smear Julio Rivera and to put the gay community, gay people, and gay sexuality on trial rather than two men who clearly have committed a horrible crime.

- Judge Ralph Sherman, the state Supreme Court in Queens, says, he'll decide whether to allow the question before jury selection begins next week. He's already rejected a motion by the defense to exclude from the trial all evidence that the victim was gay. The motion was intended to weaken the prosecution's argument that Rivera's killing was an instance of gay bashing.

According to prosecutors, Rivera was stabbed to death by 3 strangers who had set out on a hunting party in search of gay people to attack. One of those three men has pleaded guilty to manslaughter. The other two are being tried for second degree murder. A series of demonstrations were held just after Rivera's murder in the summer of 1990, but the case drew little media attention.

- All around, it's been a struggle to get adequate police attention paid to the crime. Once the perpetrators were caught, there was also difficulty getting the police to classify the crime as bias motivated even after one of the perpetrators confessed in a videotape to bias motivation.

- Kirschenbaum says, activists will pack the courthouse during the trial. He says, without public pressure, there may not be justice.

[MUSIC PLAYING]

This is Mark Beavis.

- You've tuned into *This Way Out*. The international lesbian and gay radio magazine. With Lucia Chappell, I'm Greg Gordon.

[MUSIC PLAYING]

- For four days, beginning October 17th, 350 lesbian and gay Californians met in Los Angeles for the second Creating Change West Conference. *This Way Out's* Dave Buell was there.

- Creating Change West is the California version of the National Gay and Lesbian Task Force's annual Creating Change Conference. This year's Creating Change West took place in the wake of California, Governor Pete Wilson's veto of AB 101, a Fair Employment bill, which would have banned discrimination based on sexual orientation. While AB 101 did figure prominently in a hastily called evening meeting and in many of the more than 50 workshops and caucuses, it took a back seat to the conferences primary task--confronting the isms facing a rapidly diversifying community. The tenor of the conference was established early by keynote speaker Phil Wilson.

- If we are to have any hope of fighting homophobia or heterosexism or making AB 101 a law in this state, we must understand that racism, sexism, classism, homophobia, and heterosexism is inextricably connected. The late Bayard Rustin described oppression as a whole cloth-- and many of you have heard me talk about this-- to abide any of it is to embrace the whole of it. You cannot take the cloth of oppression, cut out the part that affects you, create a garment of what is left, and expect the garment to fit. The threads are woven throughout the cloth.

- As soon as the conference began in earnest, the enormity of Wilson's whole cloth of oppression became apparent to conference attendees. In a workshop entitled, *On a Queer Day, You Can See the Other Point of View*, panelists addressed the issue of self-identification, how the ways in which we label ourselves are an indication of the ways we have been individually oppressed. Workshop moderator Karl Knapper.

- Depending on what I call myself, you will get a different picture of me and where I'm coming from. Whether I say I'm a Black gay man, an African-American gay man, a Black fag-- which is what I prefer-- an African-American queer. I mean, all of those things give you a different perspective on where I'm coming from.

- Panelist and writer Alice Lane reflected upon the term she might use to describe herself once other than that relatively new word on the scene--

- Queer-- another term that somehow I must empty and then fill with my own sense of self. I think about the string of words behind me, the string of signifiers that I never chose. I think of what I must call myself if I am to claim the words as a means to empowerment. I can see the T-shirt or button I'd wear. I'm a queer nigga bitch hoe and proud of it.

[LAUGHTER]

Or to be more culturally specific, I'm a bull daggin' nigger bitch hoe. And I'm proud of it. Of course, if I were poor and perhaps on welfare, I'd write, I'm a bull daggin' nigger bitch hoe welfare queen and proud of it. What a chain of signifiers.

I wonder about the difference between empowering these terms from position of privilege and from the position of other. The difference between white male queer and bull daggin' nigger bitch hoe. The difference illuminates the preposterous of the claim to minority status by queer white male writer Edward Albee and those like him, a status that has always been weighted down by chains and chains of signifiers.

I wonder too about what it takes to free the White male queer as opposed to what it takes to free the bull daggin' nigger bitch ho about the different levels of power exercised in the construction of our identities, the raw violence that maintains the power in his signifiers, white male, and the raw violence, the force of guns, and discourse used to construct the bull daggin' nigger bitch hoe, the politics required to free someone like the late Malcolm Forbes and someone like me. And with all these words to confuse and disorient me, I still have to worry, finally, about the frequency with which my names, empowered or not, are recited over LAPD airwaves each and every day of my life.

- As various conference personalities began emerging during the first day's workshops, their signifiers became more visible and numerous and were displayed with, if not distinction, then defiance. A sizable number of gay white men began to feel set upon, expressing a belief that they were being oppressed because of the fact that they had been least oppressed. Conference organizer Steve Teravella.

- We have to realize in this movement that all these other isms we're talking about are interconnected and that to deal with homophobia implicitly requires us to also deal with sexism and racism. And a conference like this really couldn't address what our struggles in the gay rights movement will be in the next few years without also addressing those issues.

- The Creating Change West Strategy for confronting those issues was to suspend the traditional workshop structure on the third day, following an hour of seven performance art pieces, each of which dealt with a specific ism. Each conference participant revealed the isms which had impacted him or her. It was then that a whole panoply of isms emerged. The usual suspects were, of course, well represented-- racism, sexism, ageism, ableism, and classism. There were others too-- bisexuality, transgenderism, bodytypeism, and even Metropolitanism. If anything, it was an experience which provided insight into the numerous ways one can feel alienated from fellow human beings.

The men and women then met separately to discuss issues of importance to them. It was during this 2 and 1/2 hour period that bridges slowly began to be built between groups and between individuals. And after more than two days of contention and frustration, a true community began to develop. Executive director of National Coming Out Day, Lynn Shepad.

- The one thing this community does extraordinarily well unlike any other community or any other little subsystem that I've ever been in is that we get off it fast. Yeah, we point the finger one day, and then we're off it. And we move together. We are incredibly, incredibly resilient.

- On the final day the conference atmosphere returned to one of relative tranquility. And again, attention was focused on workshops devoted to organizing and skills building. But near the end of the conference, longtime Los Angeles activist Maurice Kight delivered one final admonition to his younger colleagues.

- Recently, I've noticed that some of the speaking panels have been put together to address AB 101 have consciously overlooked old, older, and senior persons. I think that's a shame. I was included in two of them simply because of the machinations of very good friends. I was invited ahead of time to speak at one of them. And a very good friend carried over some echinacea to get me on the other.

Other than that, even though we were there standing near the stage, and our old faces and white hair were showing, none of us were invited. You're missing out on a lot of wisdom. You're missing out on a lot of experience.

[CHEERING]

I'm concerned that unless AIDS get you or unless a drive-by killing-- which has now become a very popular form of extermination of this country-- unless some of those things get you, you'll be old yourself some day. And I think you'll be needing and wanting a chosen family, an extended family, a family of gay and lesbian persons who live together generationally, intergenerationally, and are mutually concerned about one another.

- For many participants, Creating Change West was a painful and grueling experience. But those who persevered came away with a sense of true accomplishment. They realized the vast diversity within their growing community. Just as Phil Wilson's whole cloth of oppression is comprised of a myriad of interwoven isms, so too is the gay, lesbian, bisexual, transgender, queer community, comprised of millions of individual threads of differing colors and textures. A fact pointed out by Joel Tan during the conference's final moments.

- The people of color caucus would like to keep stressing the fact that there is still a community out there that has not been included. I think we've heard that. Let us all start moving together as a lesbian and gay culture, and more importantly, as a lesbian and gay family to welcome those people that have not been included. The issue of diversity is an issue being raised in corporate America Today.

We, as a lesbian and gay family, can be the lead example through diversity and inclusivity. This movement is not about Calvin Klein. This lesbian and gay movement is about Benetton now.

[APPLAUSE]

OK. I just like, at this point in closing I ask all the people of color to stand up in recognition of our larger community and recognize Creating Change for bringing us together. This, ladies and gentlemen, is diversity. And I would like all people to stand up and look what a revolution looks like. Everybody stand up because this is what a revolution looks like. It's about Benetton, everybody.

[INAUDIBLE].

- For *This Way Out*, I'm Dave Buell reporting from Los Angeles.

- Thanks for choosing *This Way Out*, the international lesbian and gay radio magazine. This week, Cindy Friedman, Mark Saccomanno, Rob Atkinson, Mark Bevis, and Dave Buell contributed program material. Thanks also to Rose Gordon and Peter Clem.

- Bronski Beat and Living Color performed some of the music you heard, and Kim Wilson composed and performed our theme music.

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- Audio cassettes of *This Way Out* programs are available by mail individually or by subscription. Write to us for more information.

- And please let us hear from you with any comments, suggestions, or questions you might have or just to let us know you--