

# The Missive

Premiere Issue, February 1997

The Audre Lorde Project: Center for Lesbian, Gay, Bisexual, Two Spirit and Transgender People of Color Communities.

Tropicana, Robinson, Vaid, Miguel, Montoya-Montes, Neely,  
Boyce Taylor . . .

## A Vision Come to Fruition .

by Jesse Heiwa Loving and Lidell Jackson

**A** magical event happened on the evening of November 15, 1996. It was the opening of THE AUDRE LORDE PROJECT, this country's first Center for Lesbian, Gay, Bisexual, Two-Spirit and Transgender People of Color communities -- communities of African/Black/Caribbean, Arab, Asian, Indigenous, Latina/o, Multiracial, Native American, Pacific Islander, and South Asian descent.

This Opening Event was highlighted with keynote speeches by Urvashi Vaid, former Executive Director of the National Gay and Lesbian Task Force and author of *Virtual Equality*; and Doug Robinson, the first openly gay African American elected to a community school board, who along with his life partner are the proud parents of two children.

The event was emceed by the wonderful Carmelita Tropicana, and the exceptional roster of performers included Muriel Miguel of Spiderwoman Theater; Andie Montoya-Montes of the performance group *School's Out*; Letta Neely, poet and freelance writer; and Cheryl Boyce Taylor, whose work has appeared in "In Defense of Mumia" and other publications.

The more-than-anticipated crowd of almost 400 witnessed the opening of The Audre Lorde Project in our new home at the Lafayette Avenue Presbyterian Church. Notable among the crowd was the presence of a wide diversity of race, ethnicity, multiculturalism, gender and class. People of color and white anti-racist progressive activists from various walks of life were there to help laud and celebrate our Center's opening.

The Audre Lorde Project is the culmination of many years of organizing in the LGBTST People of Color communities -- particularly the work of The Lesbian and Gay People of Color Steering Committee, a New York city-based coalition of lesbian and gay People of Color and anti-racist progressive organizations. The LGPOCSC has been involved in various coalition efforts, including the 1991 protests and demonstrations against the racist and misogynist Broadway musical "Miss Saigon"; the 1994 actions on behalf of the Latino/a activist community against Homo Xtra and Webster Hall for their discriminatory advertising; the 1995 protests against the dances on the warship Intrepid; and the now annual "United Voices/United Visions" People of Color Pride Weekend.

Everyone is heralding the advent of The Audre Lorde Project! The feeling of community and coalition is in the air! The work is just beginning...but the Spirit has already taken hold!



## Guiding Principles

The principles guiding the work and development of the Audre Lorde Project as a progressive organization seeking social justice are as follows:

Recognizing the full diversity of Lesbian, Gay, Bisexual, Two-Spirit, and Transgender People of Color, and our collective histories of struggle against discrimination and other forms of oppression, the Audre Lorde Project has been established to serve as a home base that LGBTST peoples of African/Black/Caribbean, Arab, Asian, & Pacific Islander, Latina/o, and Native/Indigenous descent can use to organize, support, and advocate for our diverse communities.

As such, ALP seeks to work with LGBTST people of color organizations, and communities across differences of race/ethnicity, culture, gender, sexual orientation, age, ability, and life experiences (e.g. class, immigration status, HIV serostatus, health status, etc.) in order to develop and implement culturally specific and effective programs and services reflecting the needs of our communities.

Understanding that services and organizing efforts are most successful when they involve the communities served, ALP is committed to creating and supporting decision-making/organizational structures that are representative of our communities.

Believing that competent skills and expertise in LGBTST people of color communities exist and are often underutilized, ALP seeks to support and promote the work of existing and emerging LGBTST people of color organizations, as well as the efforts of LGBTST people of color cultural workers and activists.

Finally, as an organization seeking social and economic justice for all peoples, ALP is committed to promoting multi-racial coalition-building, advocacy and community organizing activities among LGBTST people of color, and with allies in struggles for equality and liberation.

The Audre Lorde Project, 85 South Oxford Street, Brooklyn, New York, 11217 Phone: (718) 596-0342; Fax: (718) 596-1328; Community Information Line: (718) 670-3244

## Audre Lorde

**T**he Black, feminist, lesbian, poet, mother, warrior, Audre Lorde (1934-1992) was a native of New York, daughter of immigrants, and author of numerous volumes of poetry and works of prose. An internationally recognised activist and artist, Lorde was the recipient of many honors and awards. Both her activism and her published work speak to the importance of struggle for liberation among oppressed peoples and of organizing in coalition across differences of race, gender, sexual orientation, class, age and ability.

## Supporters

**T**he Audre Lorde Project is supported by contributions and grants from: Astraea National Lesbian Action Foundation, The New York State Dept. of Health AIDS Institute, Paul Rapoport Foundation, and individuals.

## ALP Board

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## The Missive

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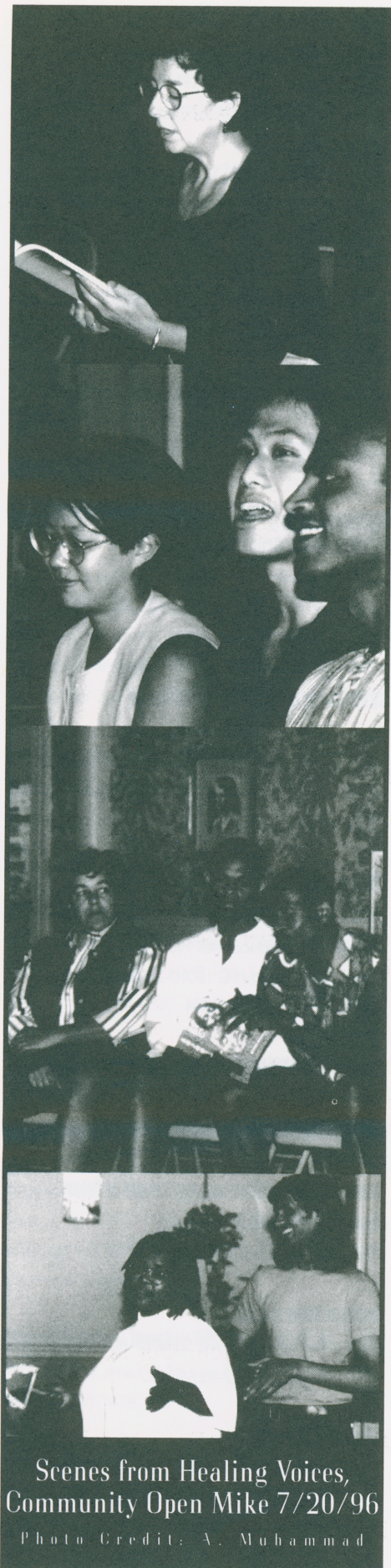
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Fran Forte

### DESIGN CONCEPT

Charmaine Welch





Scenes from Healing Voices,  
Community Open Mike 7/20/96

Photo Credit: A. Muhammad

## Community Meetings & Events

### Saturday February 1,

11 a.m., @ ALP: Wazobia general meeting.

11 a.m., @ ALP: ALP Archives & Documentation

Working Group meeting.

### Monday February 3,

6 p.m., @ ALP: Asian Women Healing Ourselves working meeting. Call 718-596-0342, xt 22 for info.

### Tuesday February 4

2:30-4:30 p.m., @ Harlem United (Manhattan): MSM/WSW of Color Working Group meeting. The MSM/WSW of Color Working Group is a newly-created group for HIV outreach/program staff who target LGBTST People of Color communities. Call Nguru @ ALP for more info.: 718-596-0342, xt 11.

6-8 p.m., @ Lesbian Gay Community Services Center (Manhattan): Lesbian & Gay People of Color Steering Committee monthly meeting. For info., call 212-222-9794.

### Thursday February 6

6 p.m., @ ALP: GRIOT Circle meeting.

### Friday February 7

6:30 - 8:30 p.m., @ ALP: Openly Free Friday for LGBTST and questioning Youth of Color.

### Saturday February 8

2-4 p.m., @ ALP: Focus Group of young gay and bisexual men of color for Dept. Of Health mass media HIV prevention campaign. Food and refreshments will be served! For info., call Jarrett Mason or Andy Spieldenner, Office of Gay and Lesbian Health Concerns 212-788-4310.

4-7 p.m., @ ALP: GRIOT Circle presents: Discussion and slide presentation by Barbara Smith (award winning author; scholar; and former Scholar-in-Residence at the Schomburg Center for Research in Black Culture; editor of Home Girls: Black Feminist Anthology; and Publisher Emeritus of Kitchen Table: Women of Color Press) -- currently

### Saturday February 8, cont'd.

writing on the history of African American Lesbians and Gay Men, and screening of "Storme", documentary of Storme De Laviere! For info., call 718-596-0342, xt20.

8-11 p.m., @ ALP: Aya Institute weekly session. Aya Institute is a group of "Multispirited" peoples of African descent dedicated to the education and spiritual and mental health of their community. Call Aya Institute for more info.: 201-451-3412.

### Sunday February 9

7-10 p.m., @ Music Box (40-08 74th St., Jackson Hts, Queens): Celebrate COLEGA's First Anniversary Party! With food, music and dancing. Call COLEGA for more info.: 718-670-7399.

### Tuesday February 11

6:30-8:30 p.m., @ ALP: ALP Program Committee bi-monthly meeting.

### Thursday February 13

6:30-8:30 p.m., @ ALP: ALP Fundraising Committee meeting.

### Thursday February 13-17

10th Anniversary National Black Lesbian & Gay Conference; Long Beach, California. For info. call (213) 964-7820

### Saturday February 15

8-11 p.m., @ ALP: Aya Institute weekly session. Aya Institute is a group of "Multispirited" peoples of African descent dedicated to the education and spiritual and mental health of their community. Call Aya Institute for info.: 201-451-3412.

### Sunday February 16

4-9 p.m., @ Lesbian & Gay Community Services Center (Manhattan): Tea Dance fund-raiser, benefiting African Ancestral Lesbians United for Societal Change. Admission: \$5, more if you can, less if you can't. Call Candice for info.: 212-620-7310.

*See page 6 for more events listings!*



# Resources

## Adodi/New York

Adodi, 543 W43 Street, Suite 8045, NYC 10036, 212-927-7136. Contact person is Delmar Thompson.

## African Ancestral Lesbians United for Societal Change, Inc. (A.A.L.U.S.C.)

Group meets every Thursday at 8 p.m. at the 13th Street Center: A.A.L.U.S.C., c/o The Center, 208 W. 13th Street, NYC 10011, 212-620-7310 fax 212-924-2657

## Alianza Latina/o

Gay collective with chapters in The Bronx, Manhattan and Brooklyn. 718-993-0254.

## American Indian Community House, Inc. (A.I.C.H.)

Contact people: Curtis Harris, HIV/AIDS Project Director; Diana Gubsieh-Ayala, Case Manager; Call for appointment. 404 Lafayette Street, 2nd Floor, New York 10003; 212-598-0100; Fax: 212-598-4909

## Asian and Pacific Islander Coalition on HIV/AIDS, Inc. (A.P.I.C.H.A.)

275 Seventh Ave., 12th floor, NYC 10001, 212-620-7287; fax 620-7323 (Office is accessible)

## AVA Institute

Multispirited peoples of African descent dedicated to education and spiritual mental health, meets weekly. Call 201-451-3412 for information.

## Black Leather in Color Magazine (B.L.I.C.)

Bi-annual magazine for the leather, S.M., radical sex and fetish People of Color and friends community; \$16 yearly subscription. B.L.I.C., DP/GPO Box 1035, NYC 10116, 212-222-9794, fax 777-5349

## Blues: Bronx Lesbians United in Sisterhood, Inc.

P.O. Box 1738; Bronx, New York 10451; Voice Mail (212) 222-9794; (718) 547-2094; Contact Person: Victoria Crosby

## Brooklyn H.E.A.L: Health Education Action Liaison

Meetings are at P.O.C.C. at 62 Bergen Street on the 1st and 3rd Tuesdays of the month, 7-9 p.m. Contact person is Orville Nelson. 661 Rutland

## 4 The Missive

Road, Brooklyn NY 11203-1805, 718-493-4474

EVENTS: Running/Walking/Stretch exercises at Prospect Park on Saturdays at 8 a.m. (meet at the Grand Army Plaza entrance), all meetings and activities are free.

## Caribbean-identified Lesbian & Gay Alliance

CILGA c/o ALP, 85 So. Oxford St., Brooklyn, NY 11217.

## (Colombian Lesbian & Gay Association (COLEGA)

81-12 Roosevelt Ave., #702, Jackson Heights, NY, 718-670-7399. Celebrating its first year anniversary on February 9th. Call for meetings and other events.

## Entre Hombres

All services are in Spanish and are free. Contact Person: Victor Cruz-Neyra. 74-09 37th Avenue, Suite 305, Jackson Heights, NY 11372, 718-803-2766, Fax: 718-803-3277; (Building is accessible)/ 886 Westchester Avenue, Bronx, NY 10459, 718-328-4188, Fax: 718-328-2888 (Call for support group meeting times.)

## Gay and Lesbian Arab Society (G.L.A.S.)

Meetings are 2nd Thursdays (Arabs only) & Party for Arabs & friends -- 4th Thursdays. 8:15 p.m. @ the 13th Street Center. For info. call 718-596-9302, Website: <http://leb.net/glas>; Email: [glasusa@aol.com](mailto:glasusa@aol.com)

## Gay Asian and Pacific Islander Men of New York (G.A.P.I.M.N.Y)

Meet every Friday @ the 13th Street Center. Call 212-802-RICE (802-7423) for more info.

## Gay Asian Men's Coming Out Group (G.A.M.C.O.G.)

Meets twice each month at 275 Seventh Avenue, 12th Floor (A.P.I.C.H.A.) Dinner is provided at the meetings. Call for times 212-932-8184; Fax: 212-620-7323. Contact person: Scott Hirose. Wheelchair-accessible.

## Gay Men of African Descent, Inc. (G.M.A.D.)

General Friday night Forums @ 13th Street Center; Youth group meets, Tuesdays at G.M.A.D. office (133 W. 4th Street) at 6:30 p.m.; call for info. on drop-in group meetings; sub-group for men over 50, meets 2nd & 4th Sundays at 3-5 p.m. @ 13th Street Center.

## Equal Access Council, Inc.

P.O. Box 521, Triborough Station, NYC 10035; For info. call 212-410-6199

## Fuerza Latina

C/O Richard Cammerera, 26 East 109th Street, Suite 4-A, NYC 10029. For info call: 718-940-0640; 212-517-8329; or 212-410-6199

## Gay African Americans of Westchester, The (G.A.A.W.)

For more info. call 914-376-0727.

## Gay and Lesbian Association of Cuban Exiles, The (G.L.A.C.E.)

P.O. Box 232, NYC 10108. For more info. call 718-507-4138, or 718-267-0702.

## Gay Men of The Bronx (G.M.O.B.)

Sponsors monthly rap sessions. P.O. Box 511, Bronx, NY 10451; For info. in English/Spanish call 718-378-3497.

## GRLOT Circle after GMOB. GRLOT Circle

For LGBTST elders of color working to address their own needs. c/o ALP, 85 So. Oxford St., Brooklyn, NY 11217, 718-596-0342, xt 20. Contact: Regina Shavers.

## "Homovisiones"

Airs 11:30 p.m. Tuesdays on Manhattan cable channel 17. Producciones Homovision, 24 W. 25th Street, 12th floor, NYC 10010-2704; For info. call 212-534-3431; Fax: 807-1044

## Immigrants Fighting AIDS Immigrants with HIV Project (I.F.A.)

275 7th Avenue, NYC 10011, 212-741-8181

## International Lesbian and Gay People of Color Human Rights Task Force

For more info call 212-254-5506.

## Jacks of Color (J.O.C.)

C/O 210 Riverside Drive, Suite 11-H, NYC 10025; for more info. call 212-827-5302..

## Kilawin Kolektibo

Support group for Filipina lesbians. 51 Macdougall Street, Box 236, NYC 10012; For more info. call 718-706-7220.



### **Kitchen Table: Women of Color Press**

Women of Color-owned and operated publishing company. P.O. Box 40-4920, Brooklyn, NY 11240-4920. For more info. call: 718-935-1082; Fax: 935-1107.

### **Las Buenas Amigas/Lesbianas Latinas En Nueva York**

C/O The Center, 208 W. 13th Street, NYC 10011. For more info. call 718-426-8036, 212-387-8367 or 212-757-3077.

### **Latino Commission on AIDS**

80 Fifth Ave. Suite 1501, NYC 10011; For info. call 212-675-3288; Fax: 675-3466

### **Latino Gay Men of New York/Hombres Latinos Gay de Nueva York**

853 Broadway, 5th floor; NYC 10003; For info. call 212-614-2941; Fax: 529-8917.

### **Latinos and Latinas de Ambiente/New York (L.L.A.N.Y.)**

C/O The Lesbian and Gay Community Services Center in Manhattan, 208 W. 13 Street, NYC 10011, for info. call 212-439-6493.

### **Lavender Light: The Black and People of All Colors Lesbian and Gay Gospel Choir**

70-A Greenwich Street, Suite 315, NYC 10011; for info. call 212-714-7072.

### **Lesbian AIDS Project**

A program of Gay Men's Health Crisis, 129 West 20th Street, 4th Floor, NYC 10011-0022; for info. call 212-337-3537; Fax: 337-3656.

### **Lesbian and Gay People of Color Steering Committee, The (L.G.P.O.C.S.C.)**

A New York City-based coalition of over 30 lesbian and gay People of Color and anti-racist, progressive organizations. LGPOCSC, c/o 210 Riverside Drive, Suite 11-H, NYC 10025, 212-222-9794 Future meetings will be on 2/4 & 3/5 '97 at the 13th Street Center 6-8 p.m.

### **Men of All Colors Together/New York, Inc. (M.A.C.T./NY)**

P.O. Box 907, Ansonia Station, NYC 10023; for info. call 212-330-7678.

### **Men of Color AIDS Prevention Unit.**

125 Worth Street, Box 67, Room 1100, NYC 10013; for info. call 212-788-4403; Fax: 788-9661

### **The Minority Task Force on AIDS (M.T.F.A.)**

475 Riverside Drive, Suite 1374, NYC 10115; for info. call 212-870-2691; Fax: 870-2607.

### **The Multiculturalism Committee of S.A.G.E.**

C/O The Lesbian and Gay Community Services Center in Manhattan, 208 W. 13th Street, NYC 10011; Contact person: Diane V. Chambers; for info. call 212-741-2247.

### **Other Countries: Black Gay Expressions**

P.O. Box 3142, Church Street Station, NYC 10008-3142; for info. call 212-627-2629.

### **"Out FM/New York"**

WBAI 99.5 FM every Sunday, 6:30 - 7:30 p.m. "Out-FM/NY", WBAI-FM, 505 Eighth Avenue, 19th Floor, NYC 10018; for info. call 212-749-0405 or 969-8724.

### **People of Color in Crisis, Inc. (P.O.C.C.)**

462 Bergen Street, Brooklyn, 11217; for info. call 718-230-0770; Fax: 718-230-7582.

### **People of Color Queers of Multi-Racial and Ethnic Descent (P.O.C.Q.M.R.E.D.)**

P.O. Box 7045, NYC 10116-7045; for info. call 212-969-8724 or 718-857-4723.

### **Pride in Da Bronx**

2488 Grand Concourse, Suite 326, Bronx 10458; call for info. 718-364-9529; Fax: 718-364-0667.

### **Project Achieve**

853 Broadway, Suite 701, NYC 10003; call for info. 212-510-3140; Fax: 212-861-5873.

### **Project Reach**

Project Reach (and PRO-RADS: Project Reach Anti-Discrimination Space), One Orchard Street, 2nd Floor, NYC 10002; call for info. 212-966-4227; Fax: 212-966-4963.

### **The Puerto Rican Initiative to Develop Empowerment (P.R.I.D.E.)**

C/O The Lesbian and Gay Community Services Center in Manhattan, 208 W. 13th Street, NYC 10011; for info. call 212-772-5104 or 718-798-6427; Fax: 212-966-4963.

### **Queer Raza**

C/O Pablo Martinez, 41-16 47th Avenue, Sunnyside NY 11104-3039; call for 718-472-2602.

### **Safe Space**

Adolescent program for lesbian and gay youth of color living with HIV/AIDS. 133 W. 46th Street, NYC 100036, call for info. 212-354-7233.

### **Shades of Lavender**

Call for info. 718-622-2910.

### **The South Asian Lesbian and Gay Association (S.A.L.G.A.)**

P.O. Box 50, Cooper Station, NYC 10276-0050; call for info. 212-294-2555.

### **Third World Newsreel Productions**

335 West 33rd Street, 5th Floor, NYC 10018; call for info. 212-947-9277; Fax: 594-6417.

### **Unity Fellowship Church of Christ New York City**

Multiracial, all-ecumenical lesbian and gay church. Meets every Sunday at 230 Classon Avenue, Brooklyn, NY 11205; call for info. 718-636-5645.

### **Venezuelan Gay and Lesbian Association (V.G.L.A)**

C/O Jesus Aquais, 610 E. 9th Street, Suite 17, NYC 10009; call for info. ph/fax: 212-353-1274; E-mail: jagua@aol.com.

### **Wazobia**

P.O. Box 8264, NYC 10116-8264

### **We Wah and Bar Chee Ampe: Native Two Spirits in New York City**

C/O The American Indian Community House, 404 Lafayette, 2nd floor, NYC 10003; call for info. 212-598-0100x242; Fax: 598-4909.

### **Women of Color Group of Brooklyn Women's Martial Arts, The**

Women of color support group. Contact person Brenda Jones. There are periodic meetings, potluck, and training sessions. 421 Fifth Avenue, Brooklyn, NY 11215, 718-788-1775.

## **R e s o u r c e s**



## Scenes from ALP's November 15th Opening Event!



Photo Credits: Opening Event - by A. Muhammad; Ruth Messinger - by Terrence Franklin

### Community Meetings & Events Continued . . .

#### Tuesday February 18

6-8 p.m., @ Lesbian & Gay Community Services Center (Manhattan): Planning meeting for United Voices/United Visions III (to be held June 13-15, 1997). Call 212-222-9794 for info.

#### Thursday February 20

6:30 - 8:30 p.m., @ ALP: Community Forum: State of HIV/AIDS in Communities of African Descent. Free admission. Call Nguru 718-596-0342, xt 11 for info.

#### Thursday February 20

7 p.m. - until..., @ SIDEBAR (Manhattan): Benefit

for HIV Prevention Programs for Black Gay Teens, featuring Col. Abrams. Call GMAD for info.: 212-420-1067.

#### Friday February 21

1-4 p.m., @ Woodhull Hospital (760 Broadway, Brooklyn): Forum on treating HIV/AIDS conducted in Spanish. Call Federico Jimenez @ Latino Commission on AIDS, 212-675-3288, xt 212.

6:30 - 8:30 p.m., @ ALP: Openly Free Friday for LGBTST and questioning Youth of Color.

#### Saturday February 22

2-5 p.m. @ Lesbian & Gay Community Services Center (Manhattan): Asian Women Healing Ourselves (AWHO) presents a massage/reflexology workshop for Asian lesbians/bisexual women and their friends.

Free admission, contributions welcome. Call 718-596-0342, xt22 for info.

8 p.m., @ ALP: RJM Productions & The Audre Lorde Project present: "Who Does He Think She Is?: One Man's Poetic Journey Thru Identity". Directed by Jah'ni, this is McCoy's first solo work. Admission is \$5.00, proceeds to benefit RJM Productions.

8-11 p.m., @ ALP: Aya Institute weekly session. Aya Institute is a group of "Multi-spirited" peoples of African descent dedicated to the education and spiritual and mental health of their community. Call Aya Institute for more info.: 201-451-3412.

#### Wednesday February 26

6:30 - 9 p.m., @ ALP: ALP monthly Board meeting.



# NOTICE!

## "The State of HIV/AIDS in the Lesbian, Gay, Bisexual, Two-Spirit, Transgender People of Color Communities" Series

Community forums with activists, health professionals, PLWA/HIV infected and affected individuals. Moderated panel discussion with audience participation to inform, assess, and develop concrete action plans. All forums occur on the third Thursday of the month, from 6:30 - 8:30 p.m..

**Communities of African descent** - Thursday, February 20, 1997, 6:30 - 8:30 p.m.

**Women - Lesbians, Bisexual, Transgender** - Thursday, March 20, 1997, 6:30 - 8:30 p.m.

**Communities of Latino/a descent** - Thursday, April 17, 1997, 6:30 - 8:30 p.m.

**Communities of Asian- & Pacific Islander descent** - Thursday, May 15, 1997, 6:30 - 8:30 p.m.

**Youth** - Thursday, June 19, 1997, 6:30 - 8:30 p.m.

**Two-Spirit Native-American Communities** - Thursday, July 17, 1997, 6:30 - 8:30 p.m.

**Immigrant P.O.C. Communities** - Thursday, August 21, 1997, 6:30 - 8:30 p.m.

**February Forum Panelists: Larry Abrams; Cary Alan Johnson; Michele Lopez; Ralph Skinner; Lee White; Reverend Zachary Jones. Moderator: Catlin Fullwood**

**Co-sponsors:** African Ancestral Lesbians United for Societal Change, Inc., African Service Committee, Inc., AYA Institute, The Bedford Stuyvesant/Crown Heights HIV Care Network, CILGA (Caribbean-identified Lesbian and Gay Alliance), East New York/Brownsville HIV Care Network, GMAD (Gay Men of African Descent), Haitian Women's Program, Harlem United, MTF (Minority Task Force on AIDS), Other Countries: Black Gay Expressions, POCC (People Of Color in Crisis), Shades of Lavender & Verite.

**To Women of Color: Do you have a close family member who suffers from a mental illness?**

**You are not alone.** I am looking to develop a SAFE SPACE for women of color to share experiences and concerns around mentally ill family members. If you would like to help in the struggle for understanding and compassion, please leave a message for Michaelle Gabriel at 718-596-0342.

**Nothing else to do before the clubs start jumping?**

*Come out and be with people just like you. Here at the Audre Lorde Project, everybody's welcome to join the fun. Bring your ideas and leadership, and come be one with everyone else. Openly Free Fridays is the place to be!*

**Every FRIDAY starting:  
January 31, 1997**

**Time: 6:30 - 8:30 p.m.**

**For young people 21 years and under.**

## The Audre Lorde Project is seeking

### 1) VOLUNTEER & FACILITIES COORDINATOR

Responsibilities include: Develop and coordinate volunteer and intern programs; Respond to, schedule and coordinate space use requests; Manage general office/space concerns/tasks; Assist program staff on ad hoc basis and perform other duties as needed. Qualifications: Proven ability working with multi-racial, multi-ethnic, multi-gendered projects or initiatives; Commitment to organizational mission and LGBTST people of color issues, and knowledge of LGBTST POC resources and services in the New York City area; Good written, oral and interpersonal communications skills; Strong administrative skills; Knowledge of computers; proficiency in word processing and some internet skills (basic email) required; some database/spreadsheet/graphics/WWW web development & maintenance experience preferred. Willingness to learn essential; Prior supervisory/ volunteer coordination experience; Ability to work flexible hours, including some evenings & weekends; Bilingual (Spanish) preferred. Salary & Benefits: This is a full-time (40 hr/wk) position; salary is low - mid 20's, plus fringe. Please send resume, cover letter, and names/telephone numbers of 3 professional references to: The Audre Lorde Project, 85 South Oxford Street, Brooklyn, NY 11217, Fax: 718-596-1328

### 2) BOOKKEEPER (Part-time)

General Duties: Oversee and administer all financial and accounting activity of The Audre Lorde Project. Responsible for developing fiscal and personnel management systems, policies and procedures, and directing their implementation. Responsibilities include: Oversee accounts payable and payroll processes; Monitor, project and manage cash flow; Maintain computerized general ledger package; Assure maintenance of accurate fiscal records; Prepare monthly and quarterly financial reports; Coordinate year-end agency-wide audit and contract audits; Monitor and reconcile bank accounts; Develop and monitor personnel time and leave tracking system; Prepare and submit monthly financial reports for grants and contracts; Prepare contract budget modifications, as needed. Qualifications: 3-5 years experience in non-profit bookkeeping; Proficiency in Lotus/Excel and accounting software packages; Experience with government contract reporting and budgeting processes. Compensation: \$15/hour. (8-16 hrs/month) Please send resume, cover letter, and names/telephone numbers of 3 professional references to: The Audre Lorde Project, 85 South Oxford Street, Brooklyn, NY 11217, Fax: 718-596-1328



# S U P P O R T The Audre Lorde Project!

Join us in the struggle!

I/We would like to contribute to the Audre Lorde Project.

<b>Visionary</b>	<b>(\$500)</b>	<b>Inspiration</b>	<b>(\$250)</b>	<b>Sustainer</b>	<b>(\$100)</b>
<b>Supporter</b>	<b>(\$60)</b>	<b>Friend</b>	<b>(\$30)</b>	<b>Other</b>	<b>(\$ _____)</b>

Enclosed is my tax-deductible contribution of \$

Please make all checks payable to: IFCO, INC./The Audre Lorde Project.

Name(s):

Address:

City/State:

Zip:

Phone Numbers (H/W):

Facsimile:

E-mail:

Can you be a volunteer, or a committee member?

Availability:

Thank you for your interest.

P r i n t e d   b y   D i e s e l   P r i n t i n g .

## A. L. P. needs your media . . . !

If it is written or produced for, by, or about gay, lesbian, bisexual, transgender and two-spirit (LGBTST) People of Color.

We are developing our library. We want and need your donations of books, pamphlets, periodicals, printed, audio, and or video editions.

From non-fiction, to fiction, the genres include Political Science, Grassroots Activism, Self-help, Health Issues: Breast Cancer, HIV/AIDS, Mental Health, and Spirituality.

If you have material that you can donate please call.

## The M i s s i v e

We NEED editors, text designers, layout artists, proof-readers and writers!

Are you willing to volunteer your time to work on this newsletter?

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