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DECEMBER 1984

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AN EDITORIAL NOTE

WELCOME to the December "Special Edition" of the CCBA Newsletter. This publication is a joint venture between CCBA and ASA Communications, publishers of *Cream City Special Edition*, the quarterly representing "A Gay Vision of the Business World." A few words about the reason for this joint venture are in order:

Special Edition is being reorganized in order to establish a solid base upon which to grow and improve. Several options are under consideration, including publication projects in cooperation with other business entities, regionalized editions for individual cities, and improvement in circulation and production. These deliberations and negotiations are time consuming. (Typically, a magazine start up or revamping takes two

years of planning.) Investors are being sought to participate in this projected growth.

Since the winter quarterly was not to have been produced, ASA offered to incorporate the CCBA's monthly news along with some of the more popular articles, organizational notes and news briefs usually carried in *Special Edition*.

We hope this publication will be of interest to you, as well as give you a glimpse of CCBA's activities and concerns. We strongly urge you to join CCBA, the City's business voice on behalf of the gay community.

We also urge you to make use of the products and services of our advertisers and the CCBA member businesses. These businesses are true supporters of our community and deserve your consideration. ■

PRESIDENT'S COLUMN

MARC HAUPERT



AS WE END ANOTHER YEAR, it's a good time to not only look back and take stock of our accomplishments, but also to re-examine our organization's *raison d'être*.

Considering that this is an organization made up of busy people with full business and personal lives, we have accomplished much. Just putting out an informative monthly newsletter and hosting a major speaker at dinner meetings each month is a great deal of work. This year alone we were host to: financial planners, major corporate employment directors, the President of NABC, cartoonist Bill Sanders, Aldermen Kalwitz and Henningsen, *Business Journal* and *Milwaukee Magazine* Editors, a gay nationally-prominent management consultant, and MRT Managing Director Sara O'Connor. In addition, our special interest groups are becoming enlivened, as members with culinary, adventurous, musical and vinous interests congregate regularly. Our first "Business Bash" was a success, and is indicative of exciting business-enhancement activities to come. We are maintaining a high profile in the civic landscape. We're a strong and respected voice of not only business concerns but more importantly the overriding concerns of the gay community. We have made important inroads with groups such as Future Milwaukee, Goals 2000, Project Equality, The *Milwaukee Journal*, and with major leaders in the media, government and business.

Our sponsorship of the Milwaukee showings of the acclaimed play *ONE* focused attention and generated funds for the fight against AIDS. The significance of our December meeting, when we begin dialogue with Police Chief Robert Ziarnik can only be called monumental.

Indeed, we have done much. But what about the second part of my opening comment, the organization's reason for being?

I recently returned from the National Association of Business Councils meeting in Atlanta. Many of the 20 gay business councils affiliated with NABC nationwide are also taking stock of the place for a gay business council.

I contend that our purpose is now more critical than ever. Many of the successes of the recent past are due to the fact that we are speaking in terms that corporate America understands—money and business.

In a recent US Supreme Court case (*Uplinger*) the high court based its decision partly on an amicus brief filed by NABC affirming the right of traveling gay business people to be free of the threat from onerous local laws used to harrass gays.

A November 12 *Newsweek* article points out "The Profit of Being Gay" and paints a very positive picture of gay life and business:

"We're doing what no one else can do," says John Behrens, owner of a Houston computer-services company. "We're sending a strong message to society that we aren't just silly queens—we're solid, responsible citizens." Considering the economic clout behind that message, gays may not have to shout very loud to be heard.

The tremendously important groundbreaking work done by gay activists in the 60's and 70's has enabled us to now "pick up the cudgel" and carry forward. The business of America is still business, and it is on the business front that we can make significant progress. It's perhaps one of the ironies of gay life (and there seem to be many) that business people, who tend to be quieter and more conservative, hold the most promise for advances if they become active.

This is why CCBA is so important for our time. Even those people who can't yet "come out" can retain their anonymity and still support our efforts. Your simple annual membership, when pooled together, becomes so much more powerful than the sum of its dollar value. It enables us to be heard in the boardrooms, courtrooms and legislative chambers of this city.

In the last year, I've heard so many different reasons why not to join CCBA, but I have yet to hear a good one. Even if you don't feel you could actively participate, your membership is very important to us, to carry on our important work. It also makes a very thoughtful gift for your gay friends.

The work is far from over, but our organization has barely begun to flex its muscles. As we enter the new year, give some thought to how you can help. It's the kind of help that really comes back to you directly—for the rest of your lives.

All best wishes of the Season!

Y*ou and your friends are invited to participate in an historic event in the City of Milwaukee. Chief of Police ROBERT ZIARNIK will address his first public meeting hosted by a gay organization. The December meeting of the Cream City Business Association, to be held Thursday, December 13 at Del Mondo's Ristorante, 1550 N. Farwell Avenue, on Milwaukee's East Side. (Free parking across the street.)*

■ A cocktail hour and fine dinner will be followed by the talk. The menu includes: fried eggplant appetizer, tossed green salad, roasted potato, prime rib of beef, coffee, tea milk and a glass of wine. The price is \$14.00 with reservation, \$16.00 without.

The Chief is expected to address both matters of concern to our community and to the community at large.

■ Deadline for reservations is

Monday, December 10. They may be made by calling 445-5552 or sending your name, phone number, the names of your guests and payment to: *Reservations, CCBA, P.O.Box 92614, Milwaukee, WI 53202*. All who attend must make a reservation. Anyone whose schedule doesn't permit attendance at the full dinner meeting may arrive by 8:00pm to attend the talk only. Admission is \$3, and reservations are also encouraged.

INTEGRATING YOUR PERSONAL & PROFESSIONAL SELVES

ON May 16, 17 and 18, 1985, the National Association of Business Councils will have its semi-annual national board meeting in Minneapolis. In conjunction with this gathering of elected officers and representatives from the fourteen business councils across the country, the Northland Business Association of Minneapolis and St. Paul will be hosting a personal/professional growth conference. The theme for the conference will be: *Integrating Your Personal and Professional Selves*. As gays and lesbians in the business and professional workplace, we know about the compromises and sometimes "split personality" experiences of being ourselves and also playing the expected business or professional role we must if we are to succeed. This conference will be a chance to share your experience of finding a way to be both yourself *and* a successful business or professional person with others who have probably had similar experiences. This conference will highlight opportunities to share such experiences and it will also give you the opportunity to hear from the program facilitators who are specialists in the topic area of each session. Although the names of the facilitators and presenters cannot be released until they have accepted the invitation to lead their individual sessions, our planning committee is exercising high standards in selecting program leaders in order to insure a well balanced and professionally run conference. Some of the topics currently being considered for the conference include:

LEGAL PROTECTIONS FOR

GAYS AND LESBIANS IN THE WORKPLACE

A panel of national and local experts will look at the state of legal protections for gays and lesbians in the workplace. Some of the questions that will be explored include: What are the origins of some of the current city or state legislation in place to protect us? How do these laws actually protect people? What are the limits and freedoms legal protection provides?

MANAGING PERSONAL RISK-TAKING IN THE WORKPLACE

A consultant and nationally experienced seminar leader has been asked to run a session on a topic which is her specialty: managing risk. The experience of "coming out" to those we work with can force us to learn to manage risk early in our career. This risk management experience is a skill which

contributes to professional success if it is understood and utilized. This session will help its participants explore managed risk as a skill.

MANAGING PEOPLE SKILLS

Whether you have been promoted in a corporation, run a private practice or have started your own business of any kind, if you are successful you probably have had to face the responsibility of managing other people. This session will focus on some of the basic people skills which are involved in managing people. The skills of separating our personal issues from the evaluation of others and feedback we give others on their performance will also be the basis of this workshop.

PERSONAL GROWTH FOR GAYS & LESBIANS IN BUSINESS & PROFESSIONAL ROLES

This session will be facilitated by an experienced human resource development professional. It will explore the career stage experiences many of us have had, and the session will be designed to encourage sharing experiences about career growth and its impact on our personal lives.

In addition to these workshops which will be offered concurrently on Saturday, May 18th, there will be some other events of which to take note. We are planning a social gathering on Friday evening so that you can meet some of the other attendees in an informal way. The national board will hold its meeting all day on Friday, May 17. There will also be a banquet dinner with a nationally known figure to address our group on Saturday evening, May 18.

Although the conference is still in the planning stages, there is no doubt that the NABC National Meeting in Minneapolis will be a unique opportunity to bring together your personal and professional parts of your life. It will be a special experience, and we hope you will make plans to attend. More information will be coming as the planning committee finalizes its work.

If you would like to contact our planning committee for any reason, please feel free to write us at any time. The co-chairpersons for the committee are:

Peter Krembs, 475 Laurel Ave., No. 4E, St. Paul, MN 55102

David Haugland, 3929 Blaisdell Ave., Minneapolis, MN 55409

Hope to see you in Minneapolis in May! ■

STRENGTHENING OUR TIES

The Ten Percent Society, a lesbian and gay student organization at the University of Wisconsin-Madison, has announced a midwest conference of Lesbian and Gay Student Organizations, *Strengthening Our Ties*. The conference will take place the weekend of March 8-10, 1985 in Madison, Wisconsin. The event hopes to address current issues the attending organizations are dealing with

and begin a network of university lesbian and gay activists.

The conference will begin Friday, March 8th with registration commencing at 5pm. On Saturday workshops, lunch with a keynote speaker, and a dance are being planned. To finish off there will be a general assembly/bull session on Sunday. The fee for the conference is not yet set, but is expected to be between \$10 and \$20. The fee is intended to

cover all food (except Saturday dinner), lodging, printing, speakers, etc.

Topics that are being considered for workshops are as follows: Lesbian health issues; AIDS and other men's health issues; recruiting and retention of members; working with school administration; separatism between men and women; building community support; lesbians, gays and the law; lesbians, gays

and religions; alcoholism/chemical abuse in the lesbian and gay communities; Rural lesbians and gays; caucuses for organizations from each state; coalition building with non-lesbian/gay organizations; and racism in the lesbian and gay movement(s).

For more information, write:

Matthew Alexander

Memorial Union, Box 614, 800 Langdon Street, Madison, WI 53706. ■

GAY NATIONAL BUSINESS COUNCIL OPPOSES GROWING CIVIL RIGHTS INFRINGEMENTS

Strong opposition to the infringement of civil rights of gay owned and oriented businesses was formally taken by the Board of Directors of the National Association of Business Councils meeting in Atlanta on November 11.

NABC President Werner Kuhn stated, "businesses in the gay and lesbian community should be free to operate as they see fit within reasonable confines of the law."

The recent closure of bathhouses in San Francisco, the pressure by elected officials against operating residential hotels for patients with AIDS, and the harassment by fire and health enforcement officials of gay owned or oriented businesses were cited as ominous signs of dangerous rights infringements based solely on sexual orientation.

"While we realize the concern among the general population to the AIDS crisis, limiting the constitutional rights of one segment of society is not the answer. Education and understanding are far better solutions for both the gay and nongay communities," explained Susan Martin, Atlanta Business and Professional Guild President.

The gay community also was challenged to be responsible and responsive to these issues through education, prevention and unity.

NABC MEETS IN ATLANTA

Improving the tangible benefits to individual members and affiliates, and providing a strengthened national voice in the interest of the gay business community were the overriding concerns of the Board of Directors of the National Association of Business Councils (NABC) meeting in Atlanta in November.

Hosted by the Atlanta Business and Professional Guild, the national conference featured a further refinement of the regionalization of the organization begun six months prior at its meeting in Seattle. A procedural change (pending by-law revision) allows the organization's regional representatives to be elected by the affiliated councils in a given region, with one vote given each affiliate. Previously, Regional Directors were elected by the entire national board, with voting in proportion to each group's paid membership. Supporters of the measure saw it as an important step to ensure a truly representative regional voice in the Executive Committee, of which Regional Directors are members.

Seen as a high priority was the expansion of NABC services to members via the regional mechanism. Also, better communicating the already-existing services, successes and concerns of NABC through a regional network was endorsed. A monthly column of NABC news, to be provided to each affiliate, will be developed jointly by the Regional Directors and the President-Elect.

Delegates reaffirmed the purpose of NABC to provide national visibility for matters of concern to gay women and men in business. The Board noted ominous signs from the government and the religious right on the national level. Unless efforts to gain recognition and equality under the law are continuously pursued, the next few years are ripe for turning back the clock of nondiscrimination. By being a vital, 'up-front,' businesslike voice for the legitimate concerns of gay women and men, NABC fulfills a complementary position with those of other national gay support groups, delegates felt.

A press conference was held during the Atlanta meeting to publicly oppose governmental infringement of the business activities of gay-oriented establishments. While recognizing the severe health crisis imposed on the gay community by AIDS (and other STD's), the delegates unanimously condemned harassment and/or closure of gay businesses by the government. The statement endorsed educational efforts and challenged the gay community to accept responsibility for helping overcome this deadly disease (see accompanying release).

In other actions, the NABC dropped its endorsement of a health insurance plan being test

marketed in San Francisco to limited results. An information digest with organizational "how-to" material is being coordinated by Midwest Regional Director Ralph Navarro. Costly proposals related to the development of an NABC slide show and a national demographic survey received favorable response but were shelved pending improvements in NABC's financial picture. The ongoing NABC Speakers' Bureau was reviewed and new potential speakers were solicited. The Board upheld efforts to develop and incorporate useful responses to existing racism, sexism, ageism and other "-isms" in NABC and its affiliates, noting an exemplary project begun in the city of Seattle. The NABC Foundation has been incorporated and is awaiting tax-exempt status, clarified direction and revenue plans. Reciprocal benefits between members of affiliated groups are being codified and expanded. The proposal by Milwaukee's ASA Communications to use *Cream City Special Edition* as a model for a national gay business quarterly received further study and a feasibility study was distributed and explained.

An important corporate outreach project (building on NABC/CCBA's experience in dealing with Miller Brewing Company) was endorsed as proposed by Arthur Lazere of San Francisco. Each of the 20 affiliates is to commit to at least one contact with a major corporation in its area by April 1. Awards to major supporters from both within and outside the gay community will be presented at the next meeting in Minneapolis in May.

Ron Christiansen, a financial specialist from Palm Springs, CA was elected to fill a vacancy in the office of Treasurer. Walle Resnik of the L.A. Valley area was elected as the Southwest Regional Director.

Visibility, as exemplified by the November 12 Newsweek article on gay business; decentralization, as evidenced by several structural improvements, and comradery, as displayed throughout the event, were the keywords of this NABC meeting. The fine Southern hospitality accorded delegates (including a lavish production at Illusions Showplace which raised \$28,000 for AIDS) typified the energetic and supportive atmosphere which delegates will take home to refuel their local groups.

The CCBA was represented by President Marc Hauptert, who asks anyone with questions about the meeting or CCBA's involvement with the NABC to contact him. Said Hauptert, "all the exhausting effort was worth it, to make NABC a strong voice at the national level while returning many techniques and benefits we can utilize locally."

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On The Job: Gay People at Work

By ARTHUR S. LAZERE, C.P.A.

UNIONIST

BILL Olwell is International Vice President of the United Food and Commercial Workers, which, with 1.3 million members, is the largest of all unions affiliated with the AFL-CIO. He recently attended a fund raising dinner in Washington, D.C. for the Human Rights Campaign Fund, a political action committee which supports candidates sympathetic to lesbian/gay rights. As he took his seat at the dinner, the following dialogue took place:

Coors: *Well, I guess I'm sitting here. My name is Dallas Coors.*

Olwell: *Not Coors as in Coors beer?*

Coors: *Yes, I was born, bred, and brewed in Golden, Colorado.*

Olwell: *Oh, Mr. Coors, you're not going to want to sit here.*

Coors: *I'll be glad to sit here. There's only one S-O-B in the joint I don't want to sit next to and that's the goddam guy from the union.*

Olwell, 49, has been a union man for nearly thirty years. He knew he was gay at 14, was publicly pushed out of the closet at 35, but only in recent years has become widely known as a gay rights activist. His genuine commitments to both the trade union movement and the gay rights movement inevitably have led to grousing by those purists among the lesbian and gay leadership who, in their zeal, find divided loyalties hard to accept.

"The gay and lesbian community is afraid of compromise," retorts Olwell. "They don't realize that sometimes half a loaf is a starting point on which to build. I have little patience with the great rhetoric that goes on in our community, the debates, and the stridency. Labor has had to compromise. I've been through it. I've learned how to do it. I'm not afraid of a compromise."

Olwell's family background was not only non-union, it was decidedly antiunion. His grandfather owned a small coal mine in the state of Washington. When the mine workers' union organized his employees in the late 1920's, he

flooded the mine rather than deal with the union. The mine never opened again.

Olwell grew up in Seattle in a middle-class, Irish Catholic family. His father was a businessperson—a produce broker. After serving in the Korean War, Bill returned to Seattle and entered Seattle University on the G.I. Bill. He worked his way through school, holding down a job in a grocery store. When the store was unionized, he joined and became fascinated with the operations of the union. "The union gives the employees an opportunity to have a voice in what they do. I felt that the union gave workers a sense of security and a sense of dignity. I really liked it and got very deeply involved with it," he remembers.

As a result, he changed his major at college to labor relations. He completed his degree in 1959 after which he secured a job as a business agent for a local union. By 1967 he had become President of the local, which, through a series of mergers, had become one of the largest locals in the country, with membership at the time of some 11,000.

In 1970, in a bitterly fought election for the Presidency of Seattle's Labor Council, Olwell's closet was blasted open by his opponent for the office, who made public remarks on the subject of his sexuality. Olwell won the election with an overwhelming majority. He remembers the experience of being openly attacked for his private preferences as a most painful one, but he recognizes that it was useful in nudging him into dealing with the issue. He started taking his lover to official functions. He began talking about gay issues. Eventually, he helped raise money for the Seattle lesbian/gay community's successful fight to retain the city's gay rights laws.

In 1972 Olwell was elected International Vice President of his union, at age 37 one of the youngest ever to achieve that rank. In 1978 he relocated to Washington, D.C. to take up the function of Director of Public Affairs and Com-

munications, the slot he holds today. With some 45 staff people under his supervision, Olwell has responsibility for all of his union's publications, research, and education. He conducts the union's lobbying efforts, both legislative and administrative. The latter effort, of course, includes maintaining the union's relationships with the Democratic and Republican parties, Congress, and the White House. When Olwell refers to "Fritz," it is not pretension, but a genuine indication of his friendship with the Presidential candidate, cultivated over his years in the Washington political arena. He is also close to Lane Kirkland, President of the AFL-CIO.

With friends in high places, Olwell has been able to produce some concrete results for the lesbian/gay community. He lobbied for the AFL-CIO resolution passed in October, 1983 which supported gay rights legislation as "consistent with the principles of trade unionism and a person's right to privacy." He was instrumental in gaining admission for both the Gay Rights National Lobby and the National Gay Task Force into the influential Leadership Conference for Civil Rights. With Dan Bradley, he secured Mondale as the keynote speaker at a New York Human Rights Campaign Fund dinner. He played an important role in the formation of the lesbian/gay caucus of the Democratic Party and in obtaining party recognition of the caucus. He has provided assistance to the hospice for people with AIDS in Washington. He was a principal speaker at the National March for Lesbian/Gay Rights in San Francisco and has spoken to the National Association of Business Councils in Washington. To date, he has not taken any formal positions with gay organizations because, he says, of the heavy demands of his job. (He appears to have accomplished more than many who *have* held such positions.)

"I am not a front office gay person...At the union I have a line position. I have paid a very dear price for what I am doing on gay issues. I would pay it ten times over, because I think it is

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incredibly important that we, as gay and lesbian people, have role models, people who are successful and sit in seats of power and make a difference. We can show to the rest of the community that we are the same as they are, that we've got the same strengths and weaknesses as society as a whole."

While welcoming the AFL-CIO resolution supporting gay rights legislation, some community activists have been critical that AFL-CIO policy does not extend to making sexual preference nondiscrimination clauses one of the demands in negotiating union contracts. Olwell's response: "There is a dramatic misconception on that. It drives me up a wall. Most contracts now say that no one can be discharged or disciplined except for just cause. Period. The minute you start to moderate or to put parameters or to expand on that you limit the broadest form of protection that workers have. I have day-to-day, hands-on experience representing people with that language and I can tell you I would not want anything added or subtracted from that language."

On the issue of domestic partners' benefits Olwell said: "It is a tremendously complex and difficult question with large, large dollar values attached to it. The economy is going to have to change before we have the luxury of extra money to take care of domestic partners' benefits. My own lover of 17 years is not covered by my pension plan. I am working day and night to get that changed. It is a terrible thing to think that after 17 years with my lover, if I die, he'll get absolutely nothing from my pension plan. I'm trying to change it, but I don't know whether I can get it done or not. I think we're going to have to have a law which legalizes same sex marriages in the United States."

Olwell sees many parallels between the union movement and the gay movement. He would like to see the techniques which he has learned for organizing and mobilizing labor be applied to the lesbian/gay community. He offers assurance that major people in the labor movement will step forward to speak to the lesbian/gay community on the subject of labor's commitment to nondiscrimination on the basis of sexual orientation. He specifically mentioned Kirkland, Doug Fraser (former president of the United Auto Workers and member of Chrysler's board), and Bill Wintinger (president of the machinists' union).

Olwell plans to retire at age 55 and devote the rest of his life to lesbian and gay causes—that is, when he is not playing his perennial game of gin rummy. He said to me: "I've had such satisfaction out of my work and out of my life... I've had a marvelous trip through. If I die tomorrow, be sure to come to my funeral, because you'll never see anybody with a bigger smile on his face." ■
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LEADERS & LEADERSHIP

WE demand so very much of our leaders. We want and need for them to be charismatic, to have a clear vision of our community's position in the world and how that position must be changed, to articulate for us the feelings and thoughts which we don't know how to express for ourselves. We expect, too, that they will work hard, often for little or no compensation, and maintain impeccable ethics at all times.

Such demands of lesbian/gay community leaders are not different in kind from what is expected by the broader community of *its* leaders. But perhaps our demands are of greater intensity than theirs. We are, after all, a newborn community, struggling to survive in a hostile world. Being outnumbered is for us a permanent condition. Many have come to see the survival of our movement-created community as the only hope for us as individuals (and for the generations of our brothers and sisters to come) to live out our lives freely and with dignity.

And so, when our leaders fall short of our needs, we react with the intensity of people fighting for their lives. Our criticism becomes deeply emotional. In the desperation of our fears we discard leaders who, in one way or another, have erred or fallen short of our expectations. Can we afford to jettison talented people because they have proved to be human and have made a mistake?

We must, of course, examine and evaluate and criticize the actions of our leaders in order to assist them in leading us where we want to go and in the manner that we want to get there. We have empowered them, after all, to speak for us, to act on our behalf. If we do not learn to temper the *tone* of our criticism, we will risk driving away valuable and limited leadership resources. We expect our leaders to lead, but we must also allow them room to learn.

It takes time to develop leadership skills and that certain maturity of judgement which is an important ingredient of successful leadership. Such skills and maturity might be more reasonably expected of people over, let's say, thirty-five years of age. (The United States Constitution requires the President to be at least thirty-five.) For the most part, gay people of that age discovered that they were gay *before* Stonewall. Before Stonewall there was precious little moti-

vation for a gay person to develop leadership skills. When you found out you were gay, if you hadn't already, you then stopped thinking you might become President of the United States or, for that matter, president of General Motors. There were just a few lesbian and gay organizations of any kind before 1969. A whole generation of potential leadership atrophied because there were no visible leadership opportunities at the time.

There are those in that generation who went ahead and cultivated skills and experience to pursue leadership careers in the mainstream of American life. The very ambitions which led them to so prepare themselves are the same motivations which keep them locked in the sour darkness of their closets. Massachusetts Congressman Gerry Studds is an example. While he handled his coming out with admirable dignity, it was not a coming out of choice, but a coming out forced upon him. (Dan Bradley, formerly President of Legal Services Corporation, a federal government agency, is a shirring exception. Bradley came out in the *New York Times* in 1982 largely because of his convictions on gay issues. He has since taken an active role in the gay community.)

The oppression of the closet—the lies and the anxieties, the perception of being unacceptable to others in one's life—is one that grows, like a sort of spiritual tumor, over time. The growth of the tumor is gradual and the victim doesn't readily perceive the ever-increasing pressure it exerts. The extraordinary release of opening the closet and leaving it permanently, of leaving behind the lies and the anxieties, of being totally out and honest about one's identity, is hard to value until it has been experienced. Only after it is cut away, can the individual understand the weight of the tumor that has been hosted. Few, then, who have worked long and hard for success can realistically be expected to risk a lifetime of effort and achievement in order to come out of the closet and provide leadership for our community. (I would guess that few of those who *have* come out regret it. They have experienced the sweetness of liberation.)

Some, of this generation from which we would expect to draw our leaders, came out first and only then began to learn leadership skills. Ginny Apuzzo, Executive Director of the National Gay

Task Force, is widely accepted as our most effective spokesperson at the national level. It wasn't until she left the convent at age twenty-nine that Ginny found her direction as an upfront lesbian seeking social change through the political process. Her success at revitalizing the Task Force, after a period of divisiveness and instability, has been nothing less than spectacular. To date, she has managed to avoid the errors that have plagued some of her predecessors at NGTF and our other national organizations. Do we expect her never to falter? Is it fair or reasonable for us to expect infallibility? And will we allow ourselves the unaffordable luxury of casting her aside at the first slip? One hopes not, but remembers with some trepidation our recent history of deposed leaders.

Now a new generation is growing to maturity. Younger people, those who have come out since Stonewall, come out in a world that has changed significantly since Stonewall. There is a multiplicity of lesbian and gay organizations meeting community needs, articulation community values, and requiring leaders to move them forward. There are more and more upfront people who serve as role models, demonstrating for the young that one can be upfront *and* successful. And, despite continuing virulence from our foes of the reactionary right, religious and political, an ever-widening segment of the populace grows more sympathetic to our cause as the long term educational process continues. It seems logical to expect that the younger generation will provide better prepared leadership material than our movement has experienced thus far.

It wasn't so long ago that many in this country felt seriously threatened by the prospect of a Catholic in the White House. John F. Kennedy rendered such fears out of date. Geraldine Ferraro is hailed as symbolizing at least the possibility that a woman could occupy that imposing residence. That a person of color will some day have a turn is assumed. It is not too early for us to believe that the time will come when sexual orientation will be as irrelevant as gender or race or religion in electing a President.

Then, and not before then, *every* child in America will share in the universal dream of being President of the United States, the ultimate leadership fantasy. ■

The EYES Have It

Of course we all know that eye contact is a foremost strength or weakness in the art of social relations, particularly cruising. But beyond that it's both interesting and helpful to gain an understanding of the dynamics involved.

BY
GEORGE
HADLEY-GARCIA

Some men quickly become masters at the art of making an impression upon others. The skills of flashing the eyes to be directly suggestive, of turning away to create maximum effect, of staring to convey sexual attentiveness, of narrowing the eyes to show unbridled lust—combined, of course, with a myriad of facial tricks, nods and verbal encouragement all add up to making one fact very clear: that you're a character to keep in mind. From then on, gaze becomes a powerful tool, a force to be used in the control of others, a weapon with which you can put down your enemies.

An anonymous gay eye-expert offers, "Glances, stares, etc., are crucial in the gay world, especially when it comes to picking up guys...I give strange men the kind of eye contact I'd give to an old friend. Men I like, that is. I smile and say, 'hi, lovely day.' I treat him like somebody I've known for years—the opposite of the kind of treatment usually found in gay bars. I make conversation. This all means the man's contacting *with me*, rather than at me, and it alters his attitude. He sees me as a person, a *potential* bed partner, not just a sex object, which is a very superficial, often demeaning thing."

Other experts agree that directly meeting a man's eyes and talking to him removes the "meat-block" atmosphere and is conducive to friendship or a relationship. Some swingers have perfected a technique of leaning forward and fixing others with a terrifyingly intense stare—it is either rejected at once (usually the person turns around or walks away) or it meets with instant success.

Most people like to think they can make a mark without any outside help. But perhaps if we understood how contact works in ordinary conversation, a greater impact could be made, and small talk could really lead to something...

Behavioral therapist Anne Hooper notes, "Movements within the eye itself can tell the onlooker directly when you are excited or displeased. For the pupils enlarge with excitement, then promptly reduce when we turn our gaze to something less admirable or even when an unpalatable thought strikes us.

"This little known fact was so well recognized long ago by jade dealers that they would veil their eyes during bargaining so the dilation of their pupils would not give away their excitement at a particularly fine piece of jewelry and thus raise the asking price. Today's nearest equivalent are the dark glasses poker players sometimes effect during important tournaments."

A London Psychiatrist, Eckhard Hess, has invented a "pupilmeter" for measuring these eye changes, and he believes it is much more accurate than the lie detector. His apparatus not only indicates the presence of emotional excitement but also the nature of that emotion. He once asked men to rate the attractiveness of various photographs of individuals; the pictures were the same in every way, except some had been retouched so that some of the people in them had enlarged pupils. Most men chose the ones with the bigger pupils as more attractive, even though they usually didn't understand why. It seems possible that enlarged pupils transmit a sexual signal without our awareness. In Italy, gay men still enlarge their pupils with drops of belladonna in gay discos.

But the way in which we move the whole of the eye is where the skill starts. Psychologist Michael Argyle from Michigan State University declares in his ongoing research on human communications that the way we look at each other demonstrates not only whether we are friendly or hostile, but also whether we are inviting conversation, questioning or giving feedback.

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People use eye movements to control both the conversation and the person who is making it. When, for example, John is talking to Dick he may not look directly at him. It's only when John reaches the end of what he has to say that he looks at Dick again, thus unwittingly giving Dick the signal that he is finishing and it's up to him to continue the conversation.

If, for some reason, believes Dr. Argyle, either feels that the degree of intimacy between them is too great, it can be quickly reduced by the couple looking away from each other. Conversely, if intimacy is welcome, there will be an increase in the mutual gaze.

Harvard psychologist Zick Rubin, on observing male-female couples waiting in a room, found that the partners who looked at each other most were the ones who scored higher on his love scale. The old song *I Only Have Eyes For You* proves particularly appropriate in this context, as in a gay one.

Maternal eye contact with babies usually begins at around the fourth week. It means nothing to the child at the time, but it is highly rewarding to the mother. But for most conversations there is an accepted balance of intimacy which is controlled by eye contact as well as physical closeness, the personalness of the subject under discussion and even the tone of voice. Couples forced to remain physically apart—example: gay males in public—maintain personal intimacy by using longer periods of looking at each other. At least one expert suggests that gay men have superior psychological judgment than straight men. One reason is that more gay men look into the eyes of the men they talk to. Straights, on the other hand, are more apt to address the air than the person in front of them. So gays are slightly more likely to address the effects of their words on the men they're talking to.

With the basic understanding of how mutual gaze operates, it's not difficult to work out a few simple rules about how to establish the most use of eye contact. These are rules especially useful for people lacking in social skills or for those wishing to improve existing relationships.

If you want to get along with somebody, seek their eyes often in meetings or conversation, adding a smile. A sexual relationship is begun by "making eyes," a short but frequent gaze where the smile is softer and the pupils naturally more dilated. In primates, staring with wide eyes is a signal of threat. In humans, too, staring can be used to establish domi-

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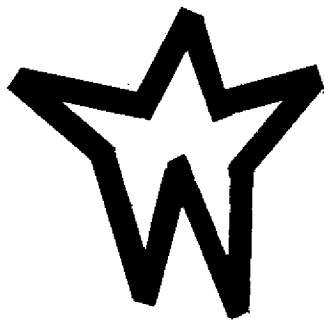
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nance. If you need to establish superiority of authority, a piercing gaze (without smile) that doesn't let up can make an employee, say, feel very small. (Conversely, if you want to establish that your opposite number is boss, look away from him/her more.)

Feedback is important in successful conversations. If someone being interviewed for a job appears to be gazing around the room instead of focusing on the interviewer, he's not likely to make a good impression. A successful conversation goes as follows, according to Dr. Hess: A, who is talking, directs his words mainly into the space around B's head. But occasionally he glances at B for feedback as proof that B is listening. B's eyes are fixed on A throughout the conversation to pick up cues such as these glances. When feedback is called for, B nods, smiles or does whatever is appropriate.

When A nears the end of his part of the conversation he does something characterized as channeling. He focuses his gaze back on B as a signal that he is about to stop talking and that B must therefore expect to begin. In other words, channeling is switched.

This is normal, attentive conversation. For the beginner, observe yourself in conversations and take note of how many of these rules you adhere to and break. If there is a breakdown in attention, feedback or channeling, the impression made may be radically altered once you follow all the rules.

Don't let your gaze last too long, since this becomes unpleasant and embarrassing for both, and high levels of arousal may be generated accidentally. Research has shown that people will leave public rooms, such as a library, when subjected to terribly long stares.

In depression and embarrassment, men tend to look away, typically downwards. If you need to appear confident, deliberately look up, even as you walk. Incidentally, when someone lies during a conversation, the gaze tends to drop. The cleverest liars are those who carry on looking frank and fearless as ever.

Drama students at the Stanislavsky school of method acting are taught basic exercises that involve eye contact. We can take advantage of these, too. Here goes:

1. Try to relax all of your muscles. You want to look at ease, not tense and nervous.
2. Think about the subject you're going to talk about. For anybody who gets edgy at the thought of launching into conversation with strangers, it's a good idea to plan a few topics to talk about in advance. If you are going to have a meeting with a superior at work, plot out your case for asking for more money, more

staff, a coffee machine or whatever. If you're at a bar or party, go armed with some subjects you are happiest and most comfortable talking about. Best of all, ask a new person about himself. People love talking about themselves—within reason—and all you have to do is express an interest.

3. When you're speaking, make sure you're comfortable. If you're standing stand square, with weight evenly balanced. Don't wriggle around or, if sitting down, don't cross or uncross your legs often.

4. Don't rush into speech. You're not fighting the clock. Take your time, be casual. If you are addressing a group, make sure you can see everyone clearly.

5. As you begin to talk, make eye contact with everyone in the group, so that they all feel included in your story. If you're talking to an individual, look at them first to establish contact, even if then you are more comfortable looking away and glancing back at them every so often.

6. Don't stare doggedly at either the ceiling or the floor.

7. Try not to gesticulate wildly. You'll seem far more calm and in control of the situation if you keep gestures to a minimum.

Another acting trick which gives an impression of stature is a physical exercise aimed at enhancing an inner feeling. It works by raising your eyebrows level.

You must stretch your arms all the way up from the floor to the ceiling and then open your mouth at the same time and stretch that, too. Doing this will throw your head back so that your eyes are staring high up to the ceiling.

Then you slowly lower your arms and close your mouth, but you don't deliberately change the position of your eyes. As you close your mouth and tuck in your chin, you just let your eyes follow that movement and stop when your head stops moving. This leaves you looking "down your nose." So, when you get back to normal standing and start a conversation, you are, in effect, looking superior—a ploy still used by management today. It can just give you that inner boost you need at a certain time. If you feel on top of the situation, chances are you will be—whatever the situation: sexual, professional or otherwise.

Remember not to shy away from meeting meeting men's eyes. People who avoid someone else's gaze are seen as nervous evasive, tense and lacking in self-confidence—a very unattractive trait among everyone, especially gays. People who look at others a lot come across as friendly and contented with themselves. So...the choice is yours. ■

GNIC NETWORK

The GNIC Network has been serving the electronic communications needs of gay men and lesbians for nearly three years. The initials stand for 'gay news, information and communications,' and the service provides all three very well.

Being one of the first viable gay bulletin board systems (BBS) in the country, GNIC has had its share of mechanical and service problems, but has overcome them all to become the longest lasting information service. Today, it is truly a dependable medium for instant dissemination of information and person-to-person communication.

With the ongoing computerization of each of our homes and businesses, GNIC will occupy an increasingly important place as an information medium. With planned staff increases, the system will be able to provide continuous updates on the news of the day, and alert the nation to items requiring immediate action.

It also provides users the opportunity to make new friends and business contacts coast to coast with just a local phone call. With electronic mail, users can communicate immediately and set up their own special interest groups.

The communications device of the future is certainly here today. With about \$300 in simple computer equipment, or inexpensive modem and software add-ons to a current system, one can enter the electronic age, tailored to the needs of gay women and men.

The following interview was conducted entirely over the GNIC Network, with CCBA President Marc Hauptert making a local call to access the network. Responding is the system's creator, Joe D'Andrea.

MH: The first question is, why do you do the network? It seems like a lot of work for relatively few users.

JD'A: Well, true it appears that way. But I love computers...always have...and since I had the equipment from a previous business, all I had to do was add the software (no small task) and install the communications equipment (Tymnet, etc.). Having the equipment already (as well as a full time job elsewhere) saved the need for the initial start-up capital. We have over \$50,000 in equipment here, and would never be able to have started the system, or pay for its monthly operation if we had to start from scratch. As to the number of users...we are always trying to reach out to more and more computer users. We have done a fairly wide-spread advertising campaign in the gay press, and we expect to repeat that campaign very soon. We are also in the final stages of doing a "press release" campaign to all the traditional computer magazines both professional and personal. This will help to increase the number of users.

MH: Is it a pretty much "one man show"? How difficult is it to keep it running?

JD'A: Yes, it is a one-man show. It requires a few hours a day and most of the weekend to keep running. There is never enough time. If I had help (and of course that can't happen till I can afford help) it would be much easier...sort of a vicious circle since the usage won't increase till the system is better (friendlier and has more news, etc.). You can't have that without extra help for me. I can't afford to hire someone until I have the money to pay them, and I can't get the money till the usage increases.

MH: You mentioned advertising in computer mags and business mags; do you encounter any resistance because the network is for gay people? I was interested to read over GNIC about the "high-tech gays" and their problems with broad-based bulletin board systems.

JD'A: Well, your question has two points. One, the advertising, and the second is the problems gays have on "public" boards (either commercial or non-commercial). To the first point, we can't afford direct advertising in the computer magazines. (A one-quarter page black and white ad in *Byte*, for example, costs \$1,500 per insertion...that's more than we take in in income each

month). We will be doing press releases, those little blurbs that you see in the back of each magazine. So far, however, we have not had any problem with placing the material. Some publications will just ignore us and not publish the item. But there have not been any real confrontations. (Note: we have not actually begun the real thrust of this campaign yet, so the results are far from complete). One of the reasons I started this system is because there was so much problem on the other boards. I experienced it personally. On COMPU-SERVE you could not put a message on there with the word "gay" in it. The message would be deleted by someone (presumably the operators, since no-one can delete a message). And on THE SOURCE, you could put a message on, but usually within a day or two some homophobic users would respond with something like 'You fags don't belong on this system...why don't you guys start your own system and get off this one.' So I did!

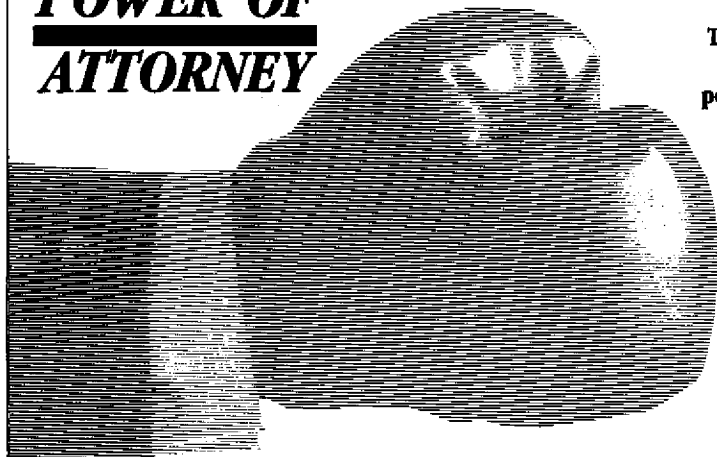
MH: Have you heard any other users' stories about being denied access or having problems on other BBS?

JD'A: I am aware that a few years ago, an informal group of users on COMPU-SERVE were regularly having their "electronic mail" read and censored by someone at COMPU-SERVE. In defense of COMPU-SERVE, once the problem was brought to the attention of management, the person involved was found, and fired. And since, COMPU-SERVE has published a policy stating that no one's mail is read by or handled by any employee of COMPU-SERVE...so much for public boards. On the private side, an employee of Tandem Computer Corporation used that company's bulletin board to try and seek out other gay employees at Tandem. His message was broadcast to all Tandem offices nationwide, and within a day or so, his account was mysteriously closed, but not before he received a few "get off this system..." type messages. I believe his account has been turned back on and Tandem has made a public apology, and issued a statement that they will also not interfere with messages in the "public" section of their system.

MH: What's the legal situation there...Is there less privacy using computer telecommunication as opposed to the telephone with voice?

JD'A: I think the legal situation is somewhat ambiguous at best. In terms of the Tandem

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situation, that is a privately owned system, intended to be used by Tandem employees for business purposes. I suppose that in that case Tandem has the right to do whatever they wish with that system. However, the so-called "public" commercial services, such as COMPU-SERVE and THE SOURCE, don't fall into the same category. I believe that since they are open to the public, and since they charge a fee for the service of delivering information from one person to another, they have no right to censor or interfere with the delivery of that information. As to the privacy issue, everything in a computer system is available to the system operators. You must have faith in the system you use to be sure that your information is not compromised in any way. At GNIC, we are openly gay, and therefore have no reason to interfere with messages and/or mail. As to the actual legislation regarding inter-state transfer of messages, I don't think the question has been addressed, since the technology is so new.

MH: What "niche" do you see GNIC fitting into? There seem to be other BBS which are more specific in focus. Is GNIC hoping to be a very broadbased information service?

JD'A: Broadbased in terms of being gay...yes. Broadbased in terms of giving you the latest weather reports from around the country, no. While there are some local BBS operations which are very specific in nature, (i.e. S & M, etc.) We are the only gay system with access from the entire nation. Every other system requires the caller to place long distance phone calls to connect (unless you live in the city where the system is based). We are purchasing a conferencing software package which will enable us to further divide the user base...so the users can explore various special interest groups while still being part of the overall user community.

MH: How much does the "average user" use the system now?

JD'A: The average user's monthly invoice is \$20. This figure has risen every month that we have been in operation...so that is encouraging. I expect that it will now start to level off at \$20 and that the number of invoices will continue to increase. We have users who regularly use \$100 per month.

MH: Which of the services are the most popular?

JD'A: The most popular are the direct communications programs...like the one we are using now. Users like to communicate with each other directly. The next most popular is mail. Communication seems to be high on the priority list of most users. About half the users are avid news readers, and are reading news items inbetween communications.

MH: Are there any plans to enable local users to provide news and information for general consumption?

JD'A: Yes, we have just finished the program which will allow "up-loading" of news and information direct from the user to us. We have had two or three users experimenting with supplying the system with local news. What remains is a facility for reimbursing users for their time on-line while supplying us with information. Once those details are worked out, and as soon as all the kinks are worked out of the up-load program, we will open it up to everyone.

MH: What other types of services are planned?

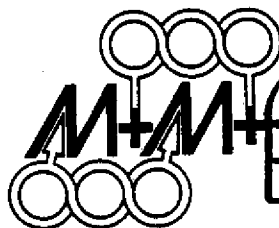
JD'A: Well, we have been trying to get our National Resource Directory on-line for some time now. Mostly we are running into operational problems. We just don't have enough disk space to do the job right. Also the information is constantly changing, and that is a mammoth task in itself. The National Resource Directory is an on-line listing of every gay and lesbian organization and business in the United States and Canada. We will be listing the names/addresses and contacts for these organizations, and the entire list will be categorized for easy access by the user. Some other services will be a "leisure" section, which will carry entertainment type material; the latest movie, video, music, theatre and book reviews. Also on the planning desk are a legal and a medical advice and information column...All these features take time and money though...so I can't say exactly when they will be available. But we are trying.

MH: Groups like NABC have regular telephone conferences, which are quite costly. It sounds like they could use GNIC to provide immediate information from one local chapter to another.

JD'A: We would like to have more organizations involved that way. In fact, we do have a group of people who regularly hold "private" conferences on-line with us. The problem is that most organizations are under-funded, and so the likelihood of them having a computer available is pretty marginal. In the specific case of the NABC, I suspect that since it is a business organization, they would probably have computers available. We can offer many services within the existing framework, and can even tailor services and features for a select "sub-group" within the system.

MH: Is there anything else you would like to relate about GNIC?

JD'A: Just that we are eager for new members, and eager for help of any kind (perhaps there is someone reading with \$\$ to invest) and that we are pioneering in a field not usually associated with gay concerns. ■



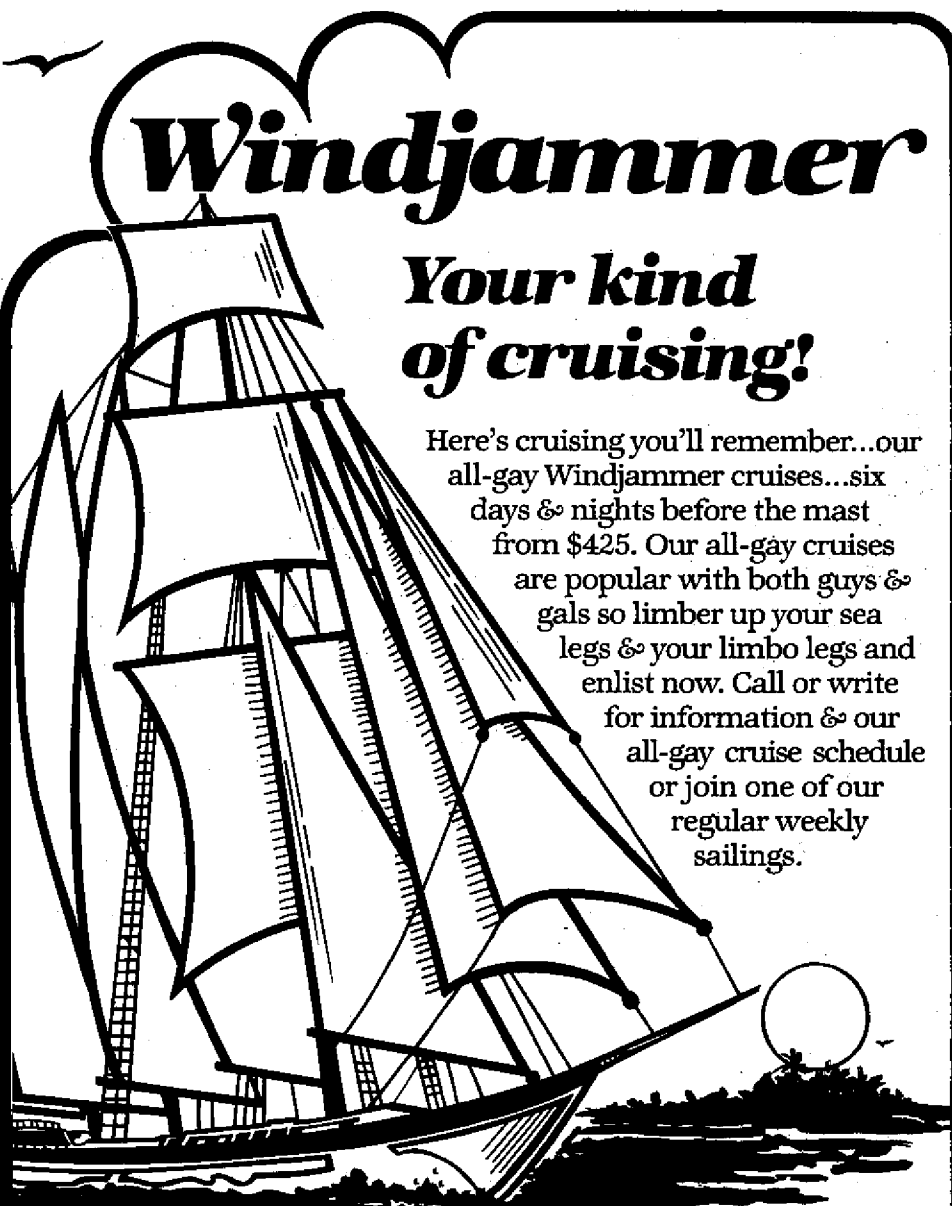
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