

National Organization for Women, Inc.

1401 New York Avenue, N.W., Suite 800 • Washington, D.C. 20005-2102 • (202) 347-2279

TO: CIC MEMBERS, SOCIETAL EQUALITY COMMITTEE MEMBERS
FROM: MARY JEAN COLLINS, VICE PRESIDENT - ACTION *MJC*
RE: CIC MEETING
DATE: JANUARY 28, 1985

The Lesbian Rights CIC is scheduled to meet on Saturday February 9, 1985 from 9 a.m. to 6 p.m. at the NOW office, 1401 New York Ave NW, Suite 800. This memo is to inform you about the arrangements for the meeting.

Logistics

In order to prepare adequately for the meeting we need to know whether and when you are coming. Please call Chris Riddiough at the office with the following information:

1. Flight arrival time and flight number - if you are not flying, please let us know approximately when you will be arriving. People coming to the meeting should make their own arrangements; CIC members will be reimbursed after the meeting. Please use the cheapest flights possible.
2. Flight departure time.
3. Housing - Let us know whether you will need housing or if you are making your own arrangements. If we do not hear from you, we will assume that you do not need us to make arrangements for you. If you will need housing, let us know whether to make them for one or two nights.
4. Security - The building in which the office is located has increased security on the weekends. In order to enter, you will need to press the buzzer to the right of the entrance doors. Give the security guard your name and state that you are going to the meeting in the NOW office on the eighth floor.



National Organization for Women, Inc.

1401 New York Avenue, N.W., Suite 800 • Washington, D.C. 20005-2102 • (202) 347-2279

Agenda

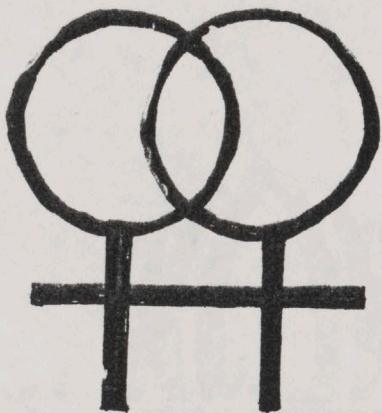
The following is a tentative agenda for the meeting; if you have additions or corrections, please let Chris know as soon as possible.

- 9:00 a.m. 1. Introductions
Approval of the Agenda
- 9:20 a.m. 2. Evaluation of the New Jersey Project
- Representatives of NOW New Jersey will present a report on the work of the project over the last nine months.
- 10:50 a.m. 3. Discussion of Direction for Lesbian/Gay Rights '85
- Continuation of the New Jersey Project
- Consideration of proposals for other target states
- Evaluation of Lobby Kit (See enclosed draft)
- Proposal for Skills Workshops (See enclosed proposal)
- 12:30 p.m. 4. Lunch Break
- 1:30 p.m. 5. Discussion of Follow-up on 1984 Resolutions
- Electoral Politics Resolution (See enclosed resolutions and related materials)
- Homophobia Resolution
- Military Rights Resolution
- 4:00 p.m. 6. Discussion of Plans for 1985 NOW Conference
- Workshops/plenary speakers
- Possible resolutions
- Caucus
- 6:00 p.m. 7. Adjourn

LGR '85

"The National Organization for Women is today embarking on an effort to pass lesbian and gay rights legislation in New Jersey and in other states around the country. This effort is part of our project, 'Lesbian and Gay Rights'84'. It is a commitment of our resources to the passage of such legislation and the ultimate protection of the rights of all lesbian and gay Americans."

--Statement of NOW President,
Judy Goldsmith, May 23, 1984



YES! I want to make it happen.

_____ Enclosed is my contribution of \$ _____. Make checks payable to LGR '85.

_____ Please send me a copy of the Lobby Kit. Enclosed is \$5.

_____ I'm interested in holding a Skills Workshop in my region. Send me more information.

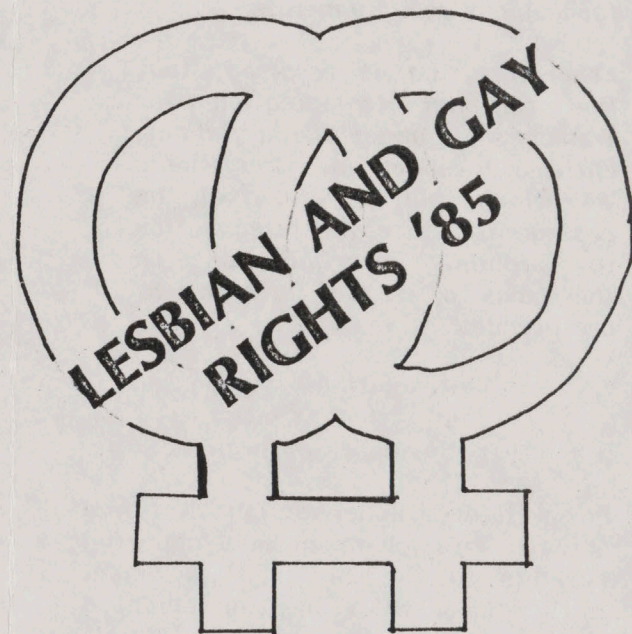
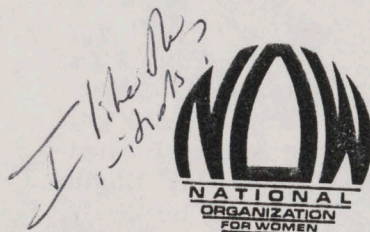
_____ Our state would like to be a target. Send me more information.

Name _____

Address _____

City _____ State ____ Zip _____

Return to: LGR '85, c/o NOW,
1401 New York Ave, NW, Washington,
DC 20005-2102



National NOW Action Center
1401 New York Avenue, N.W., Suite 800
Washington, D.C. 20005-2102

"Whereas, passage of legislation prohibiting discrimination on the basis of sexual orientation/preference is an essential first step for changing public attitudes about and achieving equal rights for lesbians and gay men,...

"Therefore, be it resolved, that the National Organization for Women shall undertake a project, entitled 'Lesbian and Gay Rights '84' which shall be aimed at the passage of state level legislation to prohibit discrimination on the basis of sexual orientation/preference."

--Resolution passed
at the 1983 NOW
National Conference

For well over a decade, the National Organization for Women has supported civil rights for lesbians and gay men. Over the year, NOW has implemented this support through activities at a local, state and national level. In order to focus these efforts, the "Lesbian and Gay Rights '85" project was created. Initiated in 1984 (as "Lesbian and Gay Rights '84"), the project is aimed at passage of legislation at the state level to protect the rights of lesbians and gay men.

Knowledge DC?

Such legislation would prohibit discrimination on the basis of sexual orientation in areas like employment, housing, and public accommodations. The first state to pass lesbian and gay rights legislation was Wisconsin in 1981. Over the last decade similar legislation has been introduced in some 20 states from Maine to California and from Minnesota to New Mexico.

The lobbying effort in these states has been undertaken almost entirely by local activists with no national coordination. Because of NOW's unique resources and experience in organizing on a national level in other state-focused campaigns, we have committed ourselves to this project. Our long-term goal is the passage of legislation in every state and ultimately in Congress.

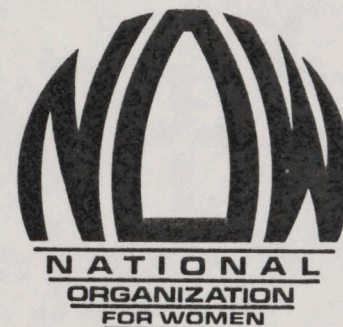
To achieve this goal, we have undertaken a multi-faceted program. The major focus of our efforts is on providing resources - funding for lobbying, for public education, staff support and so on - to targeted states. These states are selected on the basis of a variety of factors, including the status of lesbian and gay rights legislation, past organizing efforts on it and general political climate. In the 1984 pilot project, New Jersey was selected as our first target state. Legislation there has already passed one house of the legislature. In 1985, _____ was added as a second target state.

The skills and knowledge gained in these efforts are also available to activists around the country through several channels. A **Lesbian/Gay Rights Lobby Kit** has been produced by NOW.

The kit includes concrete guidelines for those wishing to work on lesbian and gay rights legislation in their own states. Among the topics covered are how to write to your legislators, how to use the media, know the opposition, sample bills and much more.

NOW has also initiated day-long **Skills workshops** on lobbying for lesbian and gay rights legislation. The workshops, which are done on a regional basis, cover lobbying skills, grassroots/volunteer organizing, media, fundraising and public education. They can be arranged in conjunction with workshops on electoral politics skills.

Your support for this project through your contributions can bring us closer to the day when we will achieve our goals for full civil rights for all lesbians and gay men. Together we can make it happen.



OUTLINE FOR PAC MANUAL ON LESBIAN AND GAY RIGHTS

The following is a draft outline for a manual for NOW PACs, for candidates and in particular for openly lesbian and gay candidates for office. The right hand column indicates which of the sections would be used for which manual.

	<u>PAC</u>	<u>Can</u>	<u>LGC</u>
1. Introduction Why this booklet is necessary, what it will cover	x	x	x
2. What you need to know about the issue			
a. Action on lesbian and gay rights in the courts, state legislatures and Congress	x	x	x
b. NOW policy on the issue and an agenda for activists	x		
c. Facts on homosexuality and gay and lesbian rights	x	x	x
i. Who/how many are gay	x	x	x
ii. What is the gay/lesbian community	x	x	x
iii. Public attitudes about homosexuality	x	x	x
3. What to ask the candidate about the issues of gay and lesbian rights	x		
a. What specific actions could the candidate take if elected			
b. What is the nature of the district and how would that affect the candidate's positions			
4. How to help the candidate with the issue of gay and lesbian rights	x		
a. Education			
b. Campaign support in the gay and lesbian community			
c. Help in developing position			
5. Developing the candidates position on gay and lesbian rights		x	x
a. What the polls say			
b. What your constituents say			
c. Writing a position paper			
6. Responding to questions on gay and lesbian rights		x	x
a. Strategy for responding			
b. Sources of questions			
c. Sample questions			
7. Dealing with the opposition		x	x
a. Who is the opposition			
b. What are their tactics			
7. Special issues for gay and lesbian candidates			x

LESBIAN AND GAY ISSUES

- AS, the National Organization for Women has for several years had a policy of support for lesbian and gay rights;
- REAS, NOW has included lesbian and gay rights as a priority issue in its examination of candidates for public office;
- REAS, NOW has found from its efforts to achieve equal rights for women that achievement of such rights requires the presence of greater numbers of women in public office.
- REAS; the lesbian and gay movement is increasingly turning to the electoral arena in order to achieve its goals of full civil rights for lesbians and gay men.
- BEFORE, BE IT RESOLVED that the National Organization for Women, through the efforts of the Lesbian Rights staff person, shall undertake a program aimed at increasing the representation of the lesbian and gay community in legislative and other public offices. Such a program would include:
- a. Encouraging NOW participation in gay and lesbian voter registration drives, such as Lesbian and Gay Vote '84.
 - b. Encouraging support by NOW PACs for openly lesbian and gay feminist candidates for office.
 - c. Cooperation, wherever possible, with gay and lesbian political clubs, in efforts to achieve greater voice for lesbian and gay and other feminist issues within the political parties.
 - d. Development of guidelines for NOW chapters and PACs to use in assessing the positions of candidates on feminist issues, specifically, providing a basis for determining the candidate's position on lesbian and gay rights.
 - e. Development of a program to search out districts that might be amenable to openly lesbian and gay candidates for office and to provide support and skills training for such candidates.

Varun

HOMOPHOBIA

WHEREAS, homophobia is a form of sexism; and

WHEREAS, the perpetuation of heterosexist privilege is a form of homophobia; and

WHEREAS, silence is a great source of oppression, indicating that the mere absence of blatant homophobia is not enough; and

WHEREAS, NOW is committed to eradicate sexism; and

WHEREAS, homophobia is present both within and without the organization; and

WHEREAS, NOW cannot take effective action in the area of Lesbian Rights while internal homophobia is present;

WHEREFORE BE IT RESOLVED that National NOW be directed to implement an internal educational campaign to eliminate homophobia, using, but not limited to, CR programs and road shows developed by various state and regional groups; and

THAT this campaign be part of the National Chapter and State Development Program; and

THAT this campaign be implemented from the National level through the chapter level; and

BE IT FURTHER RESOLVED THAT NOW combine and associate the concepts of homophobia and sexism in all future communications where feasible, and recommend that states and chapters be encouraged to do likewise.

LESBIANS AND THE MILITARY

WHEREAS, the armed forces of the United States are a major source of discrimination against lesbians and gay men; and

WHEREAS, such discrimination extends to veteran's benefits and medical support; and

WHEREAS, such discrimination is often used to harass all women serving in the military; and

THEREFORE, BE IT RESOLVED that The National Organization for Women shall undertake a program aimed at reforming the U.S. Armed Forces and at ending discrimination against lesbians and gay men by the armed forces. Such a program shall include, but not be limited to, the following:

1. Lobbying and other work for the issuance of an Executive Order by the President of the United States which would prohibited the exclusion of or discrimination against gay people by the armed forces;
2. Instigation of a Congressional investigation into the practices of the armed forces investigative services in the area of anti lesbian and gay witchhunts;
3. Drafting of and lobbying for legislation to provide for compensation of those veterans who have been discharged from the armed forces because of homosexuality or lesbianism;
4. Lobbying of the Department of Defense and the Department of Health and Human Services to ensure adequate and fair treatment of any military personnel who are AIDS patients;
5. Educational efforts aimed at heightening public awareness of the military's discriminatory policies.