

THIS QUEER YEAR

CUAV Report Back 2009/2010
community culture capital dialogue

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Dear Friend,

This has been a transformative year for CUAV and our movements for justice, in spite of the profound loss of human and ecological life our communities have endured. We have been working hard to improve the wellbeing of LGBTQ people in the Bay Area and build our collective capacity to transform the many forms of interpersonal, institutional, and state violence we face. **After two years of intensive reflection, last year we shared with the world our brand new plan and approach to build the power of queer and trans communities to create safety.** The pages that follow detail some of the tremendous gains we have made in our first year of implementing our new plan, including:

- Beginning to build our base of **LGBTQ members committed to creating safe lives, relationships, and communities.**
- Providing **life-saving and life-affirming support to LGBTQ survivors of violence and abuse.**
- Launching our Safety Lab series to **practice grounded, liberating community responses to violence.**
- Launching our first annual festival, safetyfest, to **increase the resilience and relationships in our communities** by sharing skills, stories, and inspiration.
- Supporting local organizing to **defend immigrant rights.**
- Supporting a national movement to **end state violence and build resilient and just communities.**
- Transitioning into a **collective organizational structure** that promotes collaboration and sustainability.

To counter the attacks our communities are facing, and seize the openings presented in times of change, our movements are on the move. More than ever before, CUAV is joining forces with the broader social justice movement to turn the tides of violence and oppression towards a vision of thriving communities grounded in hope, liberation, and healing.

As we move into the second year of implementation of our strategic plan, it is vital to continue building our strength to effectively support, mobilize, and develop our communities to turn crisis into opportunity. If there ever was a time to invest in CUAV, this is it. We are grateful for all the ways you create safety in the here and now, and for those who will come after to continue this important work.

With steadfast hope,

Carolina, Morgan, Pablo, Prentis, Stacy, and Tamara
CUAV Staff Team, June 2010



CUAV Staff, June 2010 photo: Kelly Puleio

FOSTERING SUSTAINABILITY:

Building a movement requires strong organizations. The economic crisis has sent shockwaves throughout the anti-violence field and nonprofit sector, prompting us to envision creative and resilient ways of structuring and resourcing our work. Below are some of our key achievements in fostering organizational sustainability over the past year:



- We transitioned into a **collective staff structure**, with each member coordinating an area of our programmatic, operations, fundraising, or organizational development work, to promote collaboration, efficiency, and shared leadership.
- We created an innovative **Support & Accountability structure**, including a staff buddy system, to ensure the effective implementation of organizational and personal development goals.
- We solicited and received **new private foundation support** to resource our emerging efforts.
- We increased our **grassroots fundraising** efforts and expanded our base of mid-range annual and monthly donors.
- We launched our **organizational Transition Team** made up of movement leaders and organizational allies to offer support and development in key areas.

In the coming year we will deepen these activities to strengthen our organizational infrastructure and expand our resources to support our long-term sustainability!



SUPPORTING SURVIVORS:

With the elimination of key state funding streams for anti-domestic violence services, increasing media and government scrutiny of our bodies, relationships, and lives, and deteriorating economic and social safety nets, **LGBTQ people, particularly low-income LGBTQ people of color are primary targets of intimate, community, institutional, and state violence.** A recent study released by the UCLA Center for Health Policy Research found that rates of intimate partner violence are 11% higher among lesbian, gay, and bisexual people. **CUAV provides life-saving and life-affirming support to LGBTQ people surviving violence who often have nowhere else to turn.**

CUAV offers free confidential, non-judgmental, and culturally competent emotional support, safety and response planning, service referrals, and institutional advocacy to LGBTQ people experiencing abuse, harassment, or trauma through our Safety Line (415-333-HELP) or Friday walk-in hours (11am-5pm). **Our support is a peer-based model, in which we work to hold space for people to access their own innate wisdom, resilience, and solutions.**

“*The sessions helped me a lot in all possible ways. They helped me find myself and also not allow violence in my life ever again. And all CUAV staff has been great to me!*”

— Anonymous Domestic Violence Survivor (translated from Spanish)



Safety Team members gather under the queer liberation tree, October 2009

THANK YOU: CUAV's work is driven by hundreds of dedicated members, volunteers, donors, and allies—we are so grateful for all the ways you invest in building true safety!

Transition Team: *Thank you for your wisdom and guidance!*

Aspen Branch-Moore, Jaron Browne, Ariana Gil-Nafarrate, Staci Haines, Spenta Kandawalla, Chris Lymbertos, Emily Thuma

Funders: *Thank you for your investment!*

Aepoch Fund, Astraea Lesbian Foundation for Justice, Bears of San Francisco, Blue Shield of CA Foundation, CA Emergency Management Agency, CA Partnership to End Domestic Violence, Castro Lions Club, Castro Street Fair, Common Counsel Foundation, Horizons Foundations, Kaiser Permanente, SF Department on the Status of Women, SF District Attorney's Office, SF Mayor's Office on Housing, Van Loben Sels/Rembe Rock Foundation, Verizon Wireless, Walter & Evelyn Haas, Jr. Fund ... **and our hundreds of annual and monthly donors for your steady support!**

safetyfest 2010: *Thank you for generating resilience and making safetyfest a success!*

Alexandra Byerly, Alex Safron, Arab Resource & Organizing Center (AROC), Ari Clemenzi, Artsake, Bench and Bar, Bi-rite Market, Bingham McCutchen LLP, Blyth Barnow, Cadelba Lomeli-Loibl, California Coalition for Women Prisoners, Cassandra Chase, Celeste Chan, Chloe Jhangiani, COLAGE, Crash Pad Series, Creative, Interventions, Critical Resistance, Cycles of Change: The Bikery, Dana Aleshire, Dolores Park Café, Dottie Lux, Dulce Garcia, Eastside Arts Alliance, El Rio, El/LA Program Para Trans Latinas, Elokin Orton-Cheung, Encian Pastel, Frameline Film Fest, generationFIVE, Gialina Pizzeria, Good Vibrations, Hand to Hand Kajukenbo, Self Defense Center, HAVOQ/Pride at Work, Iris, Jazzie Collins, Jenn Cross, John Lum Architecture, Joshua Alexander CMT, Kelly Puleio, Kink.com, Lagunitas Brewing Company, Lauren Wheeler, Lavender Youth Resource & Information Center (LYRIC), Leah Lakshmi Piepzna-Samarasinha, Levi B. Cowperthwaite, LFA Group, Lisa McIntire, Luke Phillips, Maisha Johnson, Mamie Chow, Mangos with Chili, Megan Shaughnessy-Mogill, Missing Link Bikes, Modern Times Bookstore, Monica Enriquez-Enriquez, Naked Sword, Our Family Coalition, Pau Crego Walters, Paulene's Pizza, People Organized to Win Employment Rights (POWER), Prajna Paramita Choudhury, Queer Women of Color Media Arts Project (QWOCMAP), ReVamp Salon, Sal Alper, San Francisco LGBT Center, San Francisco Women Against Rape (SFWAR), Semi-Freddi's Bakery, Seventh Heart, Shamar Theus, Shimtuh, SOMArts, Spa Finder, Stormy Leather, Tai Cao, Tea Cake Bakeshop, The Exiles, The Riley Center, The Safron Family, Trader Joe's, TRANS:THRIVE, Transgender Economic Empowerment Initiative (TEEI), Transgender Law Center, Transgender, Gender Variant and Intersex Justice Project (TGJJP), Undermining Acceptable Violence Art Collective, Vanessa Remhof, WOMAN, Inc., Writing Ourselves Whole

BUILDING CAPACITY:

LGBTQ communities have a lot of skills to stay safe, navigate violence, and express ourselves. We also have the great opportunity to deepen our capacity to more effectively intervene in and transform the violence we face. In the past year we have developed and launched three primary ways to do this.

SAFETY TEAM

“CUAV promotes compassion, caring, and cooperation--CUAV members care about the safety and the wellbeing of those individuals who are in need of help: the assaulted, the forgotten, and the trampled on. I keep coming back because my views and rights are respected and expected, because CUAV believes in inclusiveness for all.”

— Bianca Crown, Member

To build a growing, thriving base of LGBTQ people with the skills to transform interpersonal, institutional, and state violence, CUAV welcomed the first two groups of members to join our Safety Team:

- We welcomed and trained nearly **40 new members** through our 4-day orientations.
- Members were introduced to **CUAV's political framework**, including understanding the prison industrial complex, the economic and social context of LGBTQ hate violence and intimate violence, and the role of community-based approaches to violence as part of a broader social justice movement.
- Members practiced **core skills for community-based responses to violence**, included active, non-judgmental listening, healthy boundary setting, direct communication, community response goal setting, supporting friends in abusive relationships, outreach, and more.
- As part of the Love & Justice youth component of the Safety Team, youth members partnered with the San Francisco Print Collective to **learn political printmaking and create inspiring posters** about community and personal safety.



CUAV member during orientation, Spring 2010

Members have since had opportunities to deepen survivor support skills, facilitate trainings, plan safetyfest 2010, support new members, turn out to local actions, and participate in local and national movement-building forums. **We look forward to honing our membership structure, expanding opportunities for member leadership, and growing our base in the coming year!**



CUAV member at Love and Justice Gallery opening, Fall 2009



CUAV member during orientation, Spring 2010



CUAV member during orientation, Fall 2009

SAFETYFEST

“ We are constantly bombarded with words such as freedom and security as reasons for violence within and outside our communities, locally and across nations. Safetyfest was an innovative and powerful way to take back the agency we have in building a kind of freedom and safety that truly honors who we are and our own wisdom about how to take care of ourselves. It was a truly healing experience that expanded the collective vision we are working towards. ”

— Monica Enriquez-Enriquez, Member & safetyfest 2010 Planner

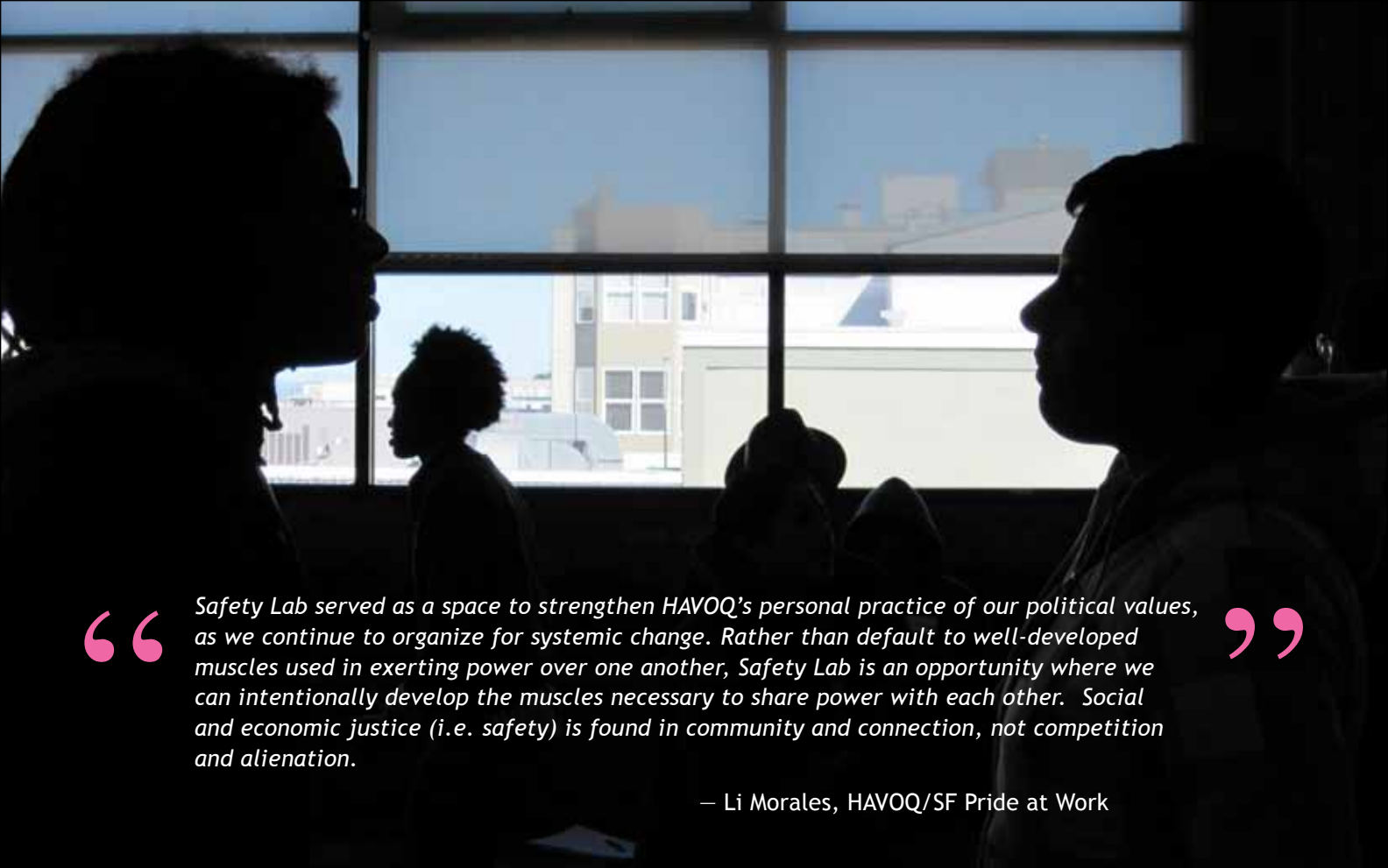
Safetyfest emerged out of the belief that our communities already have so many of the skills we'll need to transform violence and create safety, we just need to share them! The launch of our new annual, free festival was a huge success—from April 8-18 nearly 300 LGBTQ people and our allies from across the region came to 18 workshops, performances, sessions, and celebrations in San Francisco and Oakland to share skills, stories, and inspiration. We sent a powerful message far and wide: **queer and trans people are powerful, and we can create real safety.** Below are a few highlight from our inaugural festival:

- **FREEDOM DREAMS!** Our fierce launch party at Oakland's Bench & Bar, curated and produced by the amazing queer and trans people of color cabaret, Mangos with Chili, featured unforgettable performance, dancing, poetry, titillating raffle, and more.
- **Writing is Healing!** Three workshops that focused on erotic writing, love letter writing, and story-telling gave attendees an opportunity to write, speak, and honor our journeys--survival, resistance, healing, resistance, desire, loss, love, and more!
- **Boundaries are Beautiful!** Three workshops focused on sexual communication and consent (specifically for youth), on negotiating safety and boundaries for BDSM, and integrating mind/body/spirit in healing from trauma and oppression.
- **Taking Safety on the Road!** Two workshops focused on staying safe while biking and on exploring the rich legacy of racial, economic, and social justice movements in Oakland from our gay bicycles!
- **Practice Practice Practice!** Two workshops focused on practicing transformative justice and community accountability using real-life scenarios and practical skills to help us intervene in, prevent, and heal from harm without creating more harm.
- **Igniting our Imaginations!** Two events focused on using our creativity to end violence, one by creating inspiring visuals based on community interventions to violence and the other through powerful films and poetry from queer and trans people of color.
- **Ready for our Close-Up!** Two events sparked our senses through burlesque dancing and provocative photography, reminding us that art can be a complex vehicle for change.
- **With Everything We've Got!** Two workshops focused on intervening into harassment and bullying, one in the workplace and the other using self-defense skills that engage our bodies and voices in ending violence
- **WORK IT OUT!** Our closing celebration extravaganza at San Francisco's SOMArts, co-hosted with EL/La Program Para TransLatinas, was a power-packed afternoon of delicious food, inspiring performances from Las Krudas Cubensi, Lil Miss Hot Mess, and Model Minority Revolt, among others, glamorous raffle and photo station, and art- and community-making.



Model Minority Revolt performs at Work it Out!
photo: Kelly Puleio

A BIG THANK YOU to all of our generous and committed sponsors, community partners, venue and raffle donors, sharers, planners, members, volunteers, and everyone who attended and donated! **We can't wait to make safetyfest even more fabulous next year—if you are interested in getting involved or giving ideas, contact Tamara at tamara@cuav.org or (415) 777-5500 x312.**



“

Safety Lab served as a space to strengthen HAVOQ’s personal practice of our political values, as we continue to organize for systemic change. Rather than default to well-developed muscles used in exerting power over one another, Safety Lab is an opportunity where we can intentionally develop the muscles necessary to share power with each other. Social and economic justice (i.e. safety) is found in community and connection, not competition and alienation.

”

– Li Morales, HAVOQ/SF Pride at Work

CUAV members, Fall 2009

SAFETY LABS

Safety Labs are a space for our communities to practice the core skills needed for grounded, liberating community responses to harm. Over time, many of us have individually and collectively embodied ways of reacting to harm that take care of us in some ways, but also might have damaging consequences, such as isolation, shame, and silence. Safety Labs are a place for new and old friends to come together and get into the practice of responses that are neither minimizing nor retaliatory, ones that can generate safety, healing, connection, and accountability where there has been violation. In the past year, we have hosted:



- Four “home” Labs co-hosted with El/La Program Para TransLatinas, HAVOQ/SF Pride at Work, generationFIVE, and Aguilas
- Three “road” Labs presented to the UC Berkeley Queer & Asian Conference, SF City College, and the National Coalition of Anti-Violence Projects.
- On topics such as party safety, harmful group dynamics, and hate-motivated attacks.
- Reaching nearly 200 people.

We are thrilled that there has been such widespread excitement about Safety Labs, and will be working in the coming year to share our practices with advocates and activists working to advance a community-based approach to ending violence!

“

Safety Lab is important because it creates awareness about the violence around us and also it gives us a sense of responsibility in developing safe spaces within our communities. El/La Para TransLatinas is very proud to be part of this movement and the Safety Lab series, and to work together with CUAV to ensure successful responses to violence and hate.

”

– Alexandra Byerly, El/La Program Para TransLatinas

SHIFTING CONDITIONS:

Interpersonal violence does not happen in a vacuum, and is one of many types of violence that LGBTQ people face. CUAV believes that economic, social, and political conditions such as immigration policies, criminalization, economic exploitation, and oppressive community norms, among others, both support violence and are forms of violence unto themselves. We work to shift the conditions of violence and oppression by organizing for concrete improvements in the lives of our constituencies and helping to build a broad and transformative social justice movement that can create a just, sustainable world. In addition to our ongoing alliance work with the San Francisco Domestic Violence Consortium, the National Coalition of Anti-Violence Projects, and the Transforming Justice Coalition, below are some highlights from our organizing and movement-building activities in the past year:

SAN FRANCISCO IMMIGRANT RIGHTS DEFENSE COMMITTEE (SFIRDC)

A broad coalition of immigrant, civil, and LGBT rights organizations have joined forces to counter the mounting attacks on San Francisco's Sanctuary City policy. We won a victory with the passage of a bill that guarantees immigrant youth due process to prevent widespread deportation, and will continue to turn out our members and broader LGBTQ communities to support measures protecting immigrants.

“ Over the last several years, CUAV has been an invaluable member of the SF Immigrant Rights Defense Committee. In particular, CUAV has demonstrated the importance of LGBT organizations getting involved in the fight for immigrant rights. Real change can only be achieved when bridges are built between these common struggles for dignity and equal rights. ”

— Angela Chan, Asian Law Caucus



CUAV marches with El/La Program Para TransLatinas in the May 1st demonstration
Photo: El/La Program Para TransLatinas



Safety Lab participants practice an inspiring community response to hate violence

STORYTELLING AND ORGANIZING PROJECT (STOP)

In the effort to amplify and disseminate community-based responses to harm that do not rely on the criminal legal system, Creative Interventions began collecting and sharing stories of everyday interventions through STOP. CUAV is a grateful partner organization, and has integrated STOP stories throughout our work. We are currently supporting an effort to turn audio stories into inspiring visuals that can be used to create neighborhood, organizational, and community cultures of accountability and mutual aid.

“ Our partnership with CUAV has propelled STOP's work forward in crucial new directions this year. Their vision and leadership in integrating STOP's stories of everyday responses to harm into their Safety Lab, safetyfest, and member trainings has inspired us and our partners around the world. Having queer and transgender people leading the fight for community-based interventions to violence is of vital importance and we're happy to have CUAV leading that fight. ”

—Rachel Herzing, Creative Interventions



GET SUPPORT

CUAV provides free, confidential, non-judgmental emotional support, safety and response planning, and referrals to LGBTQQ people experiencing abuse or harassment. Call our **Safety Line** at **(415) 333-HELP (4357)** or come in during **walk-in hours, Fridays 11am-5pm**, at 170A Capp Street (near 17th Street). You are not alone!

GIVE SUPPORT

CUAV relies on the investment of individuals in our communities to sustain our work. **Become a donor today!** You can make a donation online at www.cuav.org, by calling (415) 777-5500 x323, or by stopping by our office.

GET INVOLVED

Are you an LGBTQQ person committed to creating safe communities? **Become a member today!** Contact Stacy at (415) 777-5500 x316 or stacy@cuav.org.

VISION

CUAV envisions a safe, resilient world with powerful communities organized around collective liberation, not abuse or exploitation, where everyone can thrive. Violence and trauma become opportunities to practice individual and collective transformation. Every living thing is valued as a vital part of a larger whole.

MISSION

Community United Against Violence (CUAV) works to build the power of LGBTQQ communities to transform violence and oppression. We support the healing and leadership of those impacted by abuse and mobilize our broader communities to replace cycles of trauma with cycles of safety and liberation. As part of the larger social justice movement, CUAV works to create truly safe communities where everyone can thrive.

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