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**+++++ GSA NETWORK HIGHLIGHT+++++**

**Make 2008 Great - Run a Campaign for Unbiased Sex Ed at Your School**

Is your health teacher willing to answer when students ask questions in class about homosexuality or masturbation?

In that same health class, are students provided accurate information about contraceptive methods to prevent pregnancy and STIs AND cover the needs of all students, including LGBTQ youth?

Are you allowed to learn about sexual health without first bringing in a permission slip from your parents/guardians?

If you answered no to any or all of the above questions, and you are a student in a California public

you might not be receiving the sexual health education that you need and deserve under law.

The California Comprehensive Sexual Health and HIV/AIDS Prevention Act of 2004 (aka SB 71) passed a few years ago and clarified the state's laws on sexual health education. It's there to make sure the law speaks to the needs of everyone.

**As a student in a California public school, you have the right to sexual education that is medically-accurate, comprehensive, age-appropriate, and unbiased.** This means that if your school offers sex ed, you have the right to get your questions answered and to get the information you need to make healthy decisions for yourself.

To learn more about the law itself, please read GSA Network's resource sheet which can be found <http://www.gsanetwork.org/resources/index.html>

You might have heard that other states still require "abstinence-only" sex ed in their classrooms, but this policy is being pushed by the White House. The law is different here in California, but that doesn't mean that it is being implemented at all schools. In fact, GSA Network has received reports from several schools across the state from students who say they are not getting the education they need and deserve. One school, like the GSA in Rancho Bernardo for example, decided to study up themselves and present a sex ed workshop after school. Other GSAs are talking to their teachers, school administrators, and members of their schools board.

**What should you do if you think your school isn't following the law?** Here are some possible actions you can take with your GSA at your school:

**1. Know what your rights are**-read GSA Network's SB 71 resource sheet and review what's going on in your health classes-and start educating other students. This could be the first step in a SB 71 implementation campaign at your school or planning a sex ed workshop of your own.

**2. Reach out for help**-contact the GSA Network closest to you and get connected with a Program Coordinator who can talk with you about action you can take. We can give you tips on how to launch an implementation campaign! Local offices of organizations like Planned Parenthood (<http://www.plannedparenthood.org>) or BIENESTAR in Southern California can also provide you with speakers, brochures, and other resources.

**3. Figure out who the players are & who has the power**-Look around, ask around, and determine who in your school is making the decisions that are leading to you not receiving an adequate education. If the health text book is sketchy with the info, then maybe it's time to talk to the school board because they are the folks who decide which books to buy. If your teacher is reluctant to answer your questions, perhaps it's time to talk to the head of the health department at your school or to the principal.

**4. Go to the top**-The California Department of Education is the state agency in charge of making sure all schools follow SB 71. It might be beneficial to enlist their help and notify somebody at the state level. Send an email to them at <mailto:schoolhealth@cde.ca.gov> or call them at 916-310-0914. Explain what's going on at your school and ask for help.

GSA Network is working to respond to GSAs' concerns about sex ed and LGBTQ youth and we want you to run a campaign to make changes at your school! **If your GSA is serious about running a campaign to implement SB 71 and get unbiased sex education at your school, contact <mailto:advocacy@gsanetwork.org> or 415-552-4229 today!**

**+++++ GSA NETWORK ANNOUNCEMENTS +++++**

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**1. Now Hiring: High School DVD Project Coordinator**

The Frameline/GSA Network High School Distribution Project is a collaborative undertaking between Frameline (national distributor of educational LGBT films and producer of the San Francisco International LGBT Film Festival) and the Gay Straight Alliance Network (GSA Network). The project will provide quality educational media focused on LGBT issues to high school students throughout the state of California. Frameline will work with the GSA Network of more than 650 high school clubs throughout the state to distribute DVDs selected in consultation with high-school members of the Gay Straight Alliances. The project will also develop and provide accompanying study guides and supplementary materials to help ensure usability and enhance educational impact. This project will provide powerful media directly to students who will educate and inform while helping to eliminate homophobia and discrimination in California's schools. Ultimately, this project will provide opportunities for individuals to play a primary role in creating more productive school environments in their own hometowns for LGBT teens and all students through their ability to purchase and donate DVDs directly to participating GSAs.

The Project Coordinator will play a primary role in the design, development and implementation of all aspects of the project. Under the supervision of Frameline's Distribution Director, the Coordinator will work closely with both Frameline and GSA Network staff to coordinate youth involvement at all stages and ensure deadlines are met and deliverables are fulfilled. This is a temporary, part-time position, 20-30 hours per week, lasting approximately eleven months (January 2008 through October 2008). Work schedule may include expanded hours and flexibility during peak periods as well as some travel within California. Compensation will be commensurate with the candidate's abilities and experience (salary range is \$2,000 to \$2,500 per month).

For more information and to apply for the position, please visit - <http://www.frameline.org/participate/employment.aspx>

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**2. eQuality Scholarships - Apply Today!**

The eQuality Scholarship Collaborative awards scholarships to graduating high-school seniors in northern and central California for their service to the LGBT community. In 2008, 10 or more \$5000 scholarships will be awarded to assist with post-secondary educational expenses - tuition, books, and supplies.

Applications are available from high school guidance counselors throughout Northern and Central California.

Applicants must:

- be graduating from a high school in northern or central California;
- have applied to an accredited post-secondary institution - college, university, or trade school.

Completed applications, including transcripts and a letter of recommendation, must be postmarked no later than February 16, 2008.

The Collaborative is the joint effort of a group of individuals and organizations based in the San Francisco Bay Area. Organizational members include PG&E PrideNetwork, KP Pride, Genentech Out & Equal Action, Out & Equal Workplace Advocates, and GSA Network.

For more information or to download an application, visit the Collaborative's web site at <http://www.allyaction.org/scholarship>.

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### 3. Get GSA Network T-shirts, Buttons & More!

Another GSA Network T-shirt hot off the press... Cafepress that is. Do you just love our GSA Pow postcard? Well, now it's a shirt. Buy it today and help support GSA Network!



#### Order one of our three New T-shirts and help support GSA Network:

- \* GSA Power
- \* A is for Ally
- \* Activist
- \* Male, Female, Other / Neither / All of the above

#### Also in stock:

- \* I heart GSA
- \* I HELLA Heart GSA
- \* and our classic GSA Organizing Shirt

These new designs can ONLY be purchased at our online store. For every item you buy GSA Network a small donation (\$3-5) to keep doing all the good work we do!!!

So, help support GSAs and look cool doing it.

To Buy Today: <http://www.cafepress.com/qsanetwork>

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### 4. Re-register Your GSA Today - Get New Resources & Keep Informed!

Before you plan any events for your GSA, remember to register or re-register your group with the Network. Do it NOW to make sure you receive our student resource sheets, campaign resources, notifications of future GSA Network or LGBT-related events. (Mailings will go out only to California middle and high schools.)

Register online at <http://www.qsanetwork.org/register/index.php>

If you have any questions or concerns contact:

<mailto:info@qsanetwork.org>

415-552-4229

#### +++++ OTHER ANNOUNCEMENTS +++++

*GSA Network News is a publication of Gay-Straight Alliance Network. Events, resources, and new listed under "Other Announcements" are not sponsored or written by GSA Network, and do not reflect the views and opinions of GSA Network.*

**Southern California**

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**5. REACH LA Seeks New Youth G2G Leadership (Los Angeles)**

REACH LA is looking for a 15-20 FIERCE young women, ages 16-24, who are interested in reprod justice and public policy.

Interviews for the 2008 G2G Sexual/Reproductive Health Leadership Program will begin January 2; your application in ASAP to schedule an interview appointment. Check out what G2G Leaders did <http://www.reachla.org>.

For more information and G2G Leadership application please email: <mailto:reachla@earthlink.net>

**Statewide**

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**6. Researcher Seeks Parents and Caregivers of Trans Youth for Survey**

You are invited to participate in a Survey of Parents or Caregivers of transgender or gender varia who are currently 25 years old or younger. This survey is includes foster parents, shelter staff and family members who are 18 years of age or older who may be primary caregivers of the youth. This study is to lead to improved mental health services and other supports for transgender youth families and caregivers.

Transgender Youth and Families Needs Assessment Survey is being conducted by Donna Matthews Student at CA State University Sacramento. To participate or for more information contact:

<mailto:transfamilysurvey@comcast.net> or

Donna Matthews/TransFamilySurvey

P.O. Box 5083

Sacramento, CA 95817

Note: Transgender Youth and Families Needs Assessment Survey conducted by Donna Matthews is approved by the Division of Social Work at CSUSF Institutional Review Board as a no-risk study. subjects approval number is 07-08-051.

**National**

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**7. Enter to Win \$3500**

Was sex ed at your school a total drag or did you love it?

If you could design a whole new system to for teens to learn about sex and its consequences, wh you create?

Advocates for Youth, along with a dynamic group of progressive organizations, is hosting a sex ed video contest for young people from age 15-30.

To learn how you can win \$3,500 or other prizes - and for official context rules - click here!

<http://ent.groundspring.org/EmailNow/pub.php?module=URLTracker&cmd=track&j=182268869&>

You can record a video with your cell phone or webcam - or, if you're a special effects guru, you an animated masterpiece - It's up to you! Remember, content and creative vision will be weighed heavily than production quality.

**All entries must be submitted by January 7, 2008.**

First place wins a \$3500 scholarship to the educational institution of your choice (or cash equivalent); second place wins \$1000 cash; and third prize is your choice of a Nikon P5000, a Nintendo Wii or an iPhone.

Enter the Fresh Focus Video Contest today for your chance to win \$3,500!

Video finalists will be featured at the Sex: Tech Conference: Focus on Youth, an Inaugural STD/HIV Prevention Conference about youth and technology, January 22 - 23, 2008 in San Francisco, CA at the Institute for Next Generation Internet.

Advocates for Youth is dedicated to creating programs and advocating for policies that help young people make informed and responsible decisions about their reproductive and sexual health. Advocates provide information, training, and strategic assistance to youth-serving organizations, policy makers, youth, and the media in the United States and the developing world.

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**8. LGBT Students of Color: Speak Out!**

GLSEN (Gay, Lesbian and Straight Education Network) is looking for students to be part of a study on the experiences of lesbian, gay, bisexual and transgender (LGBT) students of color. You can help GLSEN educate policymakers and the public about what's really going on in our nation's schools.

If you:

- currently attend a U.S. high school (grades 9-12),
- are a person of color,
- are lesbian, gay, bisexual and/or transgender, and
- would like more information about participating

Please contact Elizabeth Diaz, Research Associate, at <mailto:ediaz@glsen.org> or 212-727-0135 (ext. 8051). All participants will be compensated for their time. Please note that participants will be required to get written permission from a parent or guardian in order to participate.

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**9. Make EC Available Over-the-Counter for ALL Women**

A Petition to the U.S. Food and Drug Administration (FDA)

In America, where 95 percent of the annual 750,000 teenage pregnancies are unintended and quality reproductive services for young women are often limited, activists like you must take action to make emergency contraception more widely available.

Advocates for Youth and Choice USA urge you to Take Action! It has been one year since the FDA made over-the-counter sales of EC available only to women ages 18 and older. We continue to advocate for the removal of this age restriction.

Learn more and sign the petition!

<http://ent.groundspring.org/EmailNow/pub.php?module=URLTracker&cmd=track&j=181814463&u=>

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**10. Movement Activist Apprenticeship Program**

Now Accepting Applications for MAAP 2008 The Movement Activist Apprenticeship Program (MAAP) is an 8-week intensive national organizer training program for people of color, who are committed to leadership.

theory and practice of building social justice movements through direct-action organizing. Participate in the art and science of organizing through in-the-field training and skills development with a community labor organization. Graduates of the program receive help finding employment as organizers with community and labor organizations fighting for social justice. Over the years, MAAP has produced emerging organizers of color, who have continued to work for social justice and gone on to play a key role in the Movement. MAAP 2008

**CYCLE:**

June 16th - August 8th Please submit applications to the CTWO training department by March 7, 2008 email: <mailto:trainings@ctwo.org>, fax: (510) 533-0923 or snail mail: CTWO Training Department, 21st St., Oakland, CA 94606.

Qualified applicants must be people of color, at least 18 years of age, and display a commitment to a movement for racial and social justice. In order to be considered, individuals must be fill out an application and attend a Community Action Training during the spring in one of the following cities: Oakland, CA; Brooklyn, NY; Miami, FL; or New Orleans, LA.

To learn more about the application process, please go to <http://www.ctwo.org/index.php?s=27>.

**Jobs**

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**11. ACCESS Coordinator**

Community United Against Violence (CUAV) is a multicultural organization working to end violence within lesbian, gay, bisexual, transgender, queer and questioning (LGBTQQ) communities. We understand oppression to be a form of violence and work to end and heal from all forms of oppression. We offers a 24-hour confidential, multilingual crisis line, free counseling, legal advocacy, and emergency assistance (hotel, food and transportation vouchers) to LGBTQQ survivors of domestic violence and violence.

The ACCESS Project is a two year pilot project funded by the Department of Children, Youth and Families (DCYF); it is a collaboration between LYRIC, CUAV and Youth In Focus (YIF), that exists to empower LGBTQQ youth to take a leadership role to eliminate barriers to full participation and representation in the community; deepen the San Francisco provider community's understanding and awareness of issues affecting LGBTQQ youth and their families; build bridges among and between LGBTQQ communities and other communities; strengthen the infrastructure of existing community-based organizations (CBOs) to serve LGBTQQ persons; increase visibility of and access by LGBTQQ youth and their families to community services. During its implementation phase, the ACCESS Project invited a cohort of CBOs with our youth-adult teams over a six-month period to assess, receive training in and institutionalize best practices into the organization to increase access for LGBTQQ youth.

**GENERAL RESPONSIBILITIES:**

The ACCESS Coordinator will be the lead CUAV staff involved with the ACCESS project, and an Advisory Group member, who will lead one youth-adult team, and be responsible for coordinating CUAV's coordination of the curricula for CBO training and technical assistance.

**SPECIFIC DUTIES:**

**ACCESS Coordinator Project Responsibilities**

- Participate in large and core group meetings with ACCESS partners on a regular basis, for the planning, implementing and evaluation of the ACCESS project; including purchasing food for training work days, securing space for all training and work days
- Development of curricula for CBO training and technical assistance
- Facilitate training of trainers on CBO development curricula

- Coordinate one youth-adult team to do on-site training and institutionalization of development
  - Provide direction for the project
  - Follow ACCESS partner agreements
  - Participate in program evaluation activities as required by DCYF and as will be developed by the partnership
  - Provide LYRIC with reports on activities under the agreements in order to fulfill reporting requirements to any funding source
- Participate in Education Team to coordinate the smooth functioning of services

**General CUAV Staff Responsibilities**

- Represent the agency at meetings with other agencies and organizations so as to enhance survival for lesbian, gay, bisexual, and transgender persons, particularly for communities facing multiple forms of oppression.
- Participate in staff meetings and trainings.
- Actively engage in agency anti-oppression work
- Occasionally represent CUAV at conferences; offer staff presentations about what was learned
- Work in partnership with the entire staff to ensure that Community Agreements are understood and followed
- Perform other duties as agreed by the Education Team or requested by the Executive Director

**REQUIRED SKILLS AND EXPERIENCE:**

- Experience facilitating groups and leading trainings
- Confidence working with and presenting to adults as well as youth
- Experience leading a team / strong leadership skills
- Familiarity with LGBTQ issues, especially LGBTQ youth issues
- Experience coordinating projects or programs
- Demonstrated cultural competence in working with diverse populations, including communities of color, immigrants, men, women, and transgendered persons, lesbians, gays, and bisexuals, persons with disabilities, persons of varying ages, socioeconomic backgrounds, and abilities
- Strong communication and interpersonal skills
- Excellent problem solving skills
- Responsible and punctual
- Excellent organization skills, attention to detail, time management, and follow-through
- Competent using basic computer software such as MS Word, Internet browsers and search technology programs, etc

**STATUS:**

This is a part-time, 20 hrs per week, temporary position, through July 2008, with the possibility of extension.  
 This position reports directly to the Director of Community Education  
 Must be available weekday afternoons  
 This position will be paid \$15-\$16/hr, depending on experience

**TO APPLY:**

Submit cover letter and resume by January 15th, 2008.  
 ATTN: Director of Community Education, CUAV, 170A Capp Street, San Francisco, CA 94110  
<mailto:pablo@cuav.org> - subject: ACCESS Project Coordinator

CUAV strives to cultivate a staff that reflects the diverse communities we serve. All interested individuals, particularly women, people of color, lesbian, gay, bisexual, transgender, queer, and questioning persons with disabilities including HIV positive are encouraged to apply.

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**12. Operations Manager**

Position Title: LYRIC Operations Manager (1 FTE)

### **Organization Description**

Founded in 1988, the Lavender Youth Recreation & Information Center (LYRIC) provides support services to lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQQ) youth, 24 years under. LYRIC's mission is to build community and inspire positive social change with LGBTQQ youth, families, and allies of all races, classes, genders, and abilities. LYRIC facilitates community building, education and economic development, health and wellness, and leadership development programs reaching over 800 youth and outreaching to another 4000 annually. The organization has a current budget of approximately \$1.2 million, 12 full-time and 2 part-time employees, and operates from the house at 127 Collingwood Street in the heart of the Castro.

### **Position Summary**

The Operations Manager serves as a key member of LYRIC's Administrative Team, which shares the responsibilities necessary to ensure the agency's overall administration is supporting the needs of program and fund development departments, meeting LYRIC's fiscal, legal and contractual obligations, creating a safe and positive work environment for LYRIC's staff, interns and volunteers. This position reports to the Executive Director, and works cooperatively with other members of the administrative team including the Fiscal Manager and any interns, consultants and vendors that may be engaged to support the administration of the organization. Position responsibilities and vendor relationships can be restructured within the boundaries of the areas of responsibilities detailed below to build on a candidate's strengths and support areas identified as areas for growth.

### **Responsibilities**

#### Office Management:

- Facility management: Coordination of general office organization and appearance including cleaning/garbage removal/recycle and repair, ensure compliance with Americans With Disabilities Act
- Facility maintenance and renovation: Manage all projects including act as liaison to external contractors, oversee related budgets, review and approve related invoices, coordinate with applicable city agencies
- Supply inventory: stock maintenance, organization, and procurement protocol
- Equipment maintenance and upgrade, including processing of leases and maintenance agreements, management of warranties database
- Liability Insurance: Preparation of renewal packet, ongoing review of coverage, ongoing internal management compliance and improvement
- Maintenance and review of all vendor relationships
- Reception/Intra-office communication: Back-up phone coverage 10-6, M-F, maintenance of voice mail system, maintenance of staff and email lists, maintenance of updated staff lists, welcoming of visitors to office 10-6, M-F
- Out-going mail preparation & delivery; In-coming mail distribution; Courier and express mail coordination
- General clerical support: Phone calls, faxing, copying, typing

#### Computers

- IT management: daily troubleshooting; oversight/coordination of IT contractor(s) including IT project development/implementation and relevant line-item budget oversight
- Maintenance and upgrade of hardware
- Software maintenance and upgrade
- Ongoing improvement and maintenance of office computer "systems"; including internal network and Email
- Staff training: review training options with staff as needed

#### Human Resources Administration

- New hire initial orientation and paperwork processing [orientation will include ED and supervisor staff]
- Payroll: timesheet administration and collection, leave balance maintenance

- Health/Dental/Life Insurance administration; Retirement Plan administration
- Exit processing [exit interview will be conducted by ED]
- Labor law ongoing compliance and advisory role as needed
- On-going HR training coordination
- Workers Comp claim processing
- Personnel matters advisory role as needed
- Support ED with coordination of general staff training needs and requirements
- Development and update of all HR related manuals, including personnel manual, safety manual policies

#### General Support Functions

- Board of Directors Communication: Assist ED in supporting Board relationship, including assistar preparation of monthly Board Packet, Maintenance of board email list [should include ED]
- Annual Audit: Part of Audit prep team as relates to File Maintenance; Lease and rental reports; donation Reports; Vacation accrual reports; Insurance and policy reports
- Community Relations: Respond to general information requests; Maintain information packets a to information requests; Conduct tours of facility as appropriate, Website maintenance, Friends o Newsletter development and dissemination

#### Qualifications

- At least two years experience in office or operations management capacity, preference for expe direct social services environment and with organizations serving youth
- In-depth computer skills; mastery or Microsoft Office suite, high competency in managing office intranet, and security (specifically Windows Small Business Server 2003), experience troublesho hardware and software problems
- Familiarity with CA HR law and application
- Experience procuring and managing vendor relationships
- Excellent written and verbal communication skills
- Excellent problem-solving skills
- Experience and competencies in working in a multiracial, multicultural environment
- Passion and commitment to fostering healthy LGBTQ youth
- Understanding of youth development, social justice and anti-oppression
- Highly positive and enthusiastic style
- Self-motivated and ability to take initiative, manage, and complete multiple projects within dea
- Ability to work in a fast-paced environment; highly organized.
- Ability to hold yourself accountable for your own work
- Commitment to ongoing self-improvement
- Bi/Multi-lingual desirable.
- Preference for candidate with a valid drivers license and access to a registered and insured vehi carrying out job responsibilities
- Ability to work evenings and weekends as required

#### Salary

Salary Range: \$35,000 - \$40,000 per annum, commensurate with experience. Position includes fr package.

LYRIC is an equal opportunity employer. Applications are strongly encouraged from women, peop immigrants, young people, lesbian, gay, bisexual, queer, transgender and genderqueer people, p with HIV/AIDS, people who are differently-abled, and bilingual and bicultural people.

To apply please email your resume with full contact information and a cover letter to <mailto:OMjob@lyric.org>. Please put OM and your name in the subject line. Applicants may also su resume and cover letter by mail to: LYRIC - Attn: Operations Manager Search, 127 Collingwood 9

Francisco, CA 94114. No phone calls or faxes, please. We will contact you directly if we wish to talk about the position. This position will remain open until filled, but please note that interviews are to begin as early as 1/7/08. Thank you in advance for your interest in the position.

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### **13. Youth Team is Hiring Youth 14-16**

#### **What is the Youth Team?**

Youth Team members are a diverse group of youth from across San Francisco that will help the Mayor's Office and the Department of Children, Youth, and their Families (DCYF) make sure that the services and programs they pay for truly meet the needs of San Francisco youth. The Youth Team collects youth voices through surveys, focus groups and other methods. They create and share recommendations that reflect youth voices and opinions about what they need. This powerful group of youth is an advisory group on policies and funding decisions that affect youth now and in the future. The Youth Team is trained and supported by Youth Leadership Institute.

The Youth Team is an opportunity for you to develop leadership and advocacy skills, create lasting connections in San Francisco communities, and build meaningful relationships with other youth leaders from across San Francisco. We are currently looking for 14-16 year olds.

#### **What does Youth Team offer you?**

- Opportunities to make a positive difference in your community
- Learn how to gather input from young people across San Francisco
- Develop skills in leadership, advocacy, communication and public speaking
- Learn about public policy
- Valuable experiences and skills to use on college and professional resumes
- Meet new young people from all around San Francisco
- Fun and interesting ways to get community service hours for school
- Get paid minimum wage

#### **Youth Team Member Responsibilities:**

- Actively participate in all scheduled Youth Team meetings, trainings and events, including a retreat in February.
- Share your ideas and opinions and be willing to learn. Youth Team is only as fun, interesting & successful as you make it!
- Be interested in working with a diverse group of youth from across the city.

#### **What is the time commitment?**

- A minimum of 5 hours a week and up to 10 hours a week
- Weekly meetings every Monday and Wednesday from 4-6:30pm
- Youth Team Trainings: 2-4 trainings per year
- Mandatory Retreat January 4th & 5th 2008

#### **Recruitment Process:**

- Complete and return application ASAP and **no later than January 2nd, 2008**. Contact Zakiya Harris (415) 836-9160 ext 245 or e-mail her at: <mailto:zharris@yli.org> to obtain an application.
- We will contact you after receiving the application and set up an interview.

#### **Directions:**

- Please type or print clearly.
- If you need more space, feel free to attach additional sheets.
- Please answer all questions.
- Please mail, fax or hand-deliver the application ASAP.
- Fill out the application as best you can. If you have any questions, please call Zakiya Harris at 836-9160 ext 245 or e-mail her at: <mailto:zharris@yli.org>.

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**14. Reproductive Justice Leadership Coordinator**

REACH LA Seeks...  
G2G Reproductive Justice Leadership Coordinator

Reports to: Executive Director  
Salary Range: \$25,000 - \$30,000  
@ 100% time (40 hours/week) + Benefits

REACH LA is seeking a self-starter to implement the REACH LA's reproductive justice leadership program that primarily targets young women of color, ages 12-24.

Candidate should have a strong interest/background in reproductive justice, community organizing and development. Candidate should possess strong administrative and organizational skills, as well as strong written and verbal communication ability. Candidate must be able to work with a variety of diverse stakeholders including staff, community-based organizations, local, regional, state and national legislators and public policy organization, women's interests groups, health and social service providers throughout the Los Angeles area.

**Position Purpose:**

Under the direction of the Executive Director, the Program Coordinator is responsible for the G2G Sexual/Reproductive Health Leadership Program, including recruitment, training and project execution.

**Principal Responsibilities:**

1. Recruit and train a group of 15-20 young women of color, ages 14-24, on reproductive justice.
2. Develop activities and/or workshops that educate other young women of color about reproductive justice, political assessment, issues surrounding young women and the political landscape.
3. Develop activities & opportunities that introduce and engage the G2G Leadership team with local, regional, state and national legislators, staffs, and political allies. This includes producing 5 state "town hall" convenings to bring regional youth and policy makers together to discuss issues concerning women at sexual risk.
4. Aid in the development of an event and/or series of workshops that teach peer education methods on reproductive justice, HIV/AIDS, STI and pregnancy prevention.
5. Implement and facilitate REACH LA's Sexual Health Education By Youth workshop and event program curriculum as needed.
6. Provide one-on-one risk reduction counseling to young women at sexual risk (WSR) including case management and resource referrals as needed.
7. Assess and evaluate program curriculum, contracts and update materials as needed.
8. Work with the Program Manager on contract reporting and annual audits.
9. Serve as public speaker or health educator for as needed.
10. Serve as a representative of REACH LA to the Los Angeles community as needed to foster community partnerships with other youth-serving entities.
11. Other duties as assigned.

**Requirements:**

- In progress BS or BA degree in Public Health, health/human service, or women's studies, field of study with 2 years equivalent experience in community organizing.
- One-year experience in counseling.
- Experience working with youth, primarily young women of color
- Effective oral and written communication skills.
- Current political knowledge around reproductive justice.
- Working knowledge of word processing (MS Word) and spreadsheet (MS Excel) programs.

- Current California Driver License and ability to drive to and from program sites.

**Preferred:**

- Bilingual (English/Spanish)
- Current pregnancy prevention, HIV/AIDS, STI's knowledge.
- Experience in providing workshops for at-risk populations.

Qualified persons may send letter of introduction, resume, and 3 references via fax (213) 622-09 email <mailto:reachla@earthlink.net>. Position open until filled.

REACH LA is an equal opportunity employer.

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**15. Hate Violence Advocate**

Title: Hate Violence Advocate

Community United Against Violence (CUAV) is a multicultural organization working to end violence and within lesbian, gay, bisexual, transgender, queer and questioning (LGBTQQ) communities. We dedicated to confronting all forms of oppression, such as racism, sexism, ageism, and classism. ( a 24-hour confidential, multilingual crisis line, free counseling, legal advocacy, and emergency as (hotel, food and transportation vouchers) to lgbt survivors of domestic violence and hate violence uses education as a violence prevention tool through the Speakers Bureau and the Love and Justi

**General Responsibilities:**

This is a permanent, 20 hrs/wk position responsible for providing counseling and advocacy to lesb bisexual, and transgender persons who are victims of domestic violence or hate violence.

**Specific Duties:**

1. Provide short-term counseling and advocacy services to gay, lesbian, bisexual, transgender, qu questioning survivors of hate violence.
2. Provide legal advocacy and court accompaniment to survivors of violence seeking orders of pro
3. Provide crisis support of survivors of violence including emergency housing, food, clothing, and transportation. Assist survivors in developing and maintaining a safety plan.
4. Provide case management to survivors of violence including expanding the clients resources an linkage to job, housing, education, health, community, and legal organizations.
5. Respond to crisis calls during the day and during occasional evening and weekend shifts and pr effective, back-up coverage for other direct services programs and general office support.
6. Participate in culturally and linguistically appropriate community education and outreach efforts prioritizing underserved populations.
7. Respond to crisis calls during the day and during occasional evening and weekend shifts and pr effective, back-up coverage for other direct service programs and general office support.
8. Actively engage in agency anti-oppression work through internal work such as the people of co discussion group and the white anti-racism discussion group and external work facilitating anti-op trainings for other organizations.
9. Complete administrative duties including appropriate client record keeping and documentation.

10. Represent the agency at meetings with other agencies and organizations so as to enhance services for lesbian, gay, bisexual, and transgender persons and particularly for communities facing forms of oppression.

11. Participate in staff meetings, team meeting and trainings.

12. Perform other duties as coordinated by the Hate Violence Director with oversight by the Executive Director.

**Job Requirements:**

1. Bilingual in English and another language (Spanish, Cantonese, Mandarin, Tagalog, Vietnamese Asian language)

2. A minimum of two years prior experience in providing counseling and advocacy services prefer violence victims and or to the gay, lesbian, bisexual, and transgender communities.

3. Demonstrated cultural competence in working with diverse populations, including communities immigrants, men, women, and transgender persons, lesbians, gays, and bisexuals, persons with persons of varying ages, socioeconomic backgrounds, and abilities.

4. Excellent communication, organizational, and interpersonal skills.

5. A Bachelor's Degree or equivalent education or life experience.

**Supervisory Relationship:**

This position reports directly to the Hate Violence Director, with oversight by the Executive Director

**Compensation:**

.5 FTE, Salary \$33,000-35,000 FTE equivalent (.5 = \$16,500-\$17,500). Good benefits including unpaid vacation, medical, vision, dental, and long-term disability.

**To Apply:**

Submit cover letter and resume attention: Executive Director, CUAV, 170A Capp St. San Francisco 94110.

CUAV strives to cultivate a staff that reflects the diverse communities we serve. All interested in including women, people of color, lesbian, gay, bisexual, transgender, queer, and questioning persons with disabilities including HIV positive are particularly encouraged to apply.

**News**

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**16. NEWS: Effort to Block California Anti-Bias Bill**

Effort to Block California Anti-Bias Bill

December 30, 2007  
New York Times  
By Rebecca Cathcart

LOS ANGELES - Conservative groups in California are gathering signatures to try to block an anti-discrimination bill because it includes language that would extend protection to public-school based on their sexual orientation and gender identity.

Gov. Arnold Schwarzenegger, a Republican, signed the bill in October, but it does not become law until Jan. 10. Opponents have until Jan. 10 to gather 500,000 signatures to put a referendum on the next ballot.

Lawyers for two groups, the Alliance Defense Fund and Advocates for Faith and Freedom, sued the state in federal court in San Diego soon after the bill was signed to oppose the definition of "gender" and inclusion of "sexual orientation" in the education code.

California defines gender - along with other protected classes like race, nationality, disability and age - as "actual or perceived." The groups opposing the bill say that definition could lead to false accusations of discrimination.

"This lawsuit argues that the redefinition of gender should be declared unconstitutional because it is too vague," said Jennifer Monk, a lawyer for Advocates for Faith and Freedom. "If it's not based on physical anatomy or how they act or dress, and it's all based on what they think they are, then how is a student to know how a student identifies?"

Ms. Monk and Karen England, executive director of the Capitol Resource Institute, a conservative group based in Sacramento that is not a party to the suit, have raised concerns that self-defined gender identification could enable boys to enter girls' locker rooms and bathrooms, violating privacy laws.

The Gay-Straight Alliance Network, which worked to build support for the bill, and the Equality California Network filed a motion to intervene in San Diego on Dec. 21, saying they should be heard in the lawsuit as parties with a vested interest in the court's decision.

"The same concerns could theoretically apply to any of the categories," said Shannon Minter, executive director for the National Center for Lesbian Rights, who filed the motion to intervene on behalf of the groups.

"A student could identify as African-American or Muslim or Jewish, even if others do not perceive the student as such."

Mr. Minter said the complaint by the conservative groups sought to erase protections for only lesbian, bisexual and transgender youths. "They are simply attacking L.G.B.T. students in California," he said.

The Gay-Straight Alliance Network has 10,000 student members in California schools who worked to support the bill and who would benefit from the protections it provides to gay and lesbian students, said Laub, executive director of the network. The bill also extends protection to people "associated" with who identify with the protected groups.

The Capitol Resource Institute is working to gather the required signatures to put a referendum on the ballot in June. If it succeeds, the bill would be suspended until the vote.

Until now, the definitions of categories like race, nationality, gender and sexual orientation existed in the hate-crimes statute of the penal code. Educators had to consult education statutes and then cross-reference them with the penal code to navigate anti-discrimination laws.

"What this bill did was clean up the code," Mr. Minter said. "It was not a substantive change to the code. California legislators amended the hate crimes statute in 1994 to define each of the protected classes as actual or perceived characteristics of identity."

In 2000, the California Student Safety and Violence Prevention Act added gender and sexual orientation as protected categories in the education code and referenced the penal code definitions.

Conservative groups have been working since then to overturn the inclusion of those categories in education code.

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### **17. NEWS: Calif. Anti-bias Bill Causes Stir Over 'Gender'**

Calif. anti-bias bill causes stir over 'gender'

December 23, 2007  
USA Today  
By William M. Welch

LOS ANGELES - Warning that boys soon will be able to use girls' bathrooms and locker rooms, so conservatives and religious groups are trying to block a California law from taking effect in January designed to prohibit discrimination against gay and transgender people in schools.

Opponents are circulating petitions and fliers in churches and elsewhere warning that the law will "homosexual indoctrination" of schoolchildren as young as 5 and that "gender-specific bathrooms be discriminatory."

"This is absolutely one of the most radical pieces of legislation we have ever seen," says Karen E leader of the petition drive and executive director of the Capitol Resource Institute, a Sacramento and advocacy group for "family-friendly policies."

The law's sponsor says opponents are making "stupid claims" that aren't true. State Sen. Sheila Democrat from Santa Monica, says the law she authored makes no mention of bathrooms and will the locker-room doors to gender mixing.

She says it clarifies and consolidates a 1999 California law that banned sexual discrimination in schools.

The new law, Kuehl says, is intended to strengthen and consolidate anti-discrimination language in the state's education code. The amended bill adds "gender" to the list of traits protected from discrimination.

Kuehl was the first openly gay person elected to the California Legislature and is a former child actress who played Zelda Gilroy on The Many Loves of Dobie Gillis TV show from 1959 to 1963.

Gov. Arnold Schwarzenegger, a Republican, signed her bill into law in October.

California "has some of the most comprehensive laws prohibiting discrimination based on sexual orientation and gender identity" in the country, says Seth Kilbourn, political director of Equality California, a gay, bisexual and transgender civil rights and advocacy group that has pushed for gay rights and marriage laws.

England's group filed a referendum petition with the state attorney general's office aimed at blocking the new law until it can be placed before voters in a 2008 election. Opponents face a Jan. 10 deadline to gather the 433,971 necessary signatures to get it on the ballot.

Another group, Advocates for Faith and Freedom, filed suit in U.S. District Court arguing the new law is unconstitutionally vague and would violate state rights to privacy.

It was filed on behalf of a group of teachers, school board members and a San Diego County high school student identified as "Jennifer N."

Robert Tyler, general counsel for the group and lead attorney in the suit, says the new law expands existing anti-discrimination law by defining gender "to mean, in short, you are what you think you are regardless of your assigned sex at birth."

The suit contends that the new law "will eliminate the biological understanding of the term 'gender'."

"This law will allow kids, boys and girls in public schools, to decide their own gender," Tyler says. "As a result, they have the right to go into any restroom they choose and any locker room they choose."

Kilbourn says, "Those claims are completely false and absurd."

He says it would remain up to individual districts and schools to decide how to accommodate transgender students.

"For seven years this kind of discrimination has been prohibited by California law, and there's been an outrageous outcome," Kilbourn says.

England says the group has received more than 100,000 signatures and is counting on receiving 40,000 more petitions with multiple signatures.

The group has distributed petitions at more than 40 locations around California, many of them churches and at least two Republican Party headquarters. The group has made available a ready-to-use flyer for insertion in church bulletins urging churchgoers to sign the petition "to save our kids from homophobic indoctrination."

"References to 'mom and dad' will be considered promoting bias against homosexuals," the flyer says.

"Any school activities such as having a prom king and queen or gender-specific bathrooms would be discriminatory," it says. Children as young as 5, "will be subjected to the promotion of homosexuality."

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empowering youth activists to fight homophobia and transphobia

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