

The following are community suggestions for next steps that were gathered from the October 14th, 2015 Town Hall meeting held by Philadelphia Black Pride in the William Way Center. The suggestions come from the 75+ participants in attendance and are separated by: Intra-POC Work & Healing, Immediate Next Steps, Long term Next Steps, and Ideal.

*Context is provided as necessary

X's are used to indicate the number of times this suggestion arises.

Intra-POC Work & Healing: This is work to be undertaken by people of color in people of color spaces.

- **X** Until self-healing is seriously done. The problems will remain. One must find a way to let go and heal.
 - *Work on healing trauma from instances of racism in the gayborhood.
- Change will happen when we accept the things we are all dealt with in life. Although we are not the same...we are all equal! Change is naming the adjustments that are needed.
- **XX** Exclusion of those with privilege (for strengthening)
 - *Creating spaces/support groups exclusively for POC to strengthen relationship

Short-Term Next Steps

- Rideshares for LGBTQI on nights out
- **XX** Consistent meetings
 - *To follow up on townhall
- Only then (with strength) inclusion of allied agencies and organizations
 - *Building POC relationships with ally agencies and organizations after Intra-POC work has started

- We need to organize more.
- White queers holding other white queers accountable for racism
- Lax policy on ID discrimination, No bias ID checking
- **X** Create queer/trans/gay/allied spaces
- Get all issues and problems and make them known
 - * Collect data on issues and problems affecting the community
- We should get solutions and bring them to the table
 - * Develop solutions to address issues and problems
- Strengthening our numbers to create a firmer stronghold that will last upon further endeavors
 - * Bringing more people on longer term for town halls and other discussions to build further.

Long-Term Next Steps

- Sit Down w/ Police members w/ PCHR w/ other gov agencies: Intersectionality
- Encouraging people of color to fight to continue diversifying institutions that are primarily white. For me that is the healthcare field.
- Some accountability policies for harassment in the space that in the Gayborhood or that are supposed to serve the LGBT community
- All invested, motivated parties come together to see how to contribute to the dismantling of systemic oppression
- **X** Create queer/trans/gay/allied spaces
- Build cross-racial community AND build spaces in which people can feel free
- Reinforcing value in each other, therefore making it obvious to others who do not agree
 - * Working to value each other so that
- **X** Organize politically to start to challenge racist policies & systems of decision making (i.e. liquor licenses)
- Creating our own space & places

* Creating LGBTQ POC specific spaces

Ideals

- Fluidity, internalized stuff
 - * Address internalized –isms to allow space for more fluidity in identities.
- I want to see more people step up and break social norms
- Honesty is key, we must be honest with self and others.
- Solidarity
 - *Thinking of ourselves as a whole instead of individuals
- Supporting LGBT business, life and love
- Stop letting blood be spilled
- Change is the presence of true inclusion and safe spaces; none of my identities should ever feel non-involved when I talk about my struggles and experiences will I'm in my community whether that be the Black, Queer, or Tran community
 - Experiencing being one's wholeself in community
- End of shaming
- Love each other for who we are
- Change involves inclusion of all identities