

CREAM CITY

SPECIAL EDITION

A CREAM CITY BUSINESS ASSOCIATION PUBLICATION

INTERVIEWS

Alyn Hess
Ralph Navarro
Kathy Patrick
Nova Clite

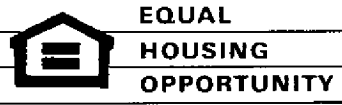
EMPLOYMENT

ARTS &
ENTERTAINMENT
HEALTH
LEGAL
ORGANIZATIONS
BUSINESS

LA TOUR REALTY, INC.



GREG QUINDEL
2317 East Capitol Drive
Shorewood, Wisconsin 53211
Office: 414-961-0221
Home: 414-273-5696



MILLIONS IN SALES
EXPERT FINANCING ADVICE
RESIDENTIAL AND INVESTMENT
CORPORATE TRANSFERS
MULTIPLE LISTINGS

ERA (A Control Data Company) PROGRAMS
HOME WARRANTY
GUARANTEED PURCHASE PLAN
PARTNERSHIP MORTGAGE
LOW COST MORTGAGES

SE

EDITOR
MARC W. HAUPERT

ART DIRECTOR
ORLOFF

CONTRIBUTING WRITERS

Kevin Conaty
Cliff Heise
C. Kay Hinchliffe
Rob Mayer
James Wood

CCSE especially thanks Bob Gliniecki of Alpha Composition for his many overtime hours spent keeping us on schedule.

Additional thanks to Bob Stocki, graphic artist, for his substantial contribution of production materials.

Advertisers: Contact Marc Haupert at P.O. Box 92222, Milwaukee, WI 53202 for ad information and rates. Become one of the firms and professionals reaching a diverse, loyal and upscale audience by advertising in Cream City Special Edition. Advertising space is also available in the monthly CCBA Newsletter, reaching all members and guests. Newsletter advertisers receive a substantial discount on concurrent CCSE advertisement.

CCSE reserves the right to refuse advertising for any reason. Any business proven to display discrimination or harassment of gay people will not be permitted to advertise.

CONTENTS

SPECIAL EDITION

VOL. I, No. 2

SEPTEMBER 1983

EDITOR'S SPACE: PAGE 2

A call for "Educated Followership"

BRAVO!: PAGE 3

Words from two of our many supporters

BUSINESS BRIEFS: PAGE 4

Restoration is a money-saving word

CCBA NEWS: PAGE 5

Making Money: The Investment Club Concept

What's Happening When

CCBA Member Businesses

CCSE INTERVIEWS: PAGE 6

ALYN HESS

Gay liberation began long before Stonewall

RALPH NAVARRO

Making inroads into both the gay and straight communities

KATHY PATRICK

Looking to the future of gay/lesbian rights from a feminist perspective

HEALTH: PAGE 11

Observations from BEST Clinic's Nova Clite

The Milwaukee Medical Society advises doctors ...

EMPLOYMENT: PAGE 13

"... oh, and I'm gay;" Reflection by Kevin Conaty

The Distinctive Job Hunter: Throw out the books and be yourself. Analysis by Cliff Heise

Are There Jobs? Headhunters on the Prowl

Fair Employment for Gays: The employment issue of the eighties

LEGAL: PAGE 24

Attorney James Wood's view of recent legislative changes

ORGANIZATIONS: PAGE 25

NABC: "Future Links" in Los Angeles

NGTF's Apuzzo on Capitol Hill

ARTS & ENTERTAINMENT: PAGE 26

"I Used To Like This Place ..." Original Drama by Theatre X's resident playwright John Schneider

All Daughters Theatre, Milwaukee's feminist alternative

Of Billygoats and Men's Music

BOOKS: Old friends and new faces. Dave Brandstetter meets Franny of P-Town

© 1983 by the Cream City Business Association, P.O. Box 92614, Milwaukee, WI 53202. All Rights Reserved. No part of Cream City Special Edition may be reproduced by any means whatsoever without written permission from the Board of Directors of The Cream City Business Association (CCBA). Opinions expressed in by-lined articles and letters are those of the writers and do not necessarily represent the opinions of the CCSE editors or the CCBA. Publication of the name, photograph or likeness of any person or organization in articles or advertising appearing in CCSE is not to be construed as any indication of the sexual orientation of such persons or organization, and any similarity between individuals named or described in fiction articles and actual persons, living or dead, is purely coincidental. Manuscripts, drawings and photographs are welcome, and may be submitted to the Editor; return postage must accompany any submissions to be returned. All rights to letters to CCSE shall be assigned to the publication and may be edited and commented on editorially. ■ The CCBA mailing list of members and friends is kept strictly confidential and available only to the Board of Directors or its assigns. ■ CCSE is not responsible for products offered by advertisers. ■ Cream City Special Edition is available free throughout Southeastern Wisconsin. All members of the Cream City Business Association receive a copy of Cream City Special Edition mailed to them upon publication. For delivery to nonmembers or those outside the Milwaukee area, please send \$10.00 in check or money order for postage and handling of the next four editions.

MARC HAUPERT



Transitions.

Leadership.

These two themes pervade this issue of Cream City Special Edition. Deciding on these themes seemed easy enough. Certainly there is a great deal of transition occurring within the gay community of Milwaukee (and elsewhere), and the leadership of the community reflects those transitions.

However, a close dissection of the gay community reveals several disparate beliefs. One is that there really isn't a gay community at all—simply a number of homosexually or bisexually oriented individuals who occasionally congregate for whatever reason. Another holds that since the homosexual population is so diverse, there really are only self-appointed leaders, since no one could really represent such a broad spectrum of opinion and lifestyle.

Attempting to sort out one's feelings on these subjects is a challenge, since the central feature—sexuality—is both a highly influential and a highly invisible and private element of life. I propose, however, that there is indeed a gay community, and its primary distinguishing characteristics is the abandonment by its members of shared suppression. That is, not all homosexuals are gay, and not all gay people are part of a gay community, but those people who have shared in the release of a societally—induced suppression of their sexuality comprise a true community.

This community—this gay community—can be compared in many respects to other groups who have developed a sense of community before us—racial minorities, the physically challenged, women. One of the comparisons is the maturation process of communities. A sense of discovery and excitement fills the early years, giving way to change and upheaval as the group takes strength, finally acquiring a comfortable rhythm in maturity. The one thing that is different about the maturation of the gay community is the speed at which it is happening. Coming at the dawn of the information age, our process is condensed and the pace quickened.

It is small wonder, then, that both nationally and locally we are seeing the 'fallout' of hastened growth: the questioning of leaders as well as the concept of leadership, the failure of leaders of properly assess the mood of a constituency, the inter-organizational territorial squabbles. These problems have existed, and continue to plague, movements of every stripe. Real advancement only occurs when the information level raises sufficiently to overcome the obstacles.

During this time of transition, the onus is not primarily on the leaders, but rather on the followers, to determine the pace of progress and growth.

This, then, is a call for "educated followership."

Leaders simply do not exist without followers. It is the followers who have control if they choose to exert it. It is very easy for The Public and The Media to praise (or blame) the leadership and ignore the structure which gives it strength. It is equally easy for a complacent constituency to criticize its leadership, on the basis of misinformation, for its own failure to progress. There simply is no place in a fragile, developing movement for uneducated commentary. There is every right, however, to rigorously challenge and question the actions and motives of leaders based on fair and accurate data.

The movement to secure a fulfilling, unfettered existence for all homosexual women and men is ultimately the responsibility of those comprising the gay community. Those who feel a need to escape their personal suppression of feeling, as well as those nongay persons who understand the meaning of discrimination and repression, join the gay community at every turn.

Business-minded people, whether preparing for careers, developing their own vocational paths, or still searching for the right work environment, make up the vast majority of the gay community. It is for these people that this magazine exists.

Stage one of the process of becoming an "educated follower" is to learn as much as possible about the thoughts and backgrounds of those who have assumed visible positions. This is the primary focus of this issue of CCSE. Beginning on page six, we feature interviews with Alyn Hess, Ralph Navarro and Kathy Patrick. Alyn relates a long history of work for 'gay liberation' in Milwaukee and elsewhere; Ralph shares his background and views of today's gay community in transition; Kathy brings both a women's movement perspective and a national view (via her position with the Gay Rights National Lobby). All three are active, concerned individuals who have taken the gay community a long way, and whose stories we feel will enrich you.

The second primary focus of this issue relates to the first primary focus of most people's lives, work. We trust our articles on employment and the legal environment in hiring today will contribute in some small measure to our readers' successes.

Your comments, both positive and negative, are sincerely appreciated. We wish to make CCSE a forum to voice the concerns of this community, as well as to celebrate its growth.

Cream City Business Association

Serving business-minded gay women and men in the promotion and development of their professional contacts and interests.

Membership is open to any business, or individual involved in a profession, trade or business, supportive of the goals of the association.

Support.... Exchange.... Education

C.C.B.A.
P.O. Box 92614
Milwaukee, WI 53202

CREAM CITY ASSOCIATION FOUNDATION

The CCAF seeks tax deductible contributions to serve the growing needs of lesbian and gay people. It serves southeastern Wisconsin as the only such foundation in the State.

CCAF is currently evaluating several applicant organizations, including those in health and counseling. Also under consideration are publications, conferences and scholarships.

The next informational meeting is September 26 at 7:00 pm in the central library's meeting room.

P. O. Box 11951
Milwaukee, WI 53211
For information, call 445-5552

**Cream City Association
Foundation**

This space donated by a friend

This space donated by a friend

County Supervisor Penny Podell introduced the first Milwaukee hearing of the Governor's Council on Lesbian and Gay Issues, held in July. Excerpts from her speech follow.

I do not believe in discrimination of any kind, and that certainly includes discrimination based on sexual orientation. I have worked for human rights for all people and, with your help, we can do much more in the areas of employment, housing, and enforcement of our current state laws.

"Although Wisconsin's law forbidding discrimination

against gays and lesbians has been on the books only 15 months, the underlying philosophy of this law dates back to the ancient Greek philosopher Aristotle:

"... liberty and equality ... will be best attained when all persons alike share in the government to the utmost."

"I can understand how important it is to have the Governor's Council. Looking back to the early 70's, surely I felt as you do now when former Governor Lucey created the Governor's Council on the Status of Women. I am most pleased that Governor Earl has re-established that

Council because it can serve as a model for the Governor's Council on Lesbian and Gay Issues. Looking back, it seems obvious that I may not have had the opportunity to run and actually win an election before there had been an attitude change regarding women in public office. I believe the Governor's Council on the Status of Women played an important role in bringing about that change.

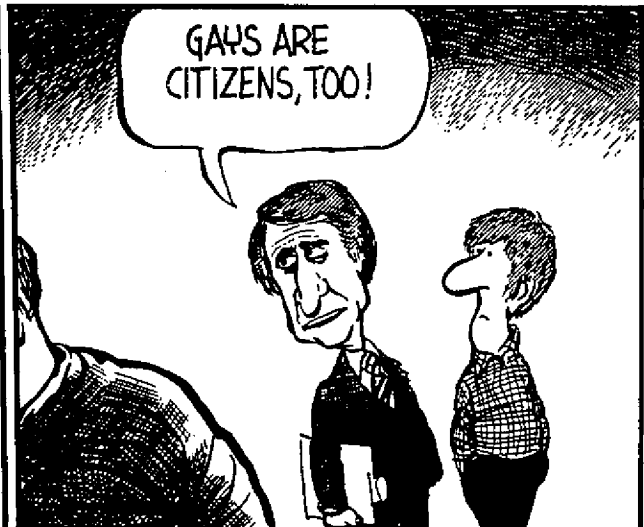
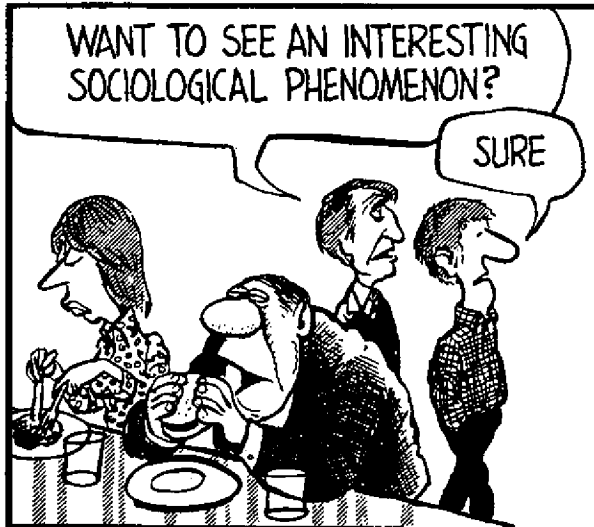
"I'm hopeful that it won't be long before sexual orientation is not only prohibited by law but also is no longer a matter of public debate in elective politics, employment, housing, public and

private health care, or anything else.

"Just as this council will open lines of communication throughout the state, it is important for each person here today to also open lines (and minds) of communication with their elected officials.

"There is no question that gay and lesbian groups and individuals are beginning to have a major impact on the political system, and public officials are listening and responding.

"You have my strong support, and together, all of us, can work together for good government and a fair and just society."



© 1983 Reprinted with permission from THE MILWAUKEE JOURNAL

The Wisconsin Institute of Certified Public Accountants reports that renovating historic buildings may be an attractive alternative to new construction for many businesses.

Because of economic advantages and generous tax breaks, the WICPA says, spending for rehabilitation of historic buildings could reach \$2 billion by 1985.

The CPA group continues, that one of the biggest tax breaks available is a 25 percent investment tax credit for rehabilitation of certified historic structures. To qualify, such structures must be listed on the National Register of Historic Places, or in some way contribute to an historic district.

Savings are not limited to rehabilitation of historic structures. They can apply to other cases. For instance, a 20 percent investment tax credit is available on buildings more than 40 years old and there's a 15 percent credit on buildings older than 30. Rehabilitation tax credits allowed investments on income-producing property are taken during the year a building is placed in service.

To get the renovation tax credit, CPAs note, renovation

costs during a 24-month period have to exceed the greater of \$5,000 or the adjusted cost basis of a building. For instance, if a building sells for \$150,000 with \$50,000 of that allocated to land, you'll have to spend more than \$100,000 on rehabilitation to qualify for the credit.



Savings don't end with the credit. In the past, a building owner had to take a depreciation write-off over the period of the building's useful life—usually between 25 and 50 years. Now, since buildings are assigned a 15-year life for depreciation, the owner takes a larger deduction every year.

This depreciation tax benefit was changed by legislation passed in 1982, CPAs say. As a result, the depreciation base is computed by subtracting half the rehabilitation tax credit from the adjusted base of the building.

In other words, if a historic building cost \$100,000 and you spend \$200,000 on rehabilitation, your rehabilitation tax credit is \$50,000 (25 percent of \$200,000). Then the depreciation base of the building is \$275,000 (which is the building's \$300,000 total value). The straight-line depreciation deduction is \$18,333 a year.

But that's not all, CPAs say. In many cases still another tax incentive is available for historic buildings. You may "donate" the facade of the building to a local government or non-profit preservation group. That doesn't require you to slice off the front of your building and cart it off to a museum. It means you surrender your right to change its appearance in any way. It also reduces your depreciable base for tax purposes.

With approval, you can donate the cast iron front, terra-cotta relief ornamentation or other features that make up the facade on your building, and take a charitable donation deduction for its assessed value. This one-time tax savings is known as a "facade easement."

The Department of the Interior has guidelines for historic rehabilitation. Your state his-

toric preservation office can provide exact details, and assist in getting your building declared as an historic structure or a contributing part of an historic district.

Guidelines may limit some of your rehabilitation plans and add to your costs, CPAs note. For example, you must leave 75 percent of the building's original walls standing. The building's original height must be maintained, so while you may convert an attic into store-rooms you cannot add another floor to the building. If you replace important architectural details such as a cornice or railing, the replacement must be made from materials resembling the originals. New windows must preserve the design of the old windows.

Finally, in planning your rehabilitation project, you should budget realistically. In maintaining a building's charm, your larger purposes are installing modern conveniences, and making the entire project profitable.

Many older structures were built before uniform building codes were established, and often details or problems do not surface until work begins. Try to build "cushions" into your budget for this, CPAs suggest.

FOOTGEAR

Featuring:

Zodiac
Giorgio Brutini
Cole • Haan
Roots
Timberland
Stacy Adams
Nunn Bush

Grand Avenue Mall
275 W. Wisconsin Ave.
Milwaukee, WI 53203
271-5990

2581 N. Downer Ave.
Milwaukee, WI 53211
964-7780

Exquisitely Yours

HAIR DESIGN



1318 E. Brady 272-2070

PRECISION CUTS

- CONDITIONING • PERMS
- SKIN CARE • HAIR PROBLEMS?
- FREE CONSULTATION
- TREATMENTS FOR SCALP & DAMAGED HAIR

• NEW WAVES & CELLOPHANES

SPECIALIZING IN REPLACEMENT WINDOW SASH —
MADE TO MEASURE

FREE DELIVERY CALL:

542-7144

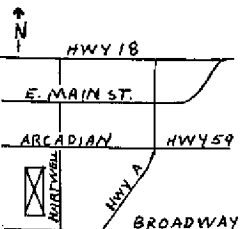
OPEN 7 DAYS A WEEK

LOCAL STOCK OR
FAST LOCATOR SERVICE

ROZMAN LUMBER

722 N. Hartwell Ave.

Waukesha



WAUKESHA BUILDING CENTER

- Phoenix Garage Doors
- Complete Millwork
- Building Hardware
- Plywood / Paneling
- Sakrete Products
- Deck Material
- Silica Sand
- Windows
- Ceiling Tile
- Insulation
- Cabinets
- Pre-Hung Doors

UPCOMING EVENTS

- September 24 Cream City Canoeists Tube the Peshtigo. Call 342-7430.
- September 27 Travel on a Budget Workshop. Call 344-7878.
- September 29 PR Committee Meeting. Call 265-6114.
- October 7 Positive Gay Identity Workshop. Minneapolis. Call (612) 827-5614.
- October 8 Cream City Canoeists travel the Wisconsin River from Boscobel to Wyalusing State Park. Call 342-7430.
- October 14 Door County Fall Weekend - Wagon Trail Lodge. Call 873-6021.
- October 16 Membership Brunch. Noon. Marc Plaza.
- October 25 Board of Directors Meeting.
- November 15 Membership Dinner Meeting 6pm.
- November 30 Board of Directors Meeting.



MAKING MONEY

LEARN BY DOING

The Cream City Investment Club (CCIC), with current assets in excess of \$3,500, is opening up its membership again this Fall.

On Saturday, October 29, the CCIC will host three guests speaking of matters concerning "Personal Financial Building In The 80's". Issues relating to early retirement, purchasing a stock (i.e. which one, when, how, amount and where), operating an Investment Club, as well as what the CCIC has achieved in 1983, will be presented.

Investment Clubs have existed in the United States for more than 85 years. Most of the earlier Investment Clubs were built around a combination of like social interests and a desire to try one's "wings" in the atmosphere of investment and speculation. The modern Investment Clubs of the 60's, 70's and 80's have included these same bonds of yesteryear, yet also offer established uniform principles for guidelines and education of its members.

BIRTH OF CCIC

The birth of the Cream City Investment Club was in March, 1981; however, an active and public membership campaign did not materialize until November, 1982, when more than two dozen interested individuals attended a presentation/registration meeting.

The guest speakers were Ken Walters, Vice President of the University National Bank; Lorie Gustin, President of the National Association of Investment Councils (NAIC), (NAIC's United States membership exceeds 400,000); and Gene (Gino) Hamann of CCIC and Board Member of the CCBA. Currently, there are seven members in the CCIC.

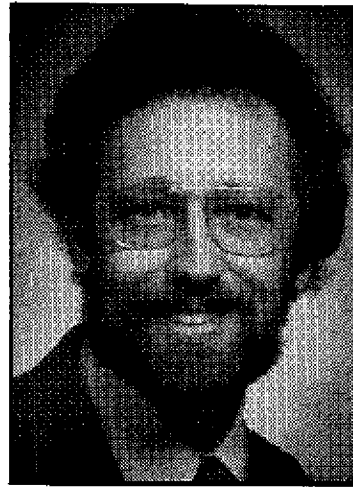
Some of the key objectives of the CCIC are: to provide members the opportunity to become more knowledgeable in the area of personal investments, enjoyment through these processes and an opportunity to make money, as well as to groom the new business leaders of tomorrow. President Hamann advises, "Be aware of your financial environment. If you choose not to be aware, you're choosing NOT to be financially successful."

CCBA Member Businesses

- ALPHA COMPOSITION/Phototypesetting 272-1217
1717 North Water Street
- ANGERMEIER & ROGERS/Attorneys at Law 224-6060
625 North Milwaukee Street, #400
- BANGERT, FARRIS & BLONDIS/Attorneys at Law 263-1113
804 East Center Street
- BEHAVIOR MANAGEMENT CONSULTANTS/
Psychological Services 272-6868
735 West Wisconsin Avenue
- BARTLEY BELL, DDS 963-0223
400 West Silver Spring Drive
- BILLY GOAT PRODUCTIONS/
Musical & Theatric Productions 961-8727
- BRADY STREET STD CLINIC 272-2144
1240 East Brady Street
- BREITLOW STUDIOS/Photography 476-3777
- STEPHEN M. BYERS/Attorney at Law 224-9758
- CLUB BATHS 276-0246
704A West Wisconsin Avenue
- L.T. DEGRAFF, DDS/Dentist 871-5777
4612 West Center Street
- DIFFERENT STROKES PAINTING COMPANY 383-3562
2833 South 34th Street
- MILO G. DURST, MD/Psychiatry 259-9260
2675 North Mayfair Road
- EXECUTIVE CLEANING CO. OF WIS./Donna Acker 259-7847
- The FINALE/Tavern 372-6664
808 East Center Street
- FIRST STREET/Tavern 278-0928
157 South 1st Street
- GAY/BISEXUAL SUPPORT 542-5735
Waukesha, Wisconsin
- GRAND AVENUE PUB/Tavern and Food 224-9065
716 West Wisconsin Avenue
- GREAT LAKES SYSTEMS/Computer Supplies
Mike Brannan 761-9280
- WILLIAM HOUK & ASSOCIATES/
Direct Mail Nationwide 628-2233
P.O. Box 25346, Milwaukee, WI 53225
- JOE HULBERT/Catering 258-3677
- INSTITUTE FOR PSYCHOSEXUAL HEALTH
Counseling, therapy... Charles Kiley, MSSW 276-5778
- JIM MANDERS - THE SHOREWOOD FLORIST 332-7060
3955 North Prospect Avenue
- NEIL KRUEGER/Architect 646-2318
2007 Hillside Ct., Delafield, WI
- MARGARET'S FLOWERS 476-4163
7631 West Greenfield Avenue
- MUDLARK POTTERY STUDIO 374-2179
800 E. Clark Street
- JILL NILLES/Attorney at Law 277-9656
- ORLOFF/Concept and Design 291-9999
- PARKWAY THEATRE & NEWS 342-2446
3417 West Lisbon
- PAUL BRYAN STEVENS RESTORATIONS 265-1105
2411 North Fratzney Street
- PEGASUS TRAVEL AND TOUR CONSULTANTS 344-7878
953 North 27th Street, Suite 1
- PEKARSKY & ASSOCIATES/Restaurant Consultants 277-1464
- PROGRESSIVE PRINTS/Printing 264-5345
2909 North Humboldt Avenue
- RAGG PUBLICATIONS/Stanley Fronczak 272-3913
P.O. Box 4427, Milwaukee, WI 53204
- ROGER RAVASZ ACCOUNTING 691-3360
- JOHN ROBERTSON INSURANCE 344-5689
- JOHN SCADUTO, DDS 481-7675
- SHADOWS/DIPLOMAT/Tavern and Restaurant 645-6490
814 South 2nd Street
- SHALOM ENTERPRISES/Fund Raising,
Secretarial Services, Shaklee Products 445-5552
- SISTERMOON FEMINIST BOOKSTORE 962-3323
2128 East Locust
- SEYMOUR STEIN/Realty, Investments 278-0328
- The SPIRITUAL DIMENSION/Spiritual-Education Counseling
Harry Vedder, M. Div. - Coordinator, Christian Gay OK 374-3568
- TAX PROFESSIONALS/Tax Services and Accounting 964-5100
2639 North Downer Avenue
- THINKING OF YOU ON BROADWAY/Cards, Gifts 273-5969
147 North Broadway Street
- LEONARD A. TOKUS/Attorney at Law 347-1192
- TRANS ART INDUSTRIES/Art & Interior Design Service
Joanne Kaprelian 764-3558
- TRAVIS & COMPANY/Hair Design 272-HAIR
274 North Milwaukee Street
- WEBSTER'S BOOKS 332-9560
2559 N. Downer Ave.
- JAMES D. WOOD/Attorney at Law 271-3920
704 West Wisconsin Avenue

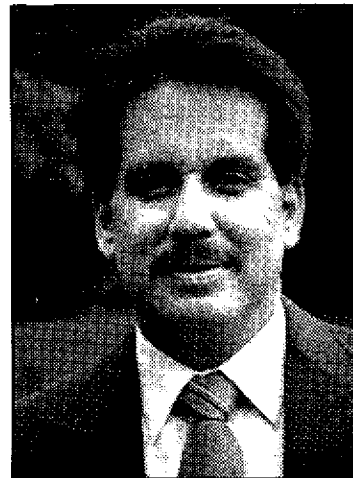
Alyn Hess

The name Alyn Hess has been synonymous with the phrase 'gay liberation' in Milwaukee since the early seventies. CCSE looked to Alyn to recap his personal growth and the development of the gay rights movement. He is cur-



rently on the Boards of GPU (Gay People's Union) and BWMT (Black and White Men Together), is a member of CCBA (Cream City Business Association) and works as a City librarian.

Ralph Navarro



Ralph Navarro has shaken up the status quo of both the gay and straight communities of Milwaukee in recent years. He is President of CCBA (Cream City Business Association), President of CCAF (Cream City Association Foundation), Secretary of NABC (National Association of Business Councils), member of GPU (Gay People's Union), and is often quoted by the media as a community leader. CCSE explored his personal background and aspirations.

Kathy Patrick

Kathy Patrick has been active in the women's movement for many years. She has worked in the NOW (National Organization for Women) and has recently been hired as the Midwest representative for GRNL (Gay



Rights National Lobby). Her background in grass roots organizing has put her at the fore front of many achievements for the gay community. CCSE looked to Kathy for a view to the future, particularly in the arena of legislative advances.

SE

CREAM CITY SPECIAL EDITION: You've been a very visible force in the gay community of Milwaukee for a long time. What is your background, and when did your gay activism start?

ALYN HESS: I grew up in Freeport, Illinois. As I grew, I had inklings that I was interested in 'other things' but I literally had no context to put things in—I had never heard the word homosexual—I had no intellectual framework to put that into. I was interested in muscle magazines, but I legitimized that in my own mind by saying that was because I was scrawny.

The first time I ran across the word homosexual was in my first year of college, we were talking about Socrates and somebody asked, isn't he a homosexual? Boy, that thing rang like a Chinese gong. Wow, what is that, does that have anything to do with me? So here was a category of things, and I finally had a word. I went to the College library and looked it up, and I found Abnormal Psychology. I read all the psychological garbage, but at least I found out that there were people out there, I wasn't the only one that felt that way. I didn't know who they were, but I knew there were some. I didn't know how to find them (at Beloit College there wasn't anyone 'openly gay' at the time).

CCSE: So your realization of being gay was in your Freshman year?

AH: That I might be involved with that, but I couldn't accept that because it was just a whole new concept and I didn't have anyone to talk to. Only after I got out of Beloit, around

1960, a few of the magazines began to get a little more openly gay.

After I graduated, I went into the Peace Corps. That's one of the things that helped me come out because they gave us an enormous battery of psychological tests, feeling that all these 'ambassadors of American peace' had to be just exemplary. [The tests] were all normal, except for the 'MF Factor,' which meant that I had a high 'female factor.' When they did that, they kicked me out of the Peace Corps, after about two months of training. That was one good sock right in the chin.

I went back to my hometown, and nobody could get a job, the draft was getting started (the war in Vietnam was just getting started in '62) and I decided I would get drafted and that would be my way of getting away from home, I'd find out about the world that way. So I got drafted and went through basic training. In one of the first formations of the Company I was in, I was standing in one of the front rows, and a guy behind me mentioned

(continued on page 8)

SE

CREAM CITY SPECIAL EDITION: Many people wonder about the backgrounds of people in the gay rights movement. What is your educational and professional history, and where did your gay activism start?

RALPH NAVARRO: Educationally, I am one of the many 'almost priests' of the Roman Catholic Church—and it's fascinating to me how many in the leadership of the gay rights movement are from the Church. I've got my degree in speech and philosophy, and have done Masters work in psychology and theology. I was in seminary in college for two years, and left on the recommendation of my spirit-

ual director, for the purpose of 'a more profound integration into the broader community'—in other words, get you into a straight environment—because in those days in seminary we weren't allowed to date and those other good things they can do now. I was with the Dominicans for internship in New Orleans, and it was after that that I decided I didn't want to go to school any more when I returned to the father house in Dubuque. It's a very painful thing not being there. As is obvious to those who work closely with me, I operate totally from a pastoral mindset—a profound sense of humanism, care of the individual. And, I chose to accept my own homosexuality, and clearly I could not abide with the regulation of celibacy—I felt sexual activity was to be an important part of who I was. So I played by the rules of the game (a mass of contradictions, but we won't go into that). Probably of greater importance is my upbringing as a young person—my father being Mexican-American, my mother having grown

up in Philadelphia in a poor area, her father being one of the strong leaders in developing the unions in Philadelphia—so on one hand I have the influence of a Mexican father who clearly understands the role of being a second or third class citizen, and standing against that kind of injustice, and a mother who was profoundly involved by experience with the founding of unions. And it was just all of that influence that was totally surrounding me and fundamental justice just became part of my life, from the early, early stages—doing dumb non-peer-accepted things like standing up for kids with physical handicaps who were being picked on in grade school or Oriental kids who were picked on because of their race, or whatever the case may be, I was always doing that kind of craziness. And it just kept going along the whole route of going to school, college in the late sixties, the whole civil rights thing and the anti-war thing. So fundamentally how I got into gay rights is simply—as it is for most of the leaders today—is we came in

(continued on page 9)

SE

CREAM CITY SPECIAL EDITION: What kind of environment did you grow up in, what were the influences?

KATHY PATRICK: I've never sat down and made connections about what were the most important influences on my life. I grew up in a relatively liberal household [in New Berlin]. Both my parents were professional people interested in civil rights, so I grew up early on being imbued with a pro-civil rights attitude. My mother was a strong feminist, so I was being a feminist a long time before I was being anything else. I got involved in the lesbian/gay rights movement through my involvement in the feminist movement.

CCSE: What was the point in your life you realized you were a lesbian?

KP: When I was about 13. And, I did my best to be real 'closety' until I was 18, because I figured that nothing useful would come of coming out before I was legally an adult. Once I turned 18, I was out to most of my family and friends, and I started getting into jobs where I could be out (for a while, I worked for some conservative companies—having you sign a loyalty oath not being a communist and all that, and I wasn't out to them).

CCSE: When did your activism with Milwaukee organizations start?

KP: I joined N.O.W. in '77, and started getting involved in New Berlin. Then I moved to the east side and joined N.O.W. chapters here. The first time I worked in anything specific to [the City of] Milwaukee was working for the Common Council Task Force on Sexual Assault and Domestic Violence—I was with them for about a year.

CCSE: What was your entre into that kind of job?

KP: Well, I happened to be in the right place at the right time. I had a fairly strong activist background—my background in N.O.W. was considered adequate credentials to get me into that. I hadn't really been involved in the battered women's movement before that time, so I didn't know a whole lot about the issue when I took the job, [it became] sort of a crash course.

CCSE: Was that position helpful in making contacts in City government?

KP: Probably that's where I made most of my contacts. My job was to be kind of a liason between the task force and the Common Council, so I had to spend a lot of time with the folks on the Common Council and their aides, working through budget processes and that kind of thing (trying to make sure we had money to stay alive the next year).

CCSE: Was there a point where you decided

(continued on page 10)

Louis Quatorze chairs. Well, Louis XIV is seldom referred to as *Louis Quatorze* unless there's a faggot in the crowd. So I turned around and found out who the guy was, and knew I found a friend. I subsequently fell in love with him. But, this was in 1963, before gay liberation, so you just didn't talk about those things—especially in an Army barracks! I realized I was falling in love with this man, and I told him and he freaked. So he never talked directly to me, which was extremely frustrating, since here was the first real guy I could talk to (which is one of the reasons that when someone now comes to me and wants to talk, I know that frantic feeling).

I was transferred to Washington, D.C., since there weren't too many graduate artists in the Army. And, I was assigned to the Pentagon, in the Army war room. So there I was, a faggot not good enough for the Peace Corps, working in High Security for the Deputy Chief of Staff for Army Operations in the Army War Room. When Walter Jenkins got caught they didn't know what to do—they pulled all of our records, but what could they do, the place was lousy with [gays]. They had finally started publishing gay guides, so I got a gay guide and took a bus over to a place called Johnnies. I walked into my first gay bar cold turkey. I didn't know what to do, but finally I got a drink and sat down. Luckily, there was a 'chicken hawk' who sat down at my table who happened to be from Argentina (so my background in Spanish helped) who worked in the Argentine Embassy. The bar closed at midnight, and we went to his home, where I had my first knowing, sought after sexual encounter, which became an affair for almost the entire time I was in Washington.

How I came out there was through some of the earliest books, the Kinsey Report and Daniel Webster Cory's books, *the Homosexual in America*, *Homosexual and His Society*, and a third book. And, by that time some of these little magazines, like *Manual Mars*, *Tomorrow's Man*, *Grecian Guild* began to be much more openly gay, because Dr. Womack who published *Mars* took a case to the Supreme Court and won from the Post Office the right to send things through the mails to other gay people. Through friends of Womack's, I had had a chance to run into people who had fought for gay rights. So, in 1963-4 I had a heavy dose of 'pre-lib.' And, by that time, there was a *Mattachine Society* and there was *One*, *Incorporated*, and definitely a nascent group of underground homosexuals getting together to talk about homosexuality as a phenomenon, and talking about rights and privileges. So a whole groundwork was being laid long before Stonewall.

When I got out of the service and went back to the University of Illinois, I found that there were bars that gay people would congregate in and people were being a little more open. There was a movement for a national group of homophile organizations, which was reported on in these magazines. So, I saw evolving during the sixties a feeling that we have to help each other. We saw the civil rights movement of black people, and felt we ought to do something like that too. When we saw the Blacks making their oppression manifest, we saw we were being kept down in exactly the same way.

So, when Stonewall comes along, it was a manifestation of what had gone before. And,

in the Black civil rights movement, we have subsequently found out, many of the leaders were gay. So all around us we were seeing the civil rights movement, women's lib, Indians asserting their rights, etc. and if we didn't do something soon, we would be the only people who didn't have rights.

In 1970, I was working in Rockford and Milwaukee as a landscape architect. The pressures of the profession were there to join the Junior Chamber of Commerce, the Kiwanis, etc. but I wanted to socialize with my gay friends. That's the essence of our community—you deal with the straight community and its oppressive attitudes towards you during the work day [and need other contact for balance].

A group of the 'elders' of the community from groups like *Mattachine*, *One*, etc. had contacts in New York, Los Angeles, Chicago,

had wanted to do. So, I volunteered to make posters. After all, we had this whole new mentality to create in ourselves, to try to deal with the problems [of coming out to business associates, friends, etc.].

CCSE: What was the peak membership of the organization?

AH: We had almost 200 members at one time, and that was about the time we were getting incorporated, and before we were formally organized. There were community centers in Minneapolis, Los Angeles, New York, and at that point there was a real need for that because there just wasn't any place else to meet. But part of liberation was integration into the community, and steps have been continuing to use existing spaces, public meeting halls, etc. It was never the intention to be a separatist movement (although a radical

"So there I was, a faggot not good enough for the Peace Corps, working in High Security for the Deputy Chief of Staff for Army Operations in the Army War Room."

and some of our Milwaukee people would also be involved. Howard Beck was one of the Milwaukee people who was in the original *One* group in Los Angeles, and was involved in the Chicago group, so there was this networking of people. The 'older' people who had gotten angry earlier joined with the younger people and there was this melding together of the anger that accumulated over all these decades.

I moved to Milwaukee on Earth Day in 1970.

CCSE: Was the Gay People's Union in existence at that time?

AH: Shortly after I got here—it may have been the very week I moved—I got a notice of a meeting at the University. It was from the Yippies, their *Street Sheet*, with all sorts of information on 'the revolution,' [and a notice of the gay rights meeting]. I got to the Union, and, cold turkey again, went into the meeting. I had finally found people I could talk to. They were talking about a library, getting gay books into the University library, meetings, marching—all of which sounded exciting, thrilling and scary. The group was the *Gay Liberation Organization*. When the students went on strike against the University protesting the war in Vietnam we weren't able to use the Union, and we tried to use other places, like the Missouri Lutheran Church across the street, and began to run into overt discrimination.

Joe Feldhausen was one of the last chairmen of the group and had the St. Nicholas Parish House. Late in Summer, some of the guys had returned from New York, and we met once a week at Feldhausen's. Books had begun to be published with insight into the gay lifestyle, and we put together a small library (about a yard long—that was all there was).

Interest started to dwindle, but there was so much more I wanted to know and things we

movement to take over a county in California got some of the sparsely populated counties in northern Wisconsin pretty nervous).

CCSE: It's apparent you have a great respect for literature, magazines, etc. as part of the gay movement. That became a big part of GPU, the GPU News.

AH: That was really Eldon [Murray]'s more than my doing. He had a larger gay library than I did and we worked on the GPU library together.

Some of our members were also being interviewed by the media quite regularly. One of the interviews was with Bob Reitman at the acid rock station in Menomonee Falls. After that, Reitman made an offer of a half hour weekly program on the station. It was brought up at a meeting, and afterward, Eldon, Bill and I set this as our goal. When we brought the idea back at the next meeting, everybody else wanted to get in on the act. We said fine, we would have a special meeting to write the script and everybody should prepare something. The meeting happened and nobody had anything prepared but us, so we tried to write a script with a couple dozen people in a small apartment. From 6:30 to two in the morning, all we came up with was one paragraph. We decided it couldn't be done that way and people would have to have things prepared in order to talk. By that time, people realized it took real honest-to-god work to get things done—even one single radio program. We knew we would have to outmaneuver the crazies—the crazies are going to have a revolution but we're going to have a radio program. So by sticking to our guns and working we made a tape.

The program lasted for over a year, starting in late January of '71. We did interviews about prisons, health, VD and so many serious topics. We put together a network of sympathetic

(continued on page 17)

the back door, it just was one more part of our life, of human rights orientation. And so for me being involved in Gay rights was just the next step of my evolution.

CCSE: Was there a crossover point where you decided that gay rights was going to be your main concern, did that come after your determination that being gay was a secondary characteristic?

RN: I'm probably one of the many stories—I didn't know gay existed until about five years ago. It wasn't a matter of avoiding it, just nothing in my experience provided me with any kind of contact with something called "gay." I remember being a very young child ten years old and being attracted to the male body, and it always seemed very natural to me. I knew I couldn't talk about it to anyone because it just wasn't acceptable. But it was

kee, and started following some of the things that were going on. In a sense you're right, as far as being specifically gay, but the important point is that the activism, the methodologies, are all the same.

CCSE: When you got to Milwaukee, what was your perception of the leadership that existed at that point in time?

RN: Well, I like most other people, when we came here, we found GPU and C'est la Vie (I've talked to so many people whose first bar experience was C'est la Vie—I don't know why). I remember going to my first meeting—it'll be three years ago next week [8/83]—it was a small group. Whenever I go somewhere, I want to learn, to understand, I do not come with any predispositions or prejudgements about anything. So I tried to become involved with GPU and I began to see very quickly

came up with it and I thought it was just the funniest thing (I didn't know the history of the name). I and others had come up with this long list of sophisticated names, and suddenly when he said that it caught, it was just, "of course."

CCSE: Was there any comment that the name had been connected with many Black organizations?

RN: I never knew that until you just said it.

CCSE: As far as problems in development of GPU when you entered, were they similar to those in organizations in general or to problems of the gay community at that time?

RN: I think it's a combination. As you know, number one, if you don't stay on top of your organization, if you don't keep in mind that it is an ORGANIZATION, and that it has to constantly go back to its purposes for existence and keep attuned to that structure, unless you do that with great regularity, revising by-laws to reflect your present reality constantly, you end up spinning off and you get to the point of what caused Vatican II, for example. We were so damn far away from our roots, we were building on the mistakes of the mistakes of the mistakes. And that's what happens with lots of organizations, especially non-profit organizations, they just get so distant from what they were supposed to be that they lose their focus, and they try to become all things to all people. They don't keep refining and saying, 'what is it that's needed now, and how can we fill a specific need based on the talents of our membership and the larger needs of the community?'

CCSE: What would be your succinct definition of the purposes of CCBA?

RN: Very simply, it's providing an opportunity for business and professional people to relate to each other, to sharpen their skills as business and professional people (because there's a certain camaraderie that exists among that subset of people in the working structures of the society) as well as enhance the development of business so that all of the target community which is our primary concern can benefit and grow. It's the focus of development of economic power, is what it comes down to, but it has to happen side by side with the enhancement of the professional person.

CCSE: And that encompasses working with the broader straight community as well?

RN: Absolutely.

CCSE: Recently there has also been the development of the Cream City Association Foundation. Was that part of the game plan at the outset of CCBA, and are things going according to schedule?

RN: Yes, it goes back to the very first discussions of structure. As a matter of fact, that was my only interest. What happened was, the only reason I became President was because nobody else was either out or wanted it; I was out—kind of—and was open to the possibility. So, I sort of came in the back door here. My only interest was the foundation.

I guess two things have slowed up the development of the foundation: one is my preoccupation with the total organization [CCBA], that slowed down the foundation; and two, the

(continued on page 19)

"My activism is my activism; my gay activism simply flows out of that series of activism that's been a part of my whole life."

always just a part of me, just a given. (Although there was a horrible time about five years ago when I tried to prove unequivocally to myself that I wasn't straight, responding to pressure from my mother and others, so I went through hell for about six months trying to make sure and almost getting married, but fortunately the girl was smarter than I was and she knew this was impossible). Before five years ago I had a guy that I lived with and it was a tremendous experience but it was always a private little world that didn't relate to anything else only because I didn't know anything else existed.

My activism is my activism; my gay activism simply flows out of that series of activism that's been part of my whole life. When I came to fully embrace what being gay meant in a public sense, that's when my activity shifted away from anti-nuclear, pro-this, pro-that into the gay environment. That happened only a little over three years ago, just before I got here. A very strange situation caused it to happen: I was living a highly closeted life, almost having no experiences whatsoever, and I was working in a church setting. There was a complex negative political thing going on in that parish, and one priest who hated me (even though he was also homosexual, interestingly enough) proceeded to set rumors running that I was playing with the grade school kids. First, I never had any interest in kids, and secondly, it became rather evident to me that no matter what I did, I would have to deal with this thing. Even though I wasn't doing anything, I was getting slammed with it. So I figured, something's got to be done here, and that forced it out.

CCSE: So your familiarity with the leadership of the gay community is fairly recent, and has a lot to do with just Milwaukee.

RN: I had started picking up publications, etc. about a year or so prior to coming to Milwau-

some weaknesses. I saw phenomenal amounts of personality conflicts and battles going on in that structure. Although it seems ironic, I was working as a peacemaker at that time, that's why Paul DeMarco brought John Davis and I together to use our talents in the field of development to try to help GPU. (That's when we did the big feasibility study for them). We knew before too long that they were not really interested in going anywhere—we did a study of the Board members, and every one of those people had a totally different vision of GPU. It was not just a different vision, it was an exclusive vision—that came across to us really clearly. So we kept going and our impressions kept expanding and we learned that there were real problems that lay in the history of the last several years of GPU. In August of '80, the topic of a weekly GPU meeting was supposed to be 'gays in business,' and the speaker was to be the President of BAM [Business Association of Milwaukee] at that time—which my recollection tells me was Chuck—to speak to this group of mostly professional people, about 20. About 20 minutes into the meeting, still no speaker, and somebody said that they had seen him going out. So a few of us went out to eat and talked about why isn't there something for professional people, this group called GPU isn't serving our needs, what can we do?

The bottom line was, from that came to life this thing called Cream City Business Association. And all along—and this is one of the things of great pride on my part—we've respected the senior organizations around here. We went to GPU Board and explained what we were doing. We went to BAM and explained what we were doing.

CCSE: Is there a story about coming up with the name, or did it just happen?

RN: I don't remember who came up with it—it was up at DeMarco's house—and somebody

Patrick (continued from page 7)

you wanted more to work in the gay/lesbian movement rather than for feminist concerns, or was it more of a parallel development?

KP: I don't know if it's an issue of [wanting] more, rather than an issue of 'in addition to'. I first got involved in the lesbian rights task force in N.O.W. when it looked like there was going to be a viable task force (we went through a couple years when there really wasn't a task force which was functioning on a statewide level). Once one appeared, I joined it and we started doing some work for AB70 when that started looking like a real possibility, and we also put a lot of energy into consciousness-raising among N.O.W. chapters (some smaller ones weren't real ready to accept lesbian rights as being a real issue). We spent a lot of time trying to get people to make the connection between lesbian and gay rights, and all other civil rights.

CCSE: *I've talked to women who say that lesbians have had more of an impact on the feminist movement than straight women—that although they may have been closeted, they had a lot of impact.*

KP: I think so. There seems to be a disproportionately high percentage of lesbians in the feminist movement, as opposed to any other movement, for obvious reasons—issues of double oppression (I think lesbians feel their oppression more than the average straight white woman does). That, and the fact that eventually, lesbian and feminist organizations decided that it was time not to be hidden any more, and that they were going to let their contributions be known for what they were. So, they had a lot to do with changing a lot of the attitudes of the straight feminists.

CCSE: *Do you think lesbians got more involved in the women's movement because it was 'safer' than being involved in a homosexually-oriented movement?*

KP: I suppose that might be true, except I wonder if that's really the motivation for most women. I think most lesbians that get involved in the feminist movement do so because they identify first as women, and second as lesbians, and—at least nowadays—most lesbians who join feminist organizations join feminist organizations that have lesbian rights as a priority issue, as opposed to some of the business and professional women's groups, for example, which don't really care. So, I think it's a matter of, 'if I join organization x, all my concerns will be addressed as a woman and as a lesbian, whereas if I join this organization over here, they're only going to be concerned for my rights as a lesbian,' so it's a matter of trying to bring as many things in as possible.

CCSE: *Is there too much 'sectionalism' within the feminist movement—organizations working in different directions?*

KP: I don't know that you can ever have too many. As long as the strategic disagreements don't impair the progress of the movement as a whole, I don't think it matters how many organizations there are. God knows, there are a lot of issues that affect women, and no one organization can take care of them all. So, the more the merrier, as long as they're not getting in each other's way.

CCSE: *How would you characterize the gay*

community in Milwaukee. Some people would claim that there isn't a community per se but just a gay population.

KP: I might be inclined to agree. I think that there are a lot of little sub-communities, but they're almost on the level of being groups of friends. There are whole networks out there that, because they never join an organization or get into some kind of activity, have no idea of all the other little groups that are around, and there is a tremendous amount, it seems to me, of isolation for a city this size. I don't think that Milwaukee is all that unique in that, I'm sure that's true in a lot of places. There is certainly room for more communication and outreach on the part of the organizations.

CCSE: *Have you seen any good examples of how to break into those little groups?*

"... I see it as just as discriminatory for someone to have to live lying to coworkers about what they did over the weekend."

KP: Unfortunately, a lot of the methods that apply to a feminist organization in a political situation don't work, because nobody wants to put their name on a list. You can't do a friend-of-a-friend-of-a-friend [system] (one of the ways we've always used in N.O.W. is calling somebody up and saying 'I understand you're supporting such-and-such bill, and they say, 'yes.' If you make a cold call and say, 'I understand you support gay rights,' they're very likely to hang up on you, and [wonder] 'how did they get my name?') It isn't an easy task. I think CCBA has certainly done a good job in starting to address that. Unfortunately, I think business associations have some inherent problems in trying to do outreach to women, just because women don't tend to be in greater numbers in the mover-and-shaker category.

CCSE: *Organizations have real problems in identifying women and minority members who might become members. Do you have any suggestions for gay organizations that want to do that?*

KP: My personal feeling is that the best form of outreach is to take active positions, and hopefully do some work on issues of concern to those groups, and let them know that you're doing that. Form coalitions when possible. One of the troubles is that we've got so many activist organizations and not enough activists. So, you get a lot of crossover. It may be that you'll never have gender parity in a gay rights organization because half the lesbians are working in feminist organizations, and they like it there and don't want to move, and that's fine. Then, what's necessary is some coalition building. It certainly doesn't happen over night. N.O.W. has been struggling with recruiting minority women into our organization for years, and have not been extraordinar-

ily successful. The most effective thing that we have found that we have done is to try to form coalitions with black civil rights organizations, and work on issues of mutual concern. One of the things that has distressed me in watching the operation of newly-formed gay PAC's all over the country ... because the leadership tends to be white men, they fall into the trap of endorsing candidates who may be pro gay rights, but you turn around and discover that they're voting against the equal rights amendment, the voting rights act, right to choice and a whole bunch of other issues—small wonder a woman won't give to that PAC.

CCSE: *Some of my black friends and women friends also have pointed out that you run into a risk in making any special arrangements for*

women and minorities because you don't want to be perceived as being condescending—helping this poor group that can't help itself.

KP: Well, there are different ways. The kind of outreach that doesn't work, for example, is to run over to Juneteenth Day once a year with your leaflets and say, 'see, we really care about you because we bothered to show up at your festival.' There's a difference between that, I think, and doing outreach in the sense of taking an active role in assisting on issues of concern to particular groups. A good example would be for gay organizations to be involved in the August 27th march for Martin Luther King's 20th anniversary of his speech, or to get involved in issues affecting lesbians in particular (child care issues tend to affect women in greater numbers than men because of the way courts are moving families around). If the organization is out there and visible on an issue, that to me is a form of outreach that is more effective.

CCSE: *Some have said that there ought to be a whole other price structure for membership in groups by those who have statistically lower incomes. The counter argument is that are you not then patronizing those people by giving them a special deal because they can't make it on their own?*

KP: I would never advocate having a dues structure that said: white men \$30; white women, \$25; black women, \$20, etc. What I would do (and am a strong advocate of) is sliding-scale dues that are at the discretion of the individual who is joining, who knows what his or her financial situation is at the time, and can exercise judgement saying, 'I can only afford \$10 this year, but maybe next year I can afford \$50.' N.O.W. has operated on that structure for many years, and we haven't been ripped off yet. I've heard that concern

(continued on page 21)

Nova Clite on the Clinic

Many Milwaukee health-related agencies are working to increase knowledge among physicians about AIDS. One such group is The Medical Society of Milwaukee County.

Although they don't identify doctors who have expressed willingness to serve gay patients, their Physician Referral Service (271-4136) does disseminate names of physicians in any specialty within any zip code area (2 per inquiry).

A recent edition of their newsletter contained the following AIDS update:

Researchers at the National Institute of Health announced a therapeutic breakthrough into the cause and cure for Acquired Immune Deficiency Syndrome (AIDS). The blood cell product known as interleukin-2 demonstrated clinical utility by enhancing the ability of deficient white blood cells to fight viruses. Interleukin-2 was successfully introduced into test tubes containing blood from six AIDS victims. Experiments on human beings are underway.

An AIDS panic similar to ones demonstrated on the East and West coasts has not swept Milwaukee's homosexual community. However, concern does exist. Primary care physicians who treat homosexually oriented men are offered the following suggestions from Roger Gremminger, MD, Medical Director of the Brady East Sexually Transmitted Disease Clinic.

It is important to accept the homosexual patient with a non-judgemental manner. "To do otherwise," Dr. Gremminger says, "could cause the patient to withhold vital information needed to make a medical diagnosis."

The medical records of homosexual patients should contain a good sexual history of the patient. Elements of a sexual history should include: present relationships (monogamous, anonymous, casual), average number of sexual contacts (per month, year, etc.), the type of sexual activity practiced, the location of sexual contact (especially when contact is made with anonymous partners), and, finally, habits used in hygiene and drug use.

Locally, research on AIDS is being conducted by Michael Rytel, MD, at Milwaukee County General's infectious disease department. Toll-free AIDS crisis lines are: 800-221-7044 and 800-324-AIDS. Brady East Clinic number is 272-2144.

BEST View:

CREAM CITY SPECIAL EDITION: What prompted you to get involved with the BEST clinic?

NOVA CLITE: I knew people involved in the clinic when I was director of the West of the River Clinic and the gay clinic was there renting space from us. I thought they provided a really good service in a good way. I also saw getting on the board as a way to eventually expand services to the lesbian community. Since the closing of West of the River, there haven't been any services which outreach to the lesbian community and provide sensitive services.

CCSE: What was the difference in orientation between the West of the River Clinic and what is now the Brady East STD Clinic?

NC: West of the River Clinic was primarily a maternal and child health clinic, and also did some general primary health care services—it offered a much broader range of services than a VD clinic. We had screening programs for kids, we did family practice kind of services—taking care of people's colds, sore throats, and that kind of thing. We had a prenatal program and a planned parenthood clinic there also. And, I think because of our location in this neighborhood which has a rather large lesbian community, we did serve a lot of lesbians.

CCSE: Since you've been connected with the BEST clinic, what is your impression of how it's being run?

NC: I think that it's really coming together very well on an organizational level. The whole clinic has gone through a tremendous amount of change in the last couple years—moving from the Farwell Center to the West of the River clinic temporarily, and now to its own site. There were some changes in personnel, although one of the things I liked about the Brady East clinic was the fairly consistent level of commitment and work going on over the years that I've been acquainted with it. The same faces have been there, and I've been impressed by that, that's one of the strengths of the organization which attracted me to it. The consistency and dedication of the volunteers has pulled the clinic through a lot of hard

Nova Clite serves on the Board of Directors of the Brady East STD (BEST) Clinic, as its Treasurer. She is employed by the Hunger Task Force doing community organizing, and is involved in lobbying for legislation.

times. [They've] developed a strong board and active committees, they do [a good job of] training of the volunteers.

We're seeing some changes in the client population that we're serving, and the board is really looking at that, who we're serving. For example, the numbers that we're serving has dropped a little bit and the amount of donations we're getting from people has dropped (we operate not on a fee-for-service basis, but a donation basis). One of the trends nationwide is a drop in the rates of gonorrhea and syphilis, which is something to be applauded, but at the same time, it affects our business. We're seeing the AIDS crisis and we're doing some community education and screening, and we're offering the hepatitis vaccine.

CCSE: Are there specialty areas within the clinic, that you would go to at a specific time, for example?

NC: We have a separate hepatitis program, but the other STD services are offered on Tuesday night and Saturday. [That seems to be] adequate for now, but (in my own view) if we were to begin doing lesbian health programs we would do that separately. My idea was to do some workshops first to see what the needs and interests in the lesbian community are and then develop some services out of that.

We're planning to do some surveys to determine what the client population is, how they heard about us, where they come from, how much they're planning to give in donations—that sort of thing.

CCSE: What would you say, either nationally or locally is the primary women's health concern?

NC: I think that BEST Clinic would focus on lesbian health concerns (not that that is radically different from women's health in general). I think the main concern is sensitivity—having health professionals who are sensitive to lesbians and not having a moralistic attitude, asking questions about birth control and that sort of thing. It's automatically assumed that if you're sexually active you're active with men, and that individual woman has to confront whether she should come out to that (usually male) doctor, and deal with the possible ramifications, or abuse even, of that. I think we would be interested in creating a safe place for lesbians to get health care that they quite often neglect just because they don't want to have to confront a male dominated health profession.

CCSE: To speak a little broader about the lesbian community, do you think that the reason there are not more lesbians in gay umbrella

(continued on page 12)

Thinking of You



MON. - FRI.: 3:30 To 10pm
SATURDAY: 2:00 To 10pm

147 N. Broadway
• 273-5969
Milwaukee, Wisconsin
53202

Featuring the unusual & unique
in cards • gifts • candles

Master Card & VISA Accepted

Nova Clite (continued from page 11)

organizations is because the feminist movement provides structures which serve lesbian needs?

NC: I would like to see more balance in the leadership of gay organizations. Lesbians have been in the forefront of leadership of the women's movement—not that it's just lesbians, but a lot of them—and a lot have chosen to stay in the closet or keep lesbian issues more behind the scenes because of their dedication to issues like rape, battered women, or any number of feminist issues. In terms of the women's movement serving lesbians, I think [rather] that lesbians have served the women's movement. Lesbians have been very involved in all levels of politics and community work, and I would like to see more lesbian involvement in gay organizations. But it's going to take some adjustment in the leadership, because those organizations are primarily run by men.

I think there's been more of a feeling of unity between gay men and lesbians lately. There was a good show of unity behind the passage of AB70 for example.

When women, through the women's movement, came more into their own and gained a stronger sense of their own identity there was more of a sense of separatism. Now that we are stronger, there's more of a chance to work together, there's less of a chance to fall into typical roles between men and women, which are always there whether it be straight or gay people—there may be even more of a role problem because there's no mutual [sexual] need there to [force a] compromise.



Progressive
rints
2909 North Humboldt Blvd
(414) 264 - 5345
Instant Offset Printing
Graphic Layout / Design
Photocopies
Typesetting

Mon - Fri
8 am - 5 pm



IT'S TIME WE DID IT, TOO

From Houston to Chicago, from New York to Los Angeles, thousands of Gays and Lesbians have united together to make an impact in their local political arenas. They have achieved astonishing results. *It's time that we did the same in Milwaukee.*

YOU NEED MALL

Attacks on AB 70 (our statewide civil rights bill), police harassment, the total lack of funds needed to provide comprehensive health and social services for our community are among the many reasons why you need **MALL**.

We can not expect to retain our gains and make further progress if we don't make our presence known where it will be felt the most: *at the ballot box.*

M.A.L.L.

3125 N 25th Milw. WI. 53206

MALL WILL BE EFFECTIVE

Politicians of all persuasions are already recognizing the growing power of the Gay and Lesbian community. *Organizing and harnessing that power will increase its impact immeasurably. The money, volunteer resources, and votes of the Gay and Lesbian community can change the political landscape.*

Politicians in other cities have already learned that a *united and determined* Gay and Lesbian community can defeat those who withhold their support on issues of importance to us. We can elect those who will represent the best interests of *all* the people, including Gays and Lesbians.



MALL IS BROAD BASED

MALL's supporters include business people, professionals, blue collar and white collar workers, students, men, women, liberals, conservatives, Democrats and Republicans . . . *people just like you, people determined to make our democratic system work for us.*

MALL WILL WORK FOR YOU

MALL's main purpose is to 1) *Endorse candidates* for public office, and 2) *Marshal the resources* of the Gay and Lesbian community behind their campaign. **MALL's** endorsement committee, composed of representatives from our major organizations, as well as at-large representatives of **MALL's** members, will interview candidates. A 2/3 vote of the endorsement committee is necessary for a candidate to receive our endorsement.

MALL NEEDS YOU

We can only be as effective as everyone in our community makes us. *Join MALL today.* Tax deductible contributions also appreciated.



This ad donated by Club Milwaukee, 704A W. Wisconsin Ave. 276-0246

"While your interest in this job opportunity is appreciated, I regret to inform you . . ."

THE DISTINCTIVE JOB HUNTER

BY
CLIFF HEISE

ANOTHER TURN DOWN LETTER.

You've lost count

of how many that makes but you feel that the total number you've received belongs in Ripley's *Believe It or Not*.

You again look in the mirror and wonder what's wrong. You've read job hunting books, reviewed innumerable resume guides, and attended enough job hunting seminars that you probably could conduct one. You exhausted your last bit of savings on that corporate image suit and shoes. Besides all of this, your hair is fashionable, your eye contact is positively professional, so what possibly can be wrong?

The highly probable answer is "Nothing"! You are a well prepared job seeker and are probably doing everything right, but so is your competition. What is likely happening is that you have become part of a very large middle group that, in the eyes of the company recruiter, seemingly merges together. Any one from this group could be a safe choice and would probably do a good job. But why should a choice be made from a large middle group when there is a much smaller group that shines above the rest. This small group may not necessarily be better qualified in terms of job skills, but they are likely to have done a better job of conveying these skills to the recruiter. The job seekers in this group make themselves distinctive.

Being distinctive—that's something the job hunting books rarely mention. And yet being distinctive is easy; it really means being yourself and reflecting your job skills as the unique person that you are. The hiring official is seeking a well qualified person who will fit well with the company, but most of all (s)he is seeking an individual.

Job hunting guides and seminars are valuable but too often job seekers merely plug themselves into the recommended patterns. From the recruiter's side of the desk, it is amazing how many resumes follow the seemingly sacred chronological pattern, utilize many words directly from the guide books, and are printed with black ink on white paper. In addition, the number of simple spelling and grammar errors is unbelievable; and when one reads enough resumes, these errors stand out as if printed in red. If a recruiter reviews 100 resumes for a job, what is to make one "standard" resume stand out from the rest, especially if it's the 87th one being read?

Interviews have also become hopelessly routine. A fundamental fact is that there are a limited number of different questions that can be asked; most of these are already published in the guide books with suggested responses. Too often the answers are memorized and the smartly dressed interviewee comes across like a recycling cassette tape.

In addition to the routine answers, few job seekers are prepared with well thought out questions. Many candidates are only vaguely aware of the company's products, its various locations and/or subsidiaries, and its market area. Too many convey an attitude of polite interest that borders on boredom; often the result of too many interviews and responding to the same questions in the same way! Finally, and probably worst of all, some reflect a sense of hopelessness—"I won't get this job anyway, but I'll go through the motions". If you were the recruiter, would you select this type of person for your company?

Being distinctive—being yourself—means gathering a wealth of information and job hunting hints, analyzing and sifting these, and keeping only those items that will enhance your image as a top notch prospective employee.

In preparing a resume, do not worry about format first. Brainstorm and list all skills, interests, education, training, and any other information that reflects your talents. Decide what is important and should be emphasized, combine similar information, and rework the wording until it really says what you want. Now, review various resume formats and select the one, or better yet the parts of several, that can best showcase your skills. Use only the barest skeleton for format; let all of the words be yours and be written in your style. This one or two page document has to show off your abilities. Choose and develop the method of packaging your skills as carefully as you would choose your finest outfit.

(continued on next page)

"..oh, and I'm gay."

Five years ago when I graduated from college and began my first job hunt the fact that I had recently 'come out' entered my mind only slightly in terms of worries about this part of me eliminating my chances of obtaining a good job. I thought that my abilities and education were both good, and that would be enough.

by Kevin Conaty

(I thank UWM student Steve Kirhish for his assistance with this article.)

Surprisingly, talking to present college students seems to bear out the same thinking patterns. On the surface you'd say "Boy, are people still that naive?" After talking to some college students I'd say no.

The additional factor that present students realize is the importance of 'passing'. At the job interview, males consistently reported the importance of not being swishy or effeminate. Of being honest about your sexuality *if asked* (since it will come out sooner or later anyway), but not hitting the

employer in the face with it. The feeling seemed to be to treat your sexuality as anyone else's in the work place—as unimportant.

The concerns or worries come in *after* you have been hired and have been working for a while. At that point, friendships begin to develop; after work social gatherings take place; the gossip about new girl or boyfriends occurs. "What do I do then?"

To this, there didn't seem to be any pat answers or easy ways of handling it. General confu-

sion, or an "I'll deal with it then" attitude prevailed. No one had given this much thought.

To me, this is fairly easy to understand. In college, all I was concerned about was getting the job, not what to do after that. Present college students seem to be the same.

The ugly head of "Discrimination" does not seem to be foremost in the minds of today's gay college students. Qualifications, expertise, coupled with a conservative manner seems to rule the day.

I got me a job!

(continued from page 13)

CRAIG W. LARRABEE D.D.S.

MICHAEL BERNKLAU D.D.S.

GENERAL DENTISTRY (414)963-9440

2532 EAST BELLEVIEW PLACE

CORNER OF DOWNER AVENUE

AND BELLEVIEW PLACE

MILWAUKEE, WISCONSIN 53211

EVENING APPTS. AVAILABLE

JOHN A. DAVIS, CFRE
DEVELOPMENT CONSULTANT

Program and Financial Planning
Board and Staff Training
Fund Raising
for the Non-Profit Sector
Serving the Midwest and Southwest

Certified Fund Raising Executive
National Society of Fund Raising Executives

IN DALLAS:

214/521-7129
P.O. Box 35662
Dallas, TX
75235-0662

IN MILWAUKEE:

414/445-5552
P.O. Box 92396
Milwaukee, WI
53202-0396

**Northwestern
Mutual Life**
The Quiet Company

A tough act to follow

John H. Robertson
1300 South Green Bay Road
Racine, Wisconsin 53406
414-632-2731 Racine
414-344-5689 Milwaukee

Next have several people review your resume, critique the content, and look for grammar and spelling errors. Have it professionally typed on an electric typewriter and use borders and boldface type for eye-catching accents. Print it on a good quality bond paper and choose something other than white. Buff, tan, gray, or even a shade of blue are professionally appropriate.

Your mailed resume can be distinctive by having the typed cover letter and envelope be of the same color as your resume; it creates an impressive package in the recruiter's in-box. Of course you will mail it to a specific person whose name and title are correct, even for the spelling. All of these are little things but any small error blows the distinctive image that you are working hard to convey.

Interview preparation is similar. Read all of the guides and sample questions that are available, but really think about and develop your own answers. For example, most interviewers will ask what you are seeking in a job. Most candidates will respond, or at least include, the desire to work with people. While probably sincere, it is also rather routine. And when one considers that even undertakers work with people...

While giving advance thought to your responses, be careful that you do not memorize or become too rehearsed. An interview is really just a conversation with the purpose of finding out about you and your skills. Spontaneity in this conversation will allow some of your natural self to shine through.

Being prepared with questions, and again more than the routine ones, will also place you with the top group. You need to know something about the company and can accomplish this with a couple hours of work at the local library. Again, don't memorize a lot of facts and figures—you're not a walking Standard & Poor's. You should synthesize enough information to be conversant about the products, services, and items about the company that may have recently been in the news.

Eye contact, a firm handshake, and a genuine friendly smile are qualities you want to have. More important though is to 'psych-up' before the interview and convince yourself that this is *the* interview that will bring you the prize. Convey a confident and positive enthusiasm throughout the interview. However, recognize that there is a fine line between confidence and cockiness.

The distinctive job hunter continues the image with a follow-up thank you note. Of course it is typed and on the same color stationary as all other correspondence. The note should be short but also highlight a couple of your most notable qualifications for the job and reaffirm what you can add to the company.

The image that you initiated with your resume, extended with your mail contact, personalized through the interview, and reinforced with the follow-up note should significantly contribute to advancing you from the broad middle group to the small but distinctive upper group. Now you are a remembered individual with a good chance of being selected. And isn't it good to know that the extra difference can really come from being distinctively you.



A publication informing employers of the latest issues in hiring and employment, called FEP (Fair Employment Practices) Guidelines, recently reported their interpretation of the employment picture regarding discrimination against gays. Using court decisions and case studies, the FEP editors came up with the following report:

Civil rights for homosexuals may be shaping up as the antidiscrimination issue of the eighties, just as civil rights for Blacks was the issue of the sixties and, for women, the seventies. In the case of the fight for civil rights for homosexuals, and especially in the case of the employment rights of homosexuals, until very recently not much was happening. But cracks are beginning to appear in the status quo, and no matter what your personal views on the issue of civil rights for gays may be, as an employer you can't afford not to know what is happening as far as the changing state of the fair employment rights for gay men and women is concerned.

A PERCEIVED THREAT

No matter what the real state of affairs may be, there is little doubt that gay men and women believe they are discriminated against in employment—more often by being fired or refused promotions than by being refused a job initially. In one often-quoted, in-depth study, 16% of homosexual men and women surveyed reported they had experienced employment difficulties related to their sexual orientation. A full 9% of those surveyed said they had lost jobs solely because of their homosexuality. Another study revealed that a majority of gay men and women feel there would be a problem if their employers found out they were gay; 21% said they had actually been discriminated against in employment because of their sexual orientation. So it is clear that gay people perceive that their homosexuality poses a threat to their employment security, and there is little doubt that in many cases it does. All of this means that no matter what reason you give for firing or refusing to hire or promote a homosexual, that person is likely to think his or her sexual preference is the real source of the problem. And if that is indeed the truth of the matter, in this wide-open field that could be a serious liability for you.

DEAD ENDS & CHINKS IN THE ARMOR

At the present time the law in this particular fair employment area is so unsettled, and threatens to change so quickly, that it is impossible to say just how much legal protection gay workers have. One thing is certain: All the courts that have ruled on the issue have concluded that Title VII was never intended to apply to gay people. At one time the argument used by those gays who brought suit under the federal civil rights law was that the term "sex" included by implication sexual preference or orientation, but so far the courts have ruled consistently that Congress did not intend that to be the case. So you can be relatively sure that you can't be sued successfully under Title

VII for discrimination based on sexual orientation or preference. But that may be small consolation in light of recent legislative and judicial events.

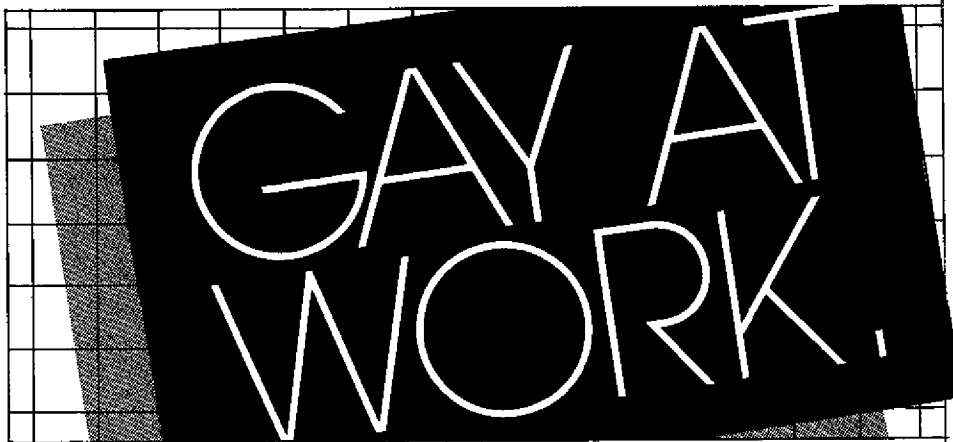
Because there is no federal legislation covering the fair employment rights of homosexuals, gay men and women who think they have been discriminated against on the job do not have EEOC to take their battles to court for them. However, a network has developed whereby gay rights advocacy groups refer potential plaintiffs to law firms that specialize in gay rights litigation and that, in many instances, take the cases on a *pro bono* basis—that is, at no charge. These serve as test cases, for

of the federal bureaucracy to enforce the majority's conventional codes of conduct in the private lives of its employees is at war with elementary concepts of liberty, privacy, and diversity," said the court. It was also, the court continued, inconsistent with the meaning of the just cause provisions of the civil service regulations.*

*(Norton v. Macy, CA-DC, 417 F2d 1161)

CONSTITUTIONAL PROTECTION

Public sector employees also often sue under various provisions of the US Constitution. In one such case a university professor brought suit under the First Amendment, charging that he had been discharged from his job in



what these advocacy groups and law firms are trying to do is establish a body of case law that protects the employment rights of gay men and women. After years of litigation in different state and federal courts, such a body of case law is beginning to develop.

PUBLIC SERVICE OFFERS PROTECTION

Some of the earliest success in the field of gay rights litigation were scored by public sector employees. That's because unlike non-unionized, private sector employees, who until very recently were generally considered "at-will" employees who could be fired at any time for any reason or no reason at all, civil service and certain other types of public sector employees cannot be discharged from their jobs without good cause. In a number of cases, courts have ruled that a person's homosexuality does not meet that good cause requirement.

In one, seminal case a NASA budget analyst who was fired from his job because he was a homosexual fought his dismissal on the grounds that as a civil service employee with veterans' preference eligibility, he could only be fired for "such cause as will promote the efficiency of the service." After testimony from the very man who had fired the employee to the effect that the employee was competent and had been doing very good work at the time of his discharge, the court concluded that the former employee's off-duty homosexual conduct was unlikely to so severely affect NASA as to warrant his discharge. "... the notion that it could be an appropriate function

violation of his constitutionally protected right to free expression and association. The president of the university had declined to renew the professor's teaching contract because of statements the professor had made to several local newspaper reporters as a homosexual and as faculty advisor to the campus gay community. The court found that when the professor gave the interviews he was not attempting to act as a spokesman for the entire university, and that his right to free speech had been violated by his discharge. The school was ordered to pay the professor almost \$12,500 in back pay and \$10,000 in compensatory damages for the mental distress, humiliation, and embarrassment its violation of the professor's constitutional rights had caused him. In addition, the president of the university was personally assessed \$5,000 in punitive damages.*

*(Aumiller v. Univ. of Del., USDC-Del, 434 FSupp 1273)

INROADS AND CROSSROADS

Private sector employees who have been discriminated against because they are gay are also beginning to have some success in court. Some of the legal arguments that have been or are likely to be successful for them include:

- Just cause based on a real or implied employment contract: Homosexual employees may derive some protection from a union contract or even a personnel manual or handbook, which usually specify suitable reasons for discipline or discharge.

(continued on page 16)

(continued from page 15)

- **Concerted activity:** Gay employees who band together on the job may very well be protected by the provisions of the federal labor law that protect employees who join as a group for mutual aid or protection or to protest adverse working conditions. If that is the case, disciplining such employees would constitute an unfair labor practice.
- **Wrongful discharge:** More and more, courts are getting away from the idea that an employee who is not working under some sort of contract is an employee at will and can be fired at any time for any reason or no reason at all. Courts have made exceptions to that long-standing legal doctrine in several recent cases that involve employees who were fired, for example, for refusing to lie or withhold information to protect their employers, for whistleblowing, and for refusing to compromise their principles or lifestyles. There is certainly plenty of room for homosexuals in this newly forming area of the law.

CHOICES

The FEP Guidelines staff suggests three possible courses of action:

- **You can sit tight for the time being and do nothing, choosing instead to take a wait-and-see attitude.** If you do that, make sure you keep a weather eye peeled for new developments that might force you to take appropriate action. One thing you should certainly do is alert your

supervisors to the fact that this once-taboo subject is heating up in the courts. That might reduce your chances of ending up in court as a test case—a risk you run because, unless you take a stand one way or the other on the issue of gay rights in your workplace, your supervisors are likely to handle the matter according to their own principles or gut feelings.

- **You can decide, for whatever reason, that you don't want gay people working for you, and formulate a policy to that effect.** In that case, be prepared for trouble. Increasingly, gay people who have been discriminated against in employment are fighting back by taking their complaints to court, often at little or no cost to themselves thanks to that network of gay rights activist groups and law firms that work *pro bono*. So, at the very least, you should be prepared to offer a good reason based on business necessity for formulating an antihomosexuality policy.
- **You can institute a policy barring discrimination against gay people in your workplace.** If you do this, you will be following the lead of many well-known companies that have already formulated such antidiscrimination policies. In fact, a list of the private sectors employers that support nondiscrimination in employment for gay men and women reads like a portion of the Fortune 500 list. So if you decide to implement such a policy of your own, you will be in good company. And if after weighing all the facts you decide on

one of the other alternatives, at least you know now just what you are risking.

An interesting addendum to the FEP Guidelines report is an interpretation of the case involving employees of the telephone utility (*Gay Law Students Assn. v. Pacific Telephone & Telegraph*, Cas-SCT, 595 P2d 592) and the possible national repercussions:

The argument, as it was used in this case, is as follows: Under provisions of the state's labor code, it is illegal for an employer to interfere in or attempt to control or direct an employee's political activities. What possible connection could this have with homosexuality? According to the California Supreme Court's interpretation of the term "political activity," it includes, in the court's own words, "... the struggle of the homosexual community for equal rights, particularly in the field of employment..." By admitting one's homosexuality, continued the court, a person is making a political statement, engaging in a political activity. Therefore, "manifest" homosexuals—i.e., those who do not try to hide their homosexuality—are protected under the state's labor code. And since part of the precedent for this state court's ruling came from federal court decisions—the US Supreme Court in particular—this same argument, or one very much like it, could easily be applicable elsewhere.

FEP Guidelines (ISSN-0093-7630) is published monthly by the Bureau of Business Practice, 24 Rope Ferry Road, Waterford, CT, 00386.

The newspapers and popular media have been cautiously praising the small upturns in the economy and the reductions that are beginning to be seen in the unemployment figures. Does this bode good news for current job seekers? Are things really easing up and is there possibly a paycheck around the corner?

Are There Jobs ?

According to a recent article by a management search firm recruiter (commonly known as a "headhunter"), job orders are increasing and there is an upturn in the demand for professional personnel. Many companies, to reduce budget drain, "froze" any jobs that resulted because of staff attrition during the past year. This, of course, was in addition to jobs that opened up due to staff reductions. There currently is interest in filling some of these jobs, though the chance of ever returning to pre-recession levels is non-existent. This search firm indicated a significant increase in job orders and projected another wave of orders towards the end of summer or in early fall as the recovery gains momentum.

Information systems, as usual, is one of the first areas to see movement. Skilled programming personnel with two to three years of experience and experienced system analysts with three to five years experience seem to be in the most demand. Technical managers and software people are also in short supply. Movement has not yet gained too much strength for entry-level programmers. There still seem to be a sizeable number

of May graduates and even some December '82 graduates that are in the marketplace.

The financial services area also seems to be very active. Recruiting firms specializing in banking, insurance, credit management and finance are reporting a high demand, especially for experienced managers with a strong track record. While there seems to be some momentum, financial industries continue to be cautious because of the uncertainty of interest rates and the future directions of the Federal Reserve Board.

In engineering, defense contractors are again adding to their staffs. Engineers with state-of-the-art experience in such areas as CAD/CAM, robotics, avionics, and C3 will remain in short supply for the foreseeable future.

There are areas "soft" on hiring. Many oil and gas industries are continuing their hiring freezes. Those in the snow belt are still feeling the effects of last year's mild winter. The debates on the speed of deregulation, with the resultant effect on customer rates, are posing big uncertainties for utilities. Until there is some rise in oil prices again, many production companies will maintain a leaner staff.

As expected, the basic industries of "Smokestack America" remain flat and will probably stay that way through '83 and into '84. These, of course, include steel, aluminum, iron, rubber, and related industries.

While jobs are beginning to open up, recruiting firms are still seeing some hesitancy on the part of candidates to make a move. Workers well recall that the last in are the first out and if the economy should dip again, they don't want to be out on the streets. A small benefit to companies from these recent economic times is that highly technical personnel are placing greater emphasis on seniority and stability. In the days of high demand, most could move on a whim, and some of the technical prima donnas moved for less than that. When it finally hit home that they too were expendable and subject to the last-in-first-out practice, they started taking a more practical view of jobs.

Any claims of movement or increasing momentum must be viewed with cautious optimism. It is doubtful that businesses will ever have the personnel demands that existed three to five years ago.

friends who we could count on. After each program, there was a chance to call and the phones lit up. Some of the callers were underage, so we couldn't send them to the bars, so we set up a series of social events, swimming parties, a movie series, dances, and other things. We began to split up, there was GPU, GLO, a motorcycle group, a baseball group, the Catholic group and many others. As we became more visible, other people began to take courage, there were real people doing real work right here in Milwaukee.

So we decided we needed a newspaper for people who we couldn't reach through a radio program (which was gone after it was aired). We found some pregnant ladies in South Milwaukee to do the typesetting (it was a real education for them).

CCSE: So there was a flourishing in the mid-

Fair and had been crippled. He set up a private foundation to use the money he had gotten from the settlement to make the horror of his anguish bear some good fruit. He bought the Farwell Center and fixed it up so we could use it. And we ultimately bought the fixtures back from him. So we got a center not because the community wanted it, but because one man wanted to turn a tragedy in his life into something good for his people.

The clinic operation then got its own grant and was successful, and paid the rent for the center. The building was subsequently sold and we had to close. The clinic had moved to the Riverwest Health Center.

CCSE: So the closing of the Center was a cause of the decrease in activity of GPU?

AH: It was a part of it. When it came time for elections, everybody knew it was going to take

with quite a bit of difficulty . . .

AH: There's not a lot of difficulty, it's just that a lot of us are still burnt out. The people who were the core of workers are busy doing other things.

CCSE: Something gaining visibility recently is the Cream City Association Foundation. There appears to have been some flack between the Foundation and GPU.

AH: I don't know what you mean by flack. The Foundation chairperson [Ralph Navarro] made a presentation about a proposal for a community center. Our Board looked at the proposal, and said, yes indeed we had operated a center before and think it is an important thing—not the only thing that is important, a lot of groups have survived without it. Ralph wanted us to support a specific kind of proposal, but what he presented to us wasn't specific or businesslike—it just wasn't adequate. I said we need a draft contract, let us know who are your people and what is our relationship to them. Actually, I was astonished [by the unprofessionalism]. Ralph had said he wanted to speak to the GPU Board for months, but I said I didn't think that was the truth because I'm in the telephone directory, I get mail, and I hadn't heard from him. So that one thing [made me wonder], 'why is he saying that?' He wasn't telling the truth. That put me on guard.

[At the meeting] the Board said, 'this is all very interesting, but there's nothing concrete here.' Then because of some things that had gone on outside GPU several of the people there attacked Ralph in a rather flagrant manner. And that's what really blew it up.

CCSE: It seems like it's more of a mechanical problem, that there wasn't a formalized plan that you were able to respond to.

AH: That's right. (But the other thing that ticked off the board was that before the meeting Paul DeMarco had been going around saying that the whole board should resign because there hadn't been regular board meetings or membership meetings. Well, we were all on vacation, everybody needs a vacation. He raised everybody's hackles by saying before the meeting that we shouldn't exist, and he was the President of the organization).

Our community is constantly being harassed. I've been photographed in my house, garbage has been gone through, bars have been under surveillance. A number of us had meetings with lawyers to find out how to combat this harassment. They said it would cost \$20-30,000, and I said, ok this is our nut to crack, lets start on it. Well, Ralph said he wouldn't raise the money to protect the community, and I told him that the community center would just be the target for harassment [without taking the legal action first]. If we don't have the police under court injunction to stop the harassment, nobody is going to go to a center which would be the obvious focus for entrapment. It may take two or three years to [raise \$30,000], but that's only \$500 a month; I thought we should have started there. If we don't, the community is going to go down the tubes; it's happening right now. We have a crying need in this community, and my fellow leaders won't join me to try to stop that. People don't seem to realize that you're living in a police state in Milwaukee, and if you don't

(continued on page 18)

"In a sense, we made fools of ourselves devoting our whole lives. The wealthy people said, why are you pissing your life away doing all this stuff, you're a professional."

seventies. Was there a center before the Farwell Center came along?

AH: GPU got incorporated that fall. We went to Shellow and Shellow to draw up an immaculate set of Articles, since we wanted to get 501 (c) (3) status and the whole thing. [The IRS gave us so much bullshit that our case was taken to the Carter White House as a flagrant case of discrimination. After that, lo and behold, we got our tax exempt status].

A church on Ogden and Marshall took us in and let us have Monday meetings in the Fall of '72. We had our first elections in January and I was elected the first President. We met weekly and had committee meetings elsewhere, but eventually we found we couldn't deal with all the people who came through the door. We also found we had a turnover because the people who came in for the first couple of months and got the message of gay liberation moved on when they didn't need us anymore.

The following Fall, the church burnt to the ground. Just prior to that, the City Health Department had asked for our help because of a raise in the Syphilis rate. We had made contacts during the radio show and now we had a chance to help, and get some money for it (there had been a major multi-million dollar drug company legal settlement which gave the health department some money to deal with). We submitted a proposal to them to run an examination program for gay people. They gave us the grant through the 16th Street health center, since they thought the city fathers weren't quite ready for gay liberation. The clinic was set up in a building on Water and St. Paul, and when the Church burnt we had to meet there, since no other Church would take us—again running up against that oppression.

While meeting at the clinic, we ran into Gerald Meyers. He and his mother had been involved in a terrible accident at the World's

a LOT of work to start a new center. Just like the radio program, people knew it would be WORK. Those of us who had worked on gay liberation for almost a decade were getting pretty tired. And our personal lives had suffered tremendously. Before we lost the Center, I had a complete burnout and resigned. I had to get away and get a perspective. A couple of the other people had also left. When it looked like GPU needed workers again, I came back and rejoined the Board. I and a couple of others who stayed on looked around for a building, figured out how to finance the thing, and found a very good building. But nobody with money was willing to step forward. We found that in Milwaukee there wasn't a lot of sense of community, there was a sense that you have to deal with yourself. In a sense, we made fools of ourselves devoting our whole lives. The wealthy people said, why are you pissing your life away doing all this stuff, you're a professional. It was because all of that hurt (that all of us had experienced) was still sitting there in my psyche, stuck in my craw.

CCSE: I have heard that there was a lot of personality clashes on the Board of GPU.

AH: Oh, definitely. There have always been personality conflicts and there always will be. And it can't be otherwise, because gay liberation is not a codified religion—there's a lot of area for diversity. And when you look at the range of individual differences, it's astonishing what we have been able to accomplish in spite of that. And the reason we were able to do that was that we said, 'hell no, I don't like to party with that person, but I know he's a worker,' and we'll set the other stuff aside and just work. And that became the key to our success, putting the personal dislikes aside and deciding what can we agree on.

CCSE: The gay press has recently reported that GPU is trying to regroup and re-form,



PEGASUS

Travel and Tour Consultants, Inc.
953 North Twenty-Seventh Street/Suite One
Milwaukee, Wisconsin 53208
(414) 344-7878

Have you thought about
your winter hibernation yet?

Call the Professionals for
"The Experience".

"EXPERIENCE AN ODYSSEY . . . CALL PEGASUS"

MANDALA COUNSELING SERVICE, INC.

Professional Counseling available for
Crisis Counseling Intervention & Referral
Monday & Thursday
7 - 10 p.m.

Appointment only
Call: 291-9643

or write: P.O. Box 25276 Milwaukee 53225

MANDALA HOTLINE

Call: 291-9643

Crisis Intervention phone counseling
Appointment scheduling for Mandala Counseling

Friday & Saturday
10 p.m. - 4 a.m.
Sundays
6 p.m. - Midnight

BRADY EAST STD CLINIC

Diagnosis and Treatment of
Sexually Transmitted Diseases
1240 East Brady Street
Phone: 272-2144

This space donated by a friend.

Hess

(continued from page 17)

"In a sense, I hate to 'waste myself' on gay liberation — that's so simple, all you've got to do is treat people nice!"

deal with that you might as well go someplace else.

CCSE: *That's a dimension that hasn't really been addressed in the reports, that the problem between the groups could also be looked on as a matter of difference of opinion as to what to deal with first.*

AH: That's right.

CCSE: *One of the events which to me showed the potential for working together was the response to the formation of the Governor's Council. Nearly all the groups in town were working together.*

AH: Something like that also happened just before the center closed. We had meetings to figure out how to deal with the challenge. Ralph Navarro and John Davis did a study for GPU and found some negative feelings toward GPU. Well, that was understandable. Our center had become a social center and attracted the people not necessarily young and pretty. And the young and pretty ones didn't need that. We were concerned for the whole gay person, no matter what he looked like. But the center became perceived as a place for the unfortunates.

CCSE: *What is the future for cooperation between the groups? Will the kind of response to the Governor's Council deliberations happen again?*

AH: The response to the Council was just a chance to work on something real with a sympathetic Governor.

We need something professional to deal with. [For the Center idea], we will need a contract, a concrete proposal. At this point, there has been so many snotty little letters going back and forth that it's going to be hard to get past that. But I'm willing to deal with that and a lot of other people are willing to deal with that—but it has to be a real business-like way of doing things. That to me has been the real bone of contention, that and the question of what to do first.

CCSE: *The GPU Board did go on record as supporting the idea of a Center.*

AH: Of course. When Ralph came and said the Foundation wants to do a Center we said it was kind of redundant to say we would [get involved] too—we still have our building fund, we ran a center, obviously we would like to do it again. And we could do it if we had enough people who wanted to work on it. But our current board and officers are for the most part burnt out. Because of the progress in the past decade, people think they can just cower in the closet a little longer, and put up with the harassment and not have to work for liberation.

CCSE: *What do you see in the near term as being the next major development in the evolution of the gay community here?*

AH: If we don't get a good effective means of communication, we're going to flounder

again. [Without it] there isn't a gay community, there is a gay population. Most of the people performing homosexual sex acts don't consider themselves gay, they're bisexual. And those who are exclusively gay don't necessarily consider that the entire focus of their lives. Some say we're blowing [sexuality] way out of proportion, and to an extent, that's right. But WE didn't make it the issue. We didn't write those laws against us, we didn't start the discrimination. It just takes a few people to be out front to contact friends and destroy the stereotypes (although some of us like to tweak them as well—riding what's called a 'girl's' bike, carrying what they choose to call a purse).

CCSE: *What are your feelings on the recent TV series on the gay community?*

AH: It was almost impossible to be here during that time and not know there was a gay community. It gave the young people and the old people an intellectual handle, so there wouldn't be people in Milwaukee who have to grow up like I did, not ever hearing the word homosexual and not knowing that there were people [for whom relationships] with the same sex was a meaningful thing. They'll know there are organizations, and in the phone book under 'gay' they can find the hotline.

These are the kinds of transitions I see happening. The Parents and Friends of Gays have groups all around the state, the Gay/Lesbian Network is maybe going to work, our Black and White Men Together group is beginning to realize that we'll have to deal with some of the racism in our society, I see that Rep. Moody has signed on [as a cosponsor of national gay rights legislation] and we will have more political clout. When we see Judge Landry giving a murderer two years, we have a [political] target; we have a District Attorney who's not willing to prosecute; that's two elected officials we can deal with. We need a City Attorney who's not going to prosecute when the police bring in entrapment cases. Some of the things that [CCBA Housing/Development Chairman Greg] Quindel is saying are important, as far as possibly getting involved in redevelopment of an area.

CCSE: *Do you think that the communication should take the form of a newspaper, a radio series, etc.?*

AH: I think *Gaylife* is helping, and when they get a little more money in it they'll be able to have a reporter here. The *OUT!* paper from Madison is excellent. But we need to keep working for coverage in the general press [the *Journal* and *Sentinel*]. If they don't cover a story, we can write the story and send it in. The reason we're not making progress is that people would rather do other things. Gay liberation is spelled W-O-R-K.

CCSE: *What are the goals of GPU for the next few years?*

AH: That really hasn't been established yet.

(continued on page 19)

Navarro

(continued from page 9)

long involved legal process of getting ourselves incorporated with tax-exempt status—it took us over a year to get incorporated because none of the original group knew anything about that. So we were using an attorney who was volunteering his time, and we were low on the totem pole of his interest. So it took a year and a half before we got all that stuff straightened away, and after it was finally established, then I started building the Foundation board, piece by piece. But the problem there is that foundations should have highly respected members of the community serving on them who either have money or can get to money, to make sure that your fund is constantly in flush. The Catch-22 is, that many people in the gay community who have money or can get money are deeply closeted. And, we're trying very hard but it's very difficult.

CCSE: *Is it possible to use those people who are closeted to act as unofficial liaisons to money?*

RN: That's something we're working towards, the difficulty again there is CCBA doesn't have, on the whole, well-to-do people, very well-to-do people. They're mostly in our age range, in our income group (medium to low—if we're in business for ourselves, it's low, if we're not, it's medium), we're building our lives, getting our homes and those kinds of things, the same things that are happening to anyone in their 30's and 40's. Those people who are older, who are more cash-rich, have lived lives separate from committees, organizations, etc., all their lives—40, 50, 60 years. And, they see no

use for them, they've lived that long without them, why now? We had one man in his late fifties who was fairly well-to-do who said to us point blank, 'I don't give a goddamn about anybody else's problems and needs, I'm only concerned about mine. And he meant it.

That's a very nontypical response, but the big problem in the gay community is how do you get into these little circles, and we keep working to find out where they are—there are hundreds of them, and they're all unrelated to each other. The group doesn't trust you at all, because in all of this they didn't see themselves as being needed, because gay people on the whole, specifically from our generation up, have grown up to be self-sufficient. It's the old thing, 'if I can do it, you can do it,' even though it has nothing to do with the world today.

what was being presented. And that's where the problems began, that's when there seemed to evolve a significant degree of paranoia. That's when the stories started running about Ralph Navarro being a dictator, CCBA trying to take over GPU, and all this sort of stuff.

CCSE: *What is your position on the relationship between the foundation, the center project, and GPU and other organizations that have been around a long time?*

RN: Ralph Navarro's position is, and I've tried to live this out, is bringing everyone into the process in whatever ways they can conceivably participate to make it a total community project. What sadly wound up happening with GPU was that it became an adversarial kind of thing because unfortu-

“And to me that's the success of a good business person — that you look for opportunities to serve, because if you serve, it always comes back and helps you.”

CCSE: *The most visible project, of course is the Community Center project. Was that something that was just painfully obvious from the first, or was it picked after other things were discarded?*

RN: Good question. What happened was, many people thought the idea of a foundation was a good idea, but nobody was enthusiastic about giving to a general foundation. We raised many issues to many different people, 'what if we focused on scholarships, health, the arts, whatever.' They said they'd give a few dollars, but that does not a foundation build. So, what we looked at was the history of what moves people to give more often. In the history, there are two things that move people to give: one is feeling sorry for somebody (a very concrete human thing), and the other is building projects—real concrete manifestations of their money.

The need for the center was abundantly clear from the first feasibility study that John and I did two and a half years ago. That kept coming through, the needs of the community. You may recall, for example, the first meeting when Dick [Wagner] and Kathleen [Nichols] were here from the Governor's Council. It primarily turned into a Milwaukee session. Everybody was complaining that they didn't have any place to work from, didn't have a center, didn't have this, that; it was real loud and clear that this city needs something. And that meeting refocused us, we all clicked on it—that's the thing we can use as a rallying point to help get this thing moving. We then articulated the kinds of things that could be possible. Everything went well until three months ago, when our friends' from GPU proceeded to make some decisions on our projects. The number one decision they made was that the general outlines we presented were not general outlines, but final plans for implementation. I had already presented this to about five different groups in town, and met with all sorts of interesting questions, etc., and when I met with them (GPU) they had made decisions that didn't have anything to do with

nately they made some decisions [based on their interpretation of the information, which wasn't correct].

CCSE: *I have heard that someone had in writing a comment from you that you were looking either for the absorption or dissolution of GPU.*

RN: I have never put that in writing, and that can never be attributed to me directly. I've not only heard that, I've heard that that statement was written in a letter to GPU on CCBA stationery signed by me. Now, anybody that knows me knows that once in a while I make some political faux pas, but I am not suicidal. I'm far too astute to make a stupid statement like that. We don't know where these things come from. We're only able to trace them back to a couple of people, and when we deal directly with those people, they always deny any knowledge of them.

It's like a white paper written by a GPU person on the 'real' professional career of Ralph Navarro, that showed that I was incompetent, that I was always creating chaos wherever I went, etc. I never actually saw a copy, but several other people on our Board did, and a major confrontation took place as a result of that. It took everything in me not to sue on that particular process, because it was absolutely libelous. Absolutely, it had no grounds in any truth whatsoever. Then I had to produce documents (fortunately I keep letters of reference from former employers) and pass them around and it looked like Ralph Navarro sanctifying himself, which I don't like doing, but, when I'm faced with crap I've got to respond. I have no choice but to respond. I have never been in my whole life, my whole life (and I've been involved in lots of controversy) so slandered and libeled by any group in my life. And it's by my own people.

CCSE: *To take a snapshot look at things now, have those things died down so you are able to get back to the work of the foundation?*

RN: Well, we're getting back to it—they seem to have died down significantly. We are return-

(continued on page 20)

Hess

(continued)

We need more people who are willing to work. My goal is to get an injunction against the police department to stop the harassment. If [the new group] wants to work on politics, we'll work on politics—school board, judges, aldermen, state legislators. We've got the churches to work on. We need to work on the medical profession, which isn't particularly sympathetic.

CCSE: *Do you foresee better times or worse?*

AH: As a society, we are past our prime. The 50's and 60's will be looked on as the high point. Another thing is that is that the society is out of sync with our environment. We are squandering our finite resources. We're under the control of the major corporations, and if one of them makes a mistake, it affects all of us.

We've got to make some major changes in our society. The State should have used the old breweries to make alcohol to run our cars. There's plenty of vegetable matter, and when we're done with it we could feed our cattle [with it].

So overall we're going in the wrong direction. And, that's one of the reasons I want to get more involved in politics. In a sense, I hate to 'waste myself' on gay liberation—that's so simple, all you've got to do is treat people nice! Let's just treat people decent and get on with the real problems. We're in a battle for survival. If we can use our gay connections to help work for the overall good, then we'll get the support that we need.



ing back to schedule. We aren't fighting the big fires right now. We have recently submitted a letter to the GPU Board requesting a specific grant of \$1,500 out of their building fund money.

That's something that has to be understood very clearly: \$3,200 (give or take a few cents) is in the GPU general fund designated for a community center. That is designated money that **MUST** be used for building development, a community center, in some way, shape or form. That's the only way it can be used. GPU hasn't wanted to deal with the fact that people, for example BAM members, were holding the foundation responsible for that money. They had no right to, but they were doing it anyway. So we pushed hard on GPU to say, 'how much is in there, we want to know.' And as a member of GPU I can ask that. And when they finally divulged the amount of money,

has held GPU accountable for that money. And that just amazes me. And I as one person who gave some money to it, and attended fundraisers during the last eight months it was intensely doing that, I was asking where my money was.

We are looking for cooperation. We will cooperate with, we will work with, we will negotiate, we will do almost anything to work with and develop that sense of, 'let us work together.' I still don't understand, and none of the board members of the foundation understand, why we're getting stonewalled.

CCSE: How do you perceive the attitude of the gay-oriented businesses in Milwaukee? Has progress been made in educating them that there ought to be some response to the gay business they're partaking in?

RN: I can honestly say there's been progress. I

even broader than on the gay community of Wisconsin, in line with many of the good things that people in Madison have done with their center, etc. And the bottom line reality is that Milwaukee and Madison are the cornerstones in the state as far as the gay population is concerned. It's really in that economic power that the whole future security of the gay community lies. And that's only possible if we focus and work together.

Another of my goals is to help people become less fearful not only of success but of themselves, and of each other. There's phenomenal jealousies and pettiness in this gay community, and it goes back to the closet reality, that's where it comes from—as long as the closet is predominant in this community (and as the opposite of the closet I don't mean marching down the street in dresses). When we get over that kind of thing, or at least have it in check, we will see the value in working together in developing that broad economic base.

My other great concern is dealing with the closet syndrome, because that is the block to growth in this community. The profound 'closet-ism' that's being even encouraged in some quarters of this community. And yet there's absolutely no reason for it in this community at all. And I think I'm a fairly good example of what you can do if you try. The accomplishments that I've been able to be part of, while they represented diligent work, didn't represent exceptionally hard work. Just being sharp and picking up on the moment, grabbing it. We can get in to see any politician, any businessman, anyone we want without any significant difficulty. The straight community on the whole in Milwaukee feels much more comfortable with us than we feel with ourselves.

CCSE: What are the personal goals of Ralph Navarro?

RN: Well, the two are kind of intertwined a lot, because everything I do I either do all the way or not at all. I guess the first thing is that by impacting the 'closet-ism', by impacting the foundation's success, I am then going to be in a position to move just into the realm of business and do my own business. The life of a leader in any community is limited. In my own mind, I'm at my midrange right now. That doesn't mean I won't have impact on it—ten years down the road or something. My goal is to really develop my own business, which is in the whole consulting, development, fundraising side of things. And, I believe by being successful here in the gay community and by building bridges into the straight community, we will then be used for our talents, rather than because we happen to represent this or that minority.

I want what most everybody else wants. I want to remain in a relationship with my lover, build our lives, I'd certainly like to do more in the way of traveling around and relaxing (something I haven't done in the three years I've been here). But that all comes in time.

I guess my biggest sadness is why some people in the gay community (I don't have this problem in the straight community), why they are afraid of me. There is absolutely nothing in my record that can support any degree of mistrust. But there's just this phenomenal fear on the part of some people.

"The straight community on the whole in Milwaukee feels much more comfortable with us than we feel with ourselves."

obviously there was much controversy because people were trying to understand. It has never been publicly explained where the money has gone, since a whole lot more than that had been collected. From what I understand, it's not an issue of anything illegal, it was just misinterpretation, and that they were using some of that money for their rent the last x number of months they were in existence. But it seems interesting to me that the bars, etc. that hosted fundraisers, and people who gave big money and little money, no one

can't articulate the degree of progress. I would say that some of the businesses are becoming more aware of their responsibility to the community. Unfortunately that's not true with the majority, but it's growing (there are lines of communication that exist today that didn't exist even a year ago).

The problem that I perceive is that some of the establishments are encouraging a myopic, closeted view of gay life, rather than a wholistic, integrated view of gay life. Secondly, some of them seem to be afraid that a wholistic, integrated view of gay life is going to hurt their business. The truth of the matter is that quite the opposite happens. Business grows. Any one of us knows that the overwhelming majority of the gay community goes near no bar. But as they become more community centered and community oriented [I'm watching the younger bars in particular right now try to serve the community] I'm watching them grow. And to me that's the success of a good business person—that you look for opportunities to serve, because if you serve, it always comes back and helps you.

CCSE: In a nutshell, what is your hope for the near term, what are your immediate goals?

RN: One of them has been met recently by the TV coverage that we've received. We've developed over a two year period a profound respect between the media and ourselves as a gay community. My primary focus right now is to get the foundation soundly established. It will become, in my mind, (and this may sound arrogant) the center of the success of the growth of the gay community in the next ten years, because it's going to become an economic source. And in an economic source lies the power to success. And I really believe that as long as that develops and becomes a point of unification, support and community concern, the gay community in Milwaukee will be very secure. And I think it will have an impact

HELP WANTED

Persons with skills in the following areas are needed to assist in the production and distribution of one of the Midwest's finest gay publications, *Cream City Special Edition*:

Writers
Ad Salespeople
Distributors

Salary negotiable
Contact: Marc Haupert
374-5599

among people whom I've tried to convince to use sliding-scale dues, that everybody will take the lowest price. It's been my experience that that doesn't happen, people operate on the honor system fairly well when you haven't singled anyone out, you've simply acknowledged that there are people in the world who at one time or another in their lives can't afford to join at full rate but still want to be active. One of the mistakes that organizations can make is to forget how important and how valuable volunteer time is. I have heard said by white men in gay organizations that lesbians should not be allowed into the movement because they never give any money—completely ignoring the activist's time and contributions that were made. That kind of attitude is real frightening to me—the idea that only money is valuable.

CCSE: How do you perceive the gay leadership in Milwaukee? Do we have strong leaders or people who just keep pace with their memberships?

KP: Sometimes it's hard to know who all the leaders are. We have organizations springing up all the time, some of them stay around, some don't. I'm not real familiar now with the 'rejuvenated' GPU and MALL [Milwaukee Area Lambda League—a Milwaukee gay political action committee or PAC]. I haven't really seen them operate. Similarly, with CCBA, I think that Ralph [Navarro] is doing a good job from what I've seen, and the other folks in leadership positions—the organiza-

tion has grown, there's been outreach, it's still going through a lot of growing pains. It's kind of hard to judge an organization after only three years. I think there is a lot more room for increased involvement of women in decision making positions in organizations, not to mention minority representation and so on. But, I don't see anyone running around being flagrantly incompetent or anything.

CCSE: How much progress has been made by the lesbian rights movement? Is it distinct from the progress of the gay rights movement overall?

KP: I think that, on gay rights issues in the broad sense, things like the consenting adults bill and nondiscrimination ordinances, everybody's moving along together. We saw some wonderful coalitions made in working on the consenting adults bill between all sorts of organizations, including some straight organizations (which I thought was wonderful). I think that probably, if there's a distinct lesbian rights movement as opposed to a gay rights movement, that it is simply in the sense of making sure that issues that particularly affect lesbians are kept in the forefront as

"One of the troubles is that we've got so many activist organizations and not enough activists."

priorities in the gay rights movement. I don't know that there's been that much progress on that. There are an awful lot of organizations around that have as their only priority very broad legislation, and in part that's because we've never been able to get those things. (On a national level, we're so far away from getting a federal nondiscrimination bill passed that it's kind of hard to look beyond that). On the other hand, I think that lesbian rights activists within feminist organizations have come miles in a very short time, in terms of raising consciousness in the feminist organizations—getting them to commit resources and time to working on lesbian rights issues as well as feminist rights issues.

CCSE: Would you say that on the whole those in the feminist movement would endorse gay civil rights?

KP: Yes, I would say it's the majority (but there's always a few flakes around).

CCSE: Do you think the portrayal of the gay community which came through in the recent television series was accurate?

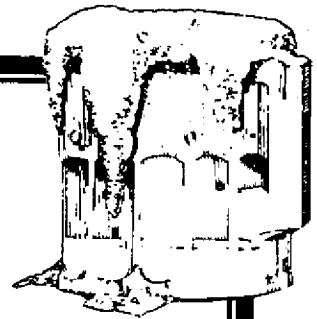
KP: It depends on which channel you
(continued on page 22)

THE Beer Garden 3743 W. Vliet

Presents
Authentic Mexican Food
by
the Acapulco Restaurant

Restaurant: Lunches-Dinners 'Til 9 pm (Fri. & Sat. 'Til 12 am)
Sunday Brunch 11:30 am - 3:00 pm ■ Mon. Nite (Taco Nite)
Bar: Double Bubble (Mon. - Fri. 4-7 pm) - Pitchers of Margaritas
■ Wed. Nite (Tap Beer Special)
■ Sunday Brunch Special (Bloodys, Salty Dogs,
Screwdrivers - \$1.00)

Phone 344-5760



Patrick (continued from page 21)

watched. I was upset with channel 6—they only portrayed one woman and she was a bartender in a gay male bar. That's hardly an accurate representation of anything. It was accurate in that there was not a whole lot of emphasis on political activism. I think there's a dreadfully low percentage of gays and lesbians in this community who are active—you can almost count them on your fingers and toes.

CCSE: *Do you classify political activism as one of the highest priorities of the gay rights movement?*

KP: In my mind, yes. Living one's convictions and all that is wonderful, becoming a bank president and being a gay person is great and coming out as a gay bank president does some good, but until we go out and change the laws as well as changing the attitudes we're never going to get anywhere. And if we wait for the attitudes to change before we change the laws, we have a very long wait.

CCSE: *How secure are we with the legislative gains made in Wisconsin?*

KP: I wouldn't hold my breath. At the last state Republican convention listed the repeal of AB70 as one of their priorities for the agenda for the party. This fellow up in Green Bay has been trying to get things repealed. I think with the present administration, we're pretty safe. [Governor] Earl would never sign a repeal. A couple years down the road, it's hard to know what we'll have in the way of a governor, legislature. I think that's one of the reasons it's so important for gays and lesbians to become involved in electoral politics as well, to make sure that we continue to have legislative bodies that are going to protect us. Considering how close the vote was on those two pieces of legislation, I wouldn't want to push things very far. We also have a long way to go in terms of enforcement of the legislation. It's on the books and half the departments don't know it exists.

CCSE: *Do you think those legislators who voted in favor are pretty set in that thinking, or are they likely to waffle?*

KP: The fact that they cast their vote and it passed goes a long way toward making them vote that way again. However, without continued reminders from their constituents that we were glad they did that and that we think they should do it again if it comes up, they

have amazingly short memories. We are not yet feared as a movement as a voting bloc.

CCSE: *What's the weakest link in governmental levels that we ought to work on? Now that the state legislative agenda is pretty much completed, is it federal legislation?*

KP: I would be hesitant to say that everything's taken care of on the state level now and we can move on to other things—I don't believe that's true. We have a lot of work yet to

ing once every four or five months for an afternoon to talk about what's going on around the State is useful, it helps people keep up to date on what's going on, but WLGN [Wisconsin Lesbian/Gay Network] can do that, and probably more effectively.

CCSE: *Getting back to Milwaukee for a minute, in my interview with Alyn Hess, he indicated he thought an injunction against the police department would be the best way to*

"That kind of attitude is real frightening to me — the idea that only money is valuable."

do. We have a police chief in the city of Milwaukee who needs to be gotten rid of; unfortunately we can't do anything about that. But, I think that we still have a lot of work to do in terms of getting union support for nondiscrimination ordinances (the state legislation is great as long as you're dealing with a contractor of the state or the state government itself, but there are all these private employers who can choose freely to discriminate and nobody does anything about it). We have to make sure that departments within the government and contractors know that this law will be enforced. In addition, activists in each congressional district have the job of making sure that their representative has signed on to the federal gay rights bills. I wouldn't place greater emphasis on either the state or federal level, just because if you let either one slide, the other one suffers.

CCSE: *Do you think the Governor's Council [on Gay and Lesbian Issues] will be effective?*

KP: It has the potential to be a useful body. It needs to be taken a little bit more seriously by the Governor's office. The problems we went through when it was first created, the promises to create two positions, then one position, then one position split half time and eventually funding nothing at all, and, once more, not giving enough money [for the Council] to operate successfully ... unless the Council is given a little more clout by the Governor's office and given the funding to do its job, I don't think it's going to be very useful. Meet-

stop the harassment. Do you think that's a viable option?

KP: I'd be extremely surprised if that could be done. If it were completely nonpolitical, isolated and a pure judicial question, [then] yes, you could do that. But, given the politics of the city, the county, I would be very, very surprised if that could be done.

CCSE: *You are embarking on a new career with the Gay Rights National Lobby. What are your responsibilities?*

KP: Well, the job description has about 40 or 50 things and then a little line that says, 'and such other duties as shall be designated.' Basically, what I'm responsible for is coordinating Congressional lobbying operations for a 12 state region. What that means is, teaching local folks in local Congressional districts how to go about effectively lobbying their Congressperson. And, how to become involved in electoral politics with a Congressperson who is incompatible with their issues. In addition, it involves (since there are a whole lot of Congresspeople in a 12 state area) doing some targeting. Finding out who is a likely cosponsor, for example, who should we put our energy into first, who should we just maintain or try to come up with other avenues, that kind of thing; forming strategy with other groups.

CCSE: *What do you tell a person to do if, for example, they have a Congressperson who is just unapproachable, can't be talked into support and is strong enough to withstand any challengers?*

KP: There are a couple of options. First of all, there aren't that many Congresspeople who are that entrenched that they couldn't be removed. One of the options is to look at building a number of coalitions with organizations that support their goals, and trying to work on heavy constituent pressure. Sometimes it's useful to involve the media, and try to get them to do some discussion (if you can find out how many letters are being received on your side, you can say, 'we have strong evidence of constituent support, and yet, Congressman so-and-so fails to support it'). At the very least, you can do a little embarrassment tactics. Sometimes with the coalition effort, if you find that he is not only bad on your issue, but bad on every other issue that's important to civil rights groups, you might be able to get him out

(continued on page 23)

276-1577



Enjoy a unique variety of delicious food, imported beers and wines. Full bar service in our quaint, cozy atmosphere. Varied menu includes soups, deli-style sandwiches, salads, gourmet dishes.

801-805 N. Cass

East Town

Open 9 am - 1 am

on half a dozen issues. That's been done successfully before in other states.

CCSE: *What is it going to take to get an openly gay person elected to federal office?*

KP: A lot of it will be timing and finding a popular figure. In a state like Minnesota, where you've already got Alan Spear and Karen Clark who are political figures who know the ropes and have the machines together that could get them into office, that's probably the best way.

CCSE: *There's been a lot of ink in the national gay press about the leadership of GRNL. What's your synopsis of what's going on there? I can't fathom why that kind of thing is going on in a public forum. I was very upset with the way the leadership change in NGTF happened—very messy and in public. Will that kind of publicity fight happen with GRNL?*

KP: I don't foresee that kind of thing happening internally. I don't see any move among the leadership in GRNL to try to remove [Executive Director Steve] Endean. The Board of Directors of GRNL is extremely supportive of Endean, and have done everything they can to, first of all get a few publications to back off a bit and be more realistic and, secondly, to lend their support as much as they can. I don't agree with everything that Endean has done (I can't think of a leader in any organization that I agree with 100%), and I think he made some mistakes and overextended himself once or twice, but overall he's brought the organization from almost nonexistence to being a very powerful organization in the country, and I think he deserves credit for that. As far as what the press is doing, I can't think of any other term except irresponsible. I won't name specific journalists, but ...

CCSE: *They're naming everybody else . . .*

KP: That's true. [Advocate Publisher David] Goodstien and [Advocate reporter Larry] Bush have done some ridiculous things, I think. They have not bothered to get their facts straight. There are valid grounds for criticism of both NGTF and GRNL, in my mind. And, I'm not opposed to examining conduct and strategies of organizations in the press, if it's done in a responsible manner—I think we need to do that, we need to keep track of what the leadership is doing and make sure they do it right. But, to go after an individual, as the Advocate has gone after Endean seems to me certainly not motivated by wanting what's best for the gay community. I don't see the connection there.

CCSE: *One would think if they did, they would do it as quietly as possible.*

KP: Exactly, and not try to destroy an organization that has done a lot of good things. Besides, I have read GRNL's by-laws, and they're perfectly adequate for solving any problem one might have simply as a dues paying member. If one had problems with the activities of the organization, there are lots of avenues to pursue quietly, through the proper structures internally, without having to rip an organization apart and destroy its image. I don't know that they have been successful in destroying GRNL's image, but they certainly have succeeded in causing problems and

diverting a lot of energy. Even if all it does is divert people's time and energy from getting more cosponsors, or making sure there's adequate funding for AIDS research, or any number of issues, you've lost time and ground you won't be able to recover easily, and in that sense do everybody a lot of harm.

CCSE: *What was it about you that GRNL liked enough to hire you?*

KP: From what I understand, it was my strong background in grass roots organizing. Organizing in the trenches, so to speak, as opposed to just being a lobbyist or just being an electoral activist.

CCSE: *What would you like to see happen in the near future in the lesbian/gay community of Milwaukee?*

KP: I would like to see some organization surface as an organization whose purpose primarily is to effect political change.

CCSE: *Other than a PAC?*

KP: Other than PAC. Since MALL is an independent PAC and not an affiliate of any other organization, it's a little different than what I'm used to working with. The PAC's whose boards I've sat on are all affiliate PAC's. The N.O.W. PAC, for example, exists to serve the purposes of the parent organization. Aside from being able to take action in electoral campaigns, I'd like to see an organization or arm of an organization that focuses on monitoring courts, monitoring legislation, monitoring ordinances (finding out what the Common Council is doing); those are the kinds of things that, for example, the WLGN on the state level can't monitor, they can't be everywhere at once. I'd like to see some local group keeping track of things on a local level, and also having input and communication with the state network. I'd like to see some more grass roots type techniques being used in terms of generating constituent pressure that isn't happening right now. But that's a tall order, and it doesn't happen over night.

CCSE: *Some say that because of the progress of the movement over the last ten years, people have become complacent and won't work—sort of a funny Catch-22, that the progress is impeding the progress.*

KP: That's not unique to this movement. When women got the right to vote, we didn't see them again for another 50 years. I hope that that doesn't happen, it doesn't have to. But, I find it real depressing to hear people say, 'well, I've never been picked on, I've never lost my job, I've never been discriminated against. Maybe that's true in the sense that they've never been fired because of direct discrimination, but on the other hand, I see it as just as discriminatory for someone to have to live lying to coworkers about what they did over the weekend—that to me is another kind of discrimination that weighs just as heavily on somebody who would like to not worry about what they told others last week. And, if people would think about discrimination in those terms, I think they would find that they are not nearly as free as they would like to believe. The other thing is that you don't have to be 100% out to be active, you can be totally anonymous if you want to (by just giving money, for example).

SE



ARTS

SERVICES

ASSOCIATES

Public Relations

Graphic Design

Arts Management
Consultation

Specialty Publications
of all types

Advertising Management

Professional
Consulting
and
Production Services
Since 1977

Arts Services Associates
of Milwaukee, Inc.
P.O. Box 92222,
Milwaukee, WI 53202
(414) 374-5599

OPINION BY JAMES C. WOOD, J.D.
Attorney at Law

**PRIVACY CHANGES IN MORALITY
LAWS ARE BASED ON RESPECT**

In keeping with its progressive tradition and recognizing the First Amendment's freedoms of personal expression and association, in March of 1982, Wisconsin prohibited discrimination based upon sexual orientation in employment and housing. A major plus for the gay-lesbian communities!

As well, effective May 11, 1983, Wisconsin dissolved those portions of the Criminal Code as would pertain to sexual activity between consenting adults in private.

Such mature reflection on the part of the Legislature recognizes a respect for private affairs among the plurality of parochial values in a free society: those of both the heterosexual as well as homosexual communities.

In turn, a reciprocal reflection requires a respect for the differing values of individuals within those respective communities. Thus the law now does not concern itself with private acts, but nonetheless prohibits public acts.

FORNICATION

Fornication—sexual intercourse between individuals not married to each other—previously was absolutely criminal. Now, the law prohibits only sexual intercourse *in public*.

SEXUAL PERVERSION

The former Sexual Perversion (now called Sexual Gratification) statute prohibited anal/oral-related sexual gratification under all circumstances, even between married heterosexuals. It now prohibits only such acts if committed *in public*.

The important distinction is the key phrase "in public", which is spelled out as

... in a place where or in a manner such that the person knows or has reason to know his or her conduct is observable by or in the presence of persons other than the person with whom he or she is having sexual intercourse.

Modification of these criminal statutes affirms the right of every individual to his or her own private association and expression.

The law still prohibits sexual acts in the presence of a third party or others, whether they be willing or unwilling. **ORGIES** are still criminal. Personal acts **EVEN IN PRIVATE CLUBS** are still illegal if in the presence of other consenting adults or those who might pass by.

[All the above sexual acts are still criminal even in private if the person is between 16 and 18. If younger than 16, it falls under a "sexual assault", since such youths are deemed unable to give an informed consent.]

From time to time uncomplimentary comments have been shared about those from either community "carrying on" in a bar, park or other "inappropriate" circumstances. If such is acceptably obnoxious, one ought well understand that more explicit conduct beyond that mark isn't just plainly unacceptable ... it's criminal!

Whether others might get a kick out of such "kinky" displays or even encourage it, unsuspecting individuals ought not be susceptible to such goings-on. Such personal intimacies are

for private, not public expression, certainly at least from a common sense of decency, if not criminal sanctions.

**FOURTH DEGREE
SEXUAL ASSAULT**

This change in the Morality Code did not change the Fourth Degree Sexual Assault law which prohibits "sexual contact with a person without consent of that person."

"Sexual contact" is the intentional touching of another, either directly or through clothing of their "intimate parts" for the purpose of sexually degrading, humiliating, or either sexually arousing or gratifying that person.

Groping is still criminal!

There have been "park-path encounters" in the Milwaukee area again this summer. Several arrests occur each weekend by deputies trained to the style and mannerism attractive to preying eyes.

All it takes is the ultimate touch, even though one may think that license was offered short of "consent". The law defines "consent" as:

... words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual contact.

One may think they perceived such consent from an "appropriate" dialog or other-such body language. If it's an officer, however, be assured the incident report will not be as accurate as you perceive it when extending your hand of greeting.

THE LAW IS NOW FAIR

The "Acts Between Consenting Adults" change in the law is now fair and equitable. It reflects an attitude that allows adults to make their own decisions as to their private associations, while still protecting the public from behavior that intrudes beyond the margins of decency an average community mind expects, including a mature gay/lesbian community.

James C. Wood, J.D. is an attorney practicing at 704 W. Wisconsin Avenue, Suite 307, Milwaukee, WI 53233

Great Lakes Systems
Elephant Disks SSSD \$19.75 — Datalife SSSD \$25.76
Library Cases 2 for \$4.50 • MX80 Ribbon \$5.45
Labels 5000 \$15.25 • MX100 Ribbon \$11.95
Paper 9 1/2 x 11 White 20 Lbs. 2600 Sheets \$21.99
**Computer — Office
Supplies & Equipment**
P.O. BOX 21720
MILWAUKEE, WI 53221
414-761-9201

**kinko's
copies**

copy quality experts
no minimum
quality copies/binding

2 Locations:
3555 N. Oakland 964-2679
1626 W. Wisconsin 344-3506

**Different
Strokes**

Quality Painting

Interior/Exterior
Wallpaper hanging
Reasonable prices
Insured

References Available
Phone 383-3562
Pat LaSota/Sue Mortensen

**SHALOM
ENTERPRISES, INC.**

Secretarial
and
Advertising
Services

445-5552
P.O. Box 92396
Milwaukee, WI 53202

CONFIDENTIAL — CREATIVE — EFFICIENT

The National Association of Business Councils (NABC) has announced that its third annual convention will be held this year in Los Angeles from Thursday, November 3rd through Sunday, November 6th.

The event will be hosted by the Los Angeles Business and Professional Association (BAPA). Members and nonmembers are equally welcome.

The theme of the convention is "Future Links" which asserts that the future is directly determined by present time and present actions. The idea behind "Future Links" is that if we want to enjoy the bonds that span the gaps between different ideologies and cultures while maintaining our own identities, we must begin today to lay new foundations of communication and continue to reinforce those that already exist.

The NABC is a nonprofit, tax-exempt organization representing the interests of its constituent business and professional councils. Membership is comprised of thousands of business and professional gay men and lesbians, and our friends and supporters from the non-gay community. NABC has chapters in major metropolitan areas throughout the United States.

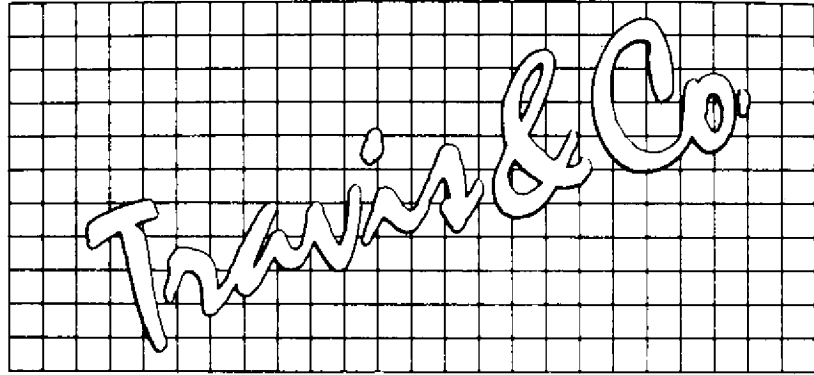
Los Angeles Business and Professional Association, P.O. Box 69982, Los Angeles, CA, 90069.

**NGTF CALLS FOR
RENEWAL
OF INDEPENDENT
CIVIL RIGHTS COMMISSION
IN SENATE TESTIMONY**

In testimony before the U.S. Senate Judiciary Committee, National Gay Task Force Executive Director Virginia Apuzzo stressed the common interests which gays and lesbians share with women, blacks, Hispanics, and other minority groups. Testifying in opposition to President Reagan's attempt to remove three members of the U.S. Civil Rights Commission, Apuzzo commented, "This Administration is embarking on policies that would reverse the progress toward full and equal inclusion in American society that has been made by blacks, Hispanics, women, the handicapped, and other minorities. That is why the President fears a strong Civil Rights Commission."

Apuzzo noted that the issue went beyond the President's current action to the future of the Commission itself, and that lesbians and gays, as a group whose problems with discrimination has yet to be fully acknowledged, have a strong stake in a vital, independent Commission. "And for those lesbians and gay men who are black, Hispanic, Asian or native American," she added, "The burden of discrimination is double."

The NGTF Director emphasized the extent of employment discrimination based on sexual orientation, pointed out that the Commission had already recognized that gays and lesbians have problems with the police system, and reiterated that lesbian and gay rights is a civil rights issue.



\$3.00 off with this ad

\$3.00 off with this ad

HAIR DESIGNS 724 N. Milwaukee St., Milwaukee, WI 53202 272-HAIR



PEGASUS

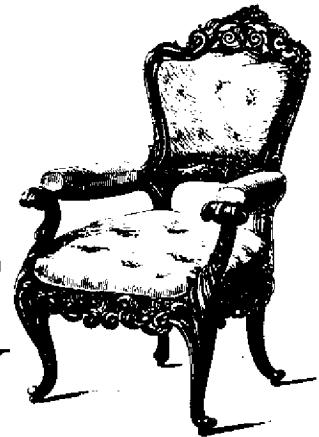
Travel and Tour Consultants, Inc.

**953 North Twenty-Seventh Street/Suite One/
Milwaukee, Wisconsin 53208**

Call: Rudi or Gino

(414) 344-7878

**Bradley's
Upholstery**



Custom Built Furniture, Antiques, Tufting

Huge Selection of Unique Fabrics

Phone 892-8606

Bradley Hausler, 118 East Main, Plymouth, WI 53073

The Quality You Deserve at a Price You Can Afford

Dedicated to giving a strong voice to the work of women, our purpose is to create quality theatre which moves beyond stereotypes and barriers to express our perceptions and visions of the world. Using a process that integrates artistic and political ideals, we seek to entertain, stimulate and transform our audience.

THE ALL DAUGHTERS THEATRE

is a women's theatre group dedicated to researching and producing works written by women about women. They are interested in a feminist perspective in both the scripts produced and the way they are produced. The company works as a collective, but has utilized a traditional production structure for the performances to date.

The company is primarily comprised of women who have had no formal training, although the director, Karen Ruth Greenlar, has worked with several women's theatre groups around the country. Nova Clite has been involved locally in women's community dance groups. Said Clite, "it's given all of us the chance to be involved in all aspects of theatre."

The group's performances take the form of theatre, although the performers bring experiences in various art forms, such as poetry, dance and visual arts. The first two pieces were works which had previously been produced as stage works in other cities. The group looks forward to doing original pieces in the future.

Community response was good to the first production, *Out of our Father's House*. The group currently operates as a community theatre, financing productions with their own money. With a goal of educating the community on the real history of women, the group has concentrated on women who were lost in history. Their second play was *Aria da Capo*, a circular play taking the form of the musical form for which it is named, written by Edna St. Vincent Millay. Performed at shopping centers, libraries, and other places, the play gained wide exposure for the company.

All Daughters Theatre is looking for women to join them, especially women of color. Trying to explore issues that affect all women, the group hopes to include women of diverse ethnic and experimental backgrounds. They are the only ongoing women's theatre group in Milwaukee to do pieces by women about women and promote women's work.

AN EXCERPT FROM THE PLAY

BY JOHN SCHNEIDER

(MICHAEL, a 35 year old man, a newspaper reporter, in a bar which has been renovated during the course of the evening so that it can now do double duty as the chapel for a funeral parlor, closes his eyes and raises his arms like Jesus outside the tomb of the dead Lazarus, and speaks in a solemn voice to the assemblage, both actors and audience alike.)

MICHAEL: Arise and walk!

(A longish pause. He opens one eye to peek.)

NO?

(Pause. He drops his arms and opens his eyes.)

Well, don't worry. Don't worry.

(He grabs a copy of today's newspaper, jumps up onto the small stage in this bar-turned-funeral chapel, and reads into the microphone about, for example, the US war in Central America, the presidential hopefuls' attitudes toward the use of nuclear weapons, the government's war against Labor and the Poor, dioxin contamination, or something else that really matters. Suddenly, he stops. Now he says this:)

When I was an adolescent I fell in love with Jesus.

(We hear a choir singing in the background, without words or accompaniment. He goes on speaking to the audience, to you.)

I mean, I developed a sexual relationship with an abstraction. Did anybody else here do that? Not that I ever imagined having intercourse with Jesus. But he did look very pretty up there, arms open, so available, apparently asleep, a feast for the eyes, too sacred to touch.

(As he continues to speak, he tears the newspaper in his hands to shreds.)

My religious instincts were ardent and can't be separated from the age at which I languished in them, half-asleep in church, my hard-on pressed against the pew in front of me as I knelt for morning mass, looking up at the statue of that naked, bleeding, helpless, sleeping savior. Prince Charming on a cross.

(He sings.)

'Love, love me do. I'll always love you.'

(The BARTENDER, handsome, walks through the room stark naked. Disappears out the back. MICHAEL goes on.)

BEFORE RTED NG ALL THOSE ENOVATIONS...

The droning of prayers. Confession was sexy, too. Tell your sins and secrets in the darkness. Sorry, sorry. And the low, tired, kind, male voice whispers: I forgive you.

(An ACTRESS, drinking, knocks her glass over, smashing it. She mumbles apologies while a WAITRESS helps her clean it up. MICHAEL just keeps talking, and the choir keeps singing.)

Hey! Bobby Kreuger lived next door to me when I was little, and he and his best friend Steve Hahn who lived across the street were going to go to hell because they talked dirty. And I took ballet lessons because I'd nearly been crippled by polio when I was three, and I liked hopscootch. And me and my best friend Christine Gross took baths together in the same tub, and my mother went to church with me and we would sing the hymns.

(He sings quickly, trying to remember melodies.)

"Glory, glory... Lord God All... Deus... Benedictus, benedictat..."
Something.

(He gives up. Tears newspaper.)

Anyway, the nun I had for seventh grade persuaded me to study for the priesthood. Sister M. De Lellis. Big Belly Lelly, they called her. I practiced her favorite song, "Claire de Lune", so I could play it for her on the piano. And I helped her decorate her bulletin boards, and she saw the calling in me.

(Pause.)

She was in love, I think, with the cutest boy in the seventh grade class. Harry Fair. Harry Fair-Ass, they called him. He was going to go to hell, too, for any number of reasons. And Sister M. De Lellis suggested I begin my work for God by distracting him away from all those dirty, Mexican, migrant worker, juvenile delinquents he was hanging out with.

(By now, he resembles a stand-up comic.)

And that's how I became a hood, as we called it in those days. And my best friend Christine Gross did, too. And I put Wild Rose hair tonic on my spit curl and duck's tail hair-do, and I wore black patent leather shoes with Cuban heels, and I carried a switchblade. Pow! And Hairy Fair-Ass called me a homo. And even though I didn't know the word, I knew what he meant on account of the way he yelled it at me and then started whooping it up with his best friend Ralph Zens.

(Pause.)

Big Belly Lelly named him King of the seventh grade May crowning of the Blessed Virgin Mary ceremony.

(He overcomes his jealousy. He goes on, always tearing up the newspaper.)

And me and Christine Gross started flipping out over Chico Garcia, the dirty, Mexican, migrant worker, juvenile delinquent, motherfucking, ass-kicking, head honcho leader of the pack.

(Pause.)

Chico cried a lot, because my best friend Christine Gross wouldn't go to bed with him. She finally did. I went to the seminary to become a priest. Christine Gross went to a mental hospital when she slashed her face up with a switchblade because she had pimples and because she had committed a sin. When I visited her there, all she did was cry. But later she said she thought the pimples came from sex, and so when anybody looked at her they'd know.

(The WAITRESS is eating peanuts. The ACTRESS is drinking too much. He goes on.)

Her going nuts like that was the end of our relationship. I went back to humping pews and loving Jesus for awhile. I felt, I felt, I felt the calling. In my fantasies, I was a missionary in Nicaragua, paddling my raft through snake-infested jungles, bringing food and loving words to all those starving children with big bellies, the Family of God, and spreading ointment on their wounds and blisters.

(Pause. The choir fades away. MICHAEL looks at the last shreds of newspaper in his hands. Feeling it was a big mistake to have told his own story, he tries to read again from the newspaper, from the fragments remaining. He tries to find sense in the pieces. But he quickly gives that up. He thinks back to his story, and adds:)

Life was very simple, then, because I didn't have to think beyond my pain and its requirements.

(He looks at the shreds of newspaper. He shrugs.)

Whatever happens, happens. I don't care. There's nothing I can do.

(He lets the paper fall from his hands and goes to the bar for a drink.)

©1982 JOHN SCHNEIDER, All Rights Reserved.



Portrait Photography
Business — Personal

Passports

Old Photographs
Copied and Restored

Theatrical — Pets

Breitlow Studio

7405 West Harwood Ave.
476-3777



MILWAUKEE'S
NATURAL

West Bank Cafe
732 E. BURLEIGH 562 5555

C.C. CONRAD
Jewelers Inc.

CUSTOM DESIGNED
JEWELRY

AT A 50% SAVINGS

14 kt. gold chains, rings,
gemstones, diamonds.

Custom designed jewelry for the
gay community at the lowest
prices in town.

PROSPECT MALL 277-7707

FRANNY, THE QUEEN OF PROVINCETOWN

A novel by John Preston
Alyson Books, \$3.95

Ever since the days of the Stonewall riot that gave birth to gay liberation as we know it, the gay community has produced several bonafide heroes of which we can be justly proud. Men and women such as Harvey Milk, Leonard Matlovich, and Kate Millet have contributed mightily to the public's awareness of the gay community and given gay people a sense of pride in themselves and in their value to society. But author John Preston has written a charming novel that reminds us how many unsung heroes the gay community has in every city across America—heroes such as Franny, the Queen of Provincetown.

From the very first day that Franny realizes he is gay (at age 18 he is taunted by a group of punks for wearing a pink angora sweater in broad daylight), he learns that a proper attitude is essential to surviving society's prejudices. He becomes defiant, mustering all the emotional strength he has in order to combat prejudice as well as the effects of his own personal traumas. When his first true love succumbs to suicide as a means of escape from a lifestyle that to him seemed hopelessly demoralizing, Franny makes a solemn vow that no other gay people in his path will ever meet the same fate. He moves to Provincetown where he is at first shunned by the gay population there, for Franny is unabashedly nelly and

not at all attractive in the physical sense of the word, an important asset to life in any gay mecca at a time when being happily gay meant not *looking* gay. He pushes for acceptance by opening the eyes of his Provincetown peers to what is really important in life—accepting yourself for what you are and not for what others would like you to be. Franny's genuine love for people and his unique individuality soon make him a local favorite in town, and later in life he becomes a sort of living legend on Cape Cod—Franny, the Queen of Provincetown.

The novel is written not in a conventional narrative style but through a series of interwoven monologues by Franny himself as well as by several people who cross his path and are forever transformed by his friendship and love, resulting in anecdotes that are often witty and always heartwarming. This unique style of interwoven monologues leads one to believe that *Franny* would make an ideal theatrical piece just the way it is written, and indeed the first public performance of this work was staged in Maine just last year. But whether it is performed on the stage or, as John Preston intended, read as a novel, the message of this story is crystal clear: be yourself and show those around you how to be the best they can be. A bit corny and perhaps not the most original theme in literary history, but one worth being reminded of every now and then. John Preston has given us one of the best vehicles for this message in recent years, and it should be savored and enjoyed.

ROB MAYER

Dave Brandstetter Mysteries

SKINFLICK

By Joseph Hansen
Holt, Rinehart & Winston, New York

The premise of the Dave Brandstetter Mysteries series is a simple one—a gay insurance investigator travels around and has “adventures” while solving crimes and saving the company he works for a lot of money. But simple things are often found to be the most complex once they are looked at closely.

It was obvious that the owner of a pornography shop broke the neck of the fundamentalist preacher with his bare hands, using the “trick” that he had learned in the marines, because the minister had come in with a half of a dozen of his friends and fellow church members and tossed some merchandise around, poured paint on the deep pile rugs and implied greater damage if the Golden Keyhole, the store, brought legal action against them. To Dave the clues were good but they didn't add up to the sum that the D.A. had come up with.

- Why did the porn shop owner wait weeks before killing the preacher?
- Since the shop owner was always so tidy about his riding horses where did the used straw come from that was found next to the body?
- For whom was the preacher buying birth control pills?
- Where are the preacher's keys since he was killed at home while on his way in from the car?

—Where did the preacher's son get \$60 worth of copies of *Frisco Nymphets* and *Six-to-Niners*?

Dave Brandstetter can handle himself well in all sorts of situations and is well-rounded character. We learn about his interests, friends, family, and past experiences in a writing style which is easy to read and understand. There are no large blocks of narration where the author gives the reader complex details not related to the matter at hand. The five books in the series are tightly written. They are like middle-weight-boxers—lean and solid, no spare flesh upon them.

The five books in the series can be read in any order but when read in the order published: *FADEOUT*, *DEATH CLAIMS*, *TROUBLEMAKER*, *THE MAN EVERYBODY WAS AFRAID OF*, and *SKINFLICK* they can be viewed as a multipart single novel about the growth of a gay person.

Dave is not a gay stereotype but is a well-rounded character. He is middle-aged and trying to make it through one day after another. There is nothing about him which we would not find in ourselves.

Joseph Hansen is a former police officer in the Los Angeles area and this shows in the Brandstetter books. Hansen knows his physical area and the procedure of an investigation. He knows the daily grind of facts and people and its flavor tints everything.

Dave Brandstetter is a man who saves people's lives, not in the sense of jumping into the ocean and pulling out a drowning person, rather, he is an everyday hero. He actively searches out the full truths behind the half-truths.

BY C. KAY HINCHLIFFE