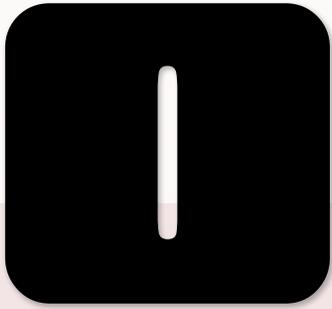


**ANNIVERSARY ISSUE:** Celebrating 8 Years

our lives



# HEALTH & FITNESS

Tips, Trends, and Stories of Local Success

Madison's LGBT&XYZ Magazine

July/August  
2015

## BECOMING A TRULY AUTHENTIC ATHLETE

DALTON RAY

P.34

INSIDE:

## PRIDE PARADE GUIDE



Local Perspectives on  
Marriage Equality

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AIDS Network &  
ARCW Merge

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Roots  
Chocolates

p.56

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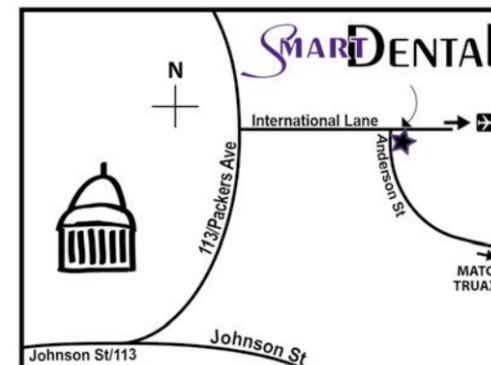
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“And then sometimes there are days like this, when that slow, steady effort is rewarded with justice that arrives like a thunderbolt.”

—President Barack Obama

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Cover photo by Ian DeGraff

our lives



Madison's LGBT&XYZ Magazine

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**EDITOR'S NOTE** ■■■ EMILY MILLS

## WHY WE NEED EQUITY IN SPORTS



**TITLE IX**, which legally guaranteed equal access to and funding for female sports in this country, passed 43 years ago. Women's participation in sports has, as a result, skyrocketed since then—though we still face serious barriers to participation as well as enormous prejudice. Far too many young people, especially those who are female or LGBTQ-identified, are scared or driven off from participation in sports, whether by outright discrimination or simply by being turned off by a culture that can still be extremely toxic.

Madison is lucky in that we are home to several LGBTQ-specific and/or welcoming sports leagues. These are places where people who either never had the chance to play or were driven away from playing are finally able to find a nurturing home. That's where the concept of equity—more than equality—plays a crucial role. That doesn't mean shutting out straight allies who want to play alongside us, but it does sometimes mean maintaining spaces where marginalized people and their experiences are recognized and prioritized, to ensure that they know and have access to healthy outlets like sports, as well as the support and structure they need to feel welcome and valued there.

It's heartening to see such amazing change being made by trailblazers like our cover story writer, **Dalton Ray**, who came out of the closet in the world of high school and then again in college football. It's a far cry from the heartbreaking treatment **Margaret Kucera** writes about in her own piece about playing basketball just a few short decades ago. So much has changed, and yet there's still so much more work to be done. I turn to the words in these pages, as always, to revitalize myself for the fight ahead, and to give thanks to those who've come before. ■

**CORRECTION** ■■■ OUR HISTORY

*Our Lives* ran the following photo along with Dick Wagner's "Our History" feature in our May/June 2015 issue with incorrect information about the governor pictured and the law being signed. This was an editorial error and should not reflect on the author of the piece in any way. We deeply regret the error and have reprinted the image, with the correct caption, here:



Gov. Anthony Earl signs the Consenting Adults Bill in 1983 decriminalizing homosexual acts and other private sex acts. Such a bill was first proposed by Lloyd Barbee in the early 1970s. Looking on are (left to right) Dan Curd, Linda Kessel, Dick Wagner, State Representative John Manske, State Representative David Clarenbach (author), State Representative Marcia Coggs (Barbee's successor, State Representative David Travis, and an unidentified woman.

**DANE BUY LOCAL** ■■■ MEMBER SPOTLIGHT



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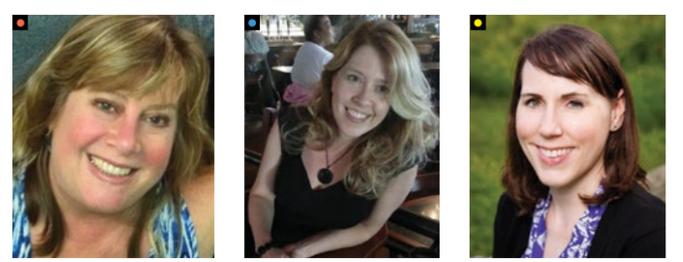
**What is your connection to the LGBTQ community?**

I'm gay, and I have LGBTQ employees. Fromagination supports specific local LGBTQ projects and organizations. I am proud to live and have a business in a place that accepts and supports, more and more, sexual minority communities.

**Do you do anything charitable or that gives back to the local community?**

We contribute to entities, such as Proud Theater, OutReach, GSAFE, Wisconsin Public Radio/Television, and the Wisconsin Chamber Orchestra. We also focus specifically on supporting food and agricultural projects, such as the Wisconsin FFA Foundation and Friends of Silverwood Park. My partner works on food and agricultural issues on the Dane County Board, so we are trying to support local food from the dirt to the dishwasher.

**CONTRIBUTORS** ■■■



- **JUDY DAHL** is owner and principal of JKD Communications, which provides freelance writing and editing services to clients such as Madison Magazine, Credit Union National Association, AIDS Network, and the Greater Madison Chamber of Commerce. She has two NYC-based daughters and two canine interns, and is proud to have completed the 300-mile ACT 12 bike ride this summer.
- **KARIN WOLF** has a background in arts project management, research, writing, and educational programs. She is the Arts Program Administrator for the Madison Arts Commission in the Department of Planning and Community and Economic Development. She manages the City's arts grants, runs the gallery spaces, stewards the City's permanent collection of art, and handles the administration of new public art projects.
- **MEGHAN ROED** is an attorney in Madison. She focuses her practice on estate and tax planning, with an emphasis on helping same-sex couples protect their families and assets, as well as probate, real estate, and bankruptcy. She is also actively involved in OPEN Madison, the Wisconsin LGBT Chamber of Commerce, and just started fostering pets through the SAAV ("Sheltering Animals of Abuse Victims") program. In her free time, she bikes and runs, reads anything recommended by NPR, attempts home improvement projects, and is a voracious garage sale-er.

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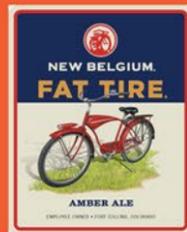
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“It is not our differences that divide us.  
It is our inability to recognize, accept, and celebrate those differences.”

—Audre Lorde



## Out and Proud

The **OutReach Pride Parade** expands in its second year to include State Street route.

**FOR THE SECOND YEAR IN A ROW**, OutReach LGBT Community Center will host its Madison Pride Parade, now featuring a parade route up the length of State Street and ending at the Capitol. The event will be held on **SUNDAY, AUGUST 9** and will feature community organizations, businesses, faith groups, sports leagues, and more as participants.

Local bands She She and Color Me Once will provide live music at a rally to follow, which will also include prominent speakers and activities for everyone.

The community will have several opportunities to support OutReach and the parade, at fundraisers organized by support-

ers in and around Madison before and after the main event. Woof's King Street Block Party on August 15 will donate a portion of its proceeds to the cause. The Cardinal Bar will host a fundraiser cocktail hour with food and music on July 9 from 5:30 to 7:30 p.m., and Bunky's Café will again hold its Pride Brunch fundraiser on July 26 from 10:30 a.m. to 1:30 p.m.

OutReach partnered with several organizations, including *Our Lives*, PFLAG, and Fair Wisconsin, to bring back the parade last year after disappointment over the decision not to hold one in 2013. Madison had held its first major Pride march for in May of 1989, but local support **CONTINUED >>**



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**PRIDE PARADE >>** of Pride events has ebbed and flowed over the years, sometimes running into financial difficulties, other times suffering from a lack of interest.

As major battles for marriage equality are won, OutReach and its partner organizations hope to use Pride to help refocus and revitalize the movement for LGBTQ equality, this year in particular by making ramping up the fight for transgender rights the focus and theme of the parade. Steve Starkey, OutReach Executive Director, noted last year that it's important to remember that our struggle for equality is far from complete in many areas. Rights like second parent adoption and statewide protections for transgender people still elude us. In recent years, OutReach's mission has turned increasingly to focus on moving toward economic justice and efforts to advocate for institutions that are culturally-sensitive to LGBTQ people's specific needs. For OutReach, that means counteracting the disproportionate incidence of homelessness in LGBTQ communities and meeting the special needs of older LGBTQ community members.

"Despite the stereotype, not everyone who is LGBTQ is affluent with lots of disposable income," Starkey said. He notes that the downturn in the economy hit communities of color especially hard (including LGBTQ people of color) and has also had a disproportionate impact on folks who face the added consequences of both sexism and homophobia. "For example, when it comes to lesbian couples, there's what I call the double bind of the pink glass ceiling—two women who already get paid less on account of their gender, also grappling with the consequences of workplace homophobia. This can have even greater consequences for the additional challenges that come as people get older."

Pride events, then, still play an important role in making our families and our struggles visible to the wider world, and in helping revitalize and bring us together to support one another for the struggle that still remains.

If you're interested in volunteering to help at the parade, or to become a sponsor or march participant, please contact OutReach at [info@lgbt Outreach.org](mailto:info@lgbt Outreach.org). ■

OURLIVESMADISON.COM

**Local author Bridget Birdsall wins gold in 2015 Independent Publisher Book Awards**



Madison-based writer Bridget Birdsall was recently awarded gold in the "Gay/Lesbian/Bi/Trans Fiction" category of the Independent Publisher Book Awards for her novel, *Double Exposure*. Set in Milwaukee, the story explores the life of an intersex teen athlete and "brings to light complex gender issues, teenage insecurities, and overcoming all obstacles."

The book was also nominated for a Lambda Literary Award and the Foreword Reviews' INDIE Book of the Year. It was the first place winner of the Wisconsin Council of Writers' Tofte/Wright Children's Literature Award as well.

"*Double Exposure* is an important story, poignant and compelling. And it's a great basketball story as well, rising out of a deep knowledge of the sport. Bridget Birdsall is a writer to watch!" —Marion Dane Bauer, Newberry honor-winning author of *On My Honor*. ■



**For more than 40 years, Briarpatch Youth Services has served at-risk and homeless youth and their families.**

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- Approximately 40% of homeless youth identify as LGBTQ.
- It is estimated that 5,000 unaccompanied youth in the U.S. die each year as a result of assault, illness, or suicide.
- 849 high school students reported being kicked out by their parents in the last 12 months.
- 934 students reported running away from home in the last 12 months.
- Homeless teens are more likely to become homeless adults.

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**Transgender (Military) Progress?**

DeForest resident **Ret. Col. Sheri A. Swokowski**, becomes the first woman to wear a female Army dress uniform displaying Infantry brass and braid while advocating for open transgender military service.

**ON TUESDAY, JUNE 9TH** I got to sit in the second row of the Pentagon Auditorium for their fourth annual Pride celebration, rather than the third row like last year. I was across the aisle and four seats away from Secretary of Defense (SecDef) Dr. Ashton Carter. I was encouraged by the standing room only crowd with Service Members lining the aisles vs last year's meager turnout. I'm thinking it had some-

thing to do with the SecDef being the keynote speaker.

The day prior I did two live interviews, with MSNBC, CNN, and after Pride, Al Jazeera - America about wearing a female Army dress uniform which displayed Infantry brass and braid. There has never been a female infantry individual (officially recognized) in the US Armed Forces. Since I retired 10 years ago, I have been unable to wear a uni-



ABOVE: Sheri in her new uniform with Senator Baldwin.  
BELOW: Speaking on MSNBC about the precedent.

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## Organization Updates

Madison-area LGBTQ service organizations share current projects, new faces in leadership, and their vision for future work.

### New Harvest Foundation supports local arts, school programs for LGBTQ people

THE NEW HARVEST FOUNDATION (NHF) supports opportunities for LGBTQ and LGBTQ-friendly groups to share their stories with South Central Wisconsin and create value-added impacts throughout our communities.

A NHF grant also made it possible for eighth grade teachers at O'Keefe Middle School to implement a pilot reading unit called "Overcoming Adversity." This unit addresses identity and social justice issues through teenage coming-of-age stories. Teachers at O'Keefe strive to make curriculum culturally relevant and reflective of their student body, however, they were without resources to incorporate LGBTQ+ stories into their curriculum. The grant from NHF made it possible to purchase enough LGBTQ+ young adult novels for use in all six Reading/Language Arts classes, as well as provide a set of books for the Madison Metropolitan School District, giving all district students access to the curriculum piloted by O'Keefe Middle School.

Most recently in March, OUT!Cast Theatre performed "Bare! A Pop Musical" at the Bartell. Set in a Catholic high school, the story followed two boys sharing a secret love for one another. It tackled issues like bullying, suicide, drug abuse, and body image. NHF is proud to support the mission of organizations like OUT!Cast Theatre and with the support of communities across South Central Wisconsin, NHF can continue its mission of giving back!

### Kraft Proud flies rainbow flag on Madison and Chicago campuses for Pride Month

KRAFT FOODS' LGBTQ employee resource group, Kraft Proud, once again helped to facilitate the flying of the rainbow flag at the Oscar Mayer plant in Madison and the company's two campuses in Chicago. The flag flew for the entire month of June in honor of LGBTQ Pride.

### AIDS Resource Center of Wisconsin hires new pharmacy manager

BRAD PLUNKETT, RPH has joined the ARCW Pharmacy as pharmacy manager and will be leading the opening of the organization's new patient-centered pharmacy in Madison this year. Brad brings 20 years of experience as a



The rainbow flag flying at Kraft for LGBT Pride month.

pharmacist working with HIV patients and is looking forward to becoming an active member of Madison's LGBTQ community, as he has done in other communities in which he has lived.

The new Pharmacy—designed to meet the complex and specific health care and pharmaceutical needs of patients living with HIV—will be co-located with the other health care and social services ARCW provides at its current location in Madison.

ARCW pharmacists and staff are experts in making sure HIV patients and their health care providers have access to the most recent medications. They work to develop individualized plans to ensure patients follow their regimens, a critical part of long-term success in managing HIV and other chronic conditions patients face. Financial assistance and home delivery of medications are also available to patients at the ARCW Pharmacy.

The new ARCW Pharmacy will be open to all HIV patients, regardless of where they receive their health care. Revenue generated by the pharmacy is reinvested in HIV prevention, care, and treatment programs offered by ARCW.



### Mad City Sisters: Movin' On Up

THE MAD CITY SISTERS are proud to announce their induction as an official House of the Sisters of Perpetual Indulgence, and will be celebrating the occasion at their Exequator, August 7-9 in Madison. Events will include a Friday meet and greet at Woof's, sight-seeing and photo ops followed by the Exequator at Plan B on Saturday,

and then a Sunday farewell brunch followed by the Madison Pride Parade. Join the Sisters as they're inducted into the worldwide community of queer nuns!

The Sisters of Perpetual Indulgence (SPI), also called Order of Perpetual Indulgence (OPI) is a charity, protest, and street performance organization that uses drag and religious imagery to call attention to sexual intolerance and satirize issues of gender and morality. At their inception in 1979, a small group of gay men in San Francisco began wearing the attire of nuns in visible situations, using high camp to draw attention to social conflicts and problems in the Castro District.

The Sisters have grown throughout the U.S. and are currently organized as an international network of orders, which are mostly non-profit charity organizations that raise money for AIDS, LGBT-related causes, and mainstream community service organizations, while promoting safer sex and educating others about the harmful effects of drug use and other risky behaviors.

### CDW's LGBTQ employee resource group working to create a more inclusive environment

BRAVE IS CDW'S RESOURCE for employees to learn more about the LGBTQ community. We're dedicated to creating an alliance that makes the workplace and the community an open and educational environment. The group was formed to give employees an environment in which LGBTQ people and their allies can be authentic and true to who they are. We host a number of brown bag events to educate and give back.

### OPEN recognizes new members, new hire, and grant awardees



OPEN WOULD LIKE TO recognize our newest board member, Alan McAfee of First Business Bank, and our new committee members, Robert Timm of MAG-NA Publications, attorney Meghan Roed, Brandon Rounds

of HotelRED, and Chris Butler of CDW.

OPEN Madison has also hired Stephanie Ricketts (pictured above) as part-time Administrator. Stephanie's responsibilities include member relations, marketing, and other administrative duties.

We are proud to launch the Mentor/Mentee Program connecting our members for professional development and career opportunities. If you're interested in being part of the program, please contact us through openmadison.org.

Finally, OPEN recently awarded our first \$1,000 Community Grant to Public Health of Madison and Dane County, which works to develop localized population health profiles to help the health department in communicating complex data and

aid in the development of services, programs, and policies, with a priority being LGBTQ health. The next deadline for project proposals is March 2016. You can get more info on our website.

We're always looking for new committee members! Visit openmadison.org for more.

### LGBT Books to Prisoners highlights connection to YGB movement

VOLUNTEERS ARE DRAWN TO LGBT Books to Prisoners' work for many different reasons. Some want to share their love of reading with strangers who have limited access to books. Some enjoy spending time with a group of queers and allies committed to the LGBTQ community, near and far. And others view the work as political—an acknowledgement of the fact that the prison system disproportionately targets and punishes minority populations, including queer people, poor people, and people of color. From this perspective, LGBT Books to Prisoners' efforts are part of a larger movement to lessen, and eventually end, the violence inflicted by the prison-industrial complex on the most underserved communities in our society.

This is why LGBT Books to Prisoners feels that it is important to speak out against injustice in the local criminal legal system and support groups like the Young, Gifted, and Black Coalition (YGB) that are working to change the status quo. We were both disgusted and unsurprised

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by D.A. Ismael Ozanne's decision not to file criminal charges against Madison Police Officer Matt Kenny after he shot and killed unarmed black teenager Tony Robinson on March 6, 2015. We view this as just one example of an ongoing national pattern of white police officers killing black people without consequences. We call it state violence, and we are ashamed to live in a city whose officials allow it to take its unjust course so easily.

State violence is also what we call the criminal legal system, which extends its reach far beyond police departments, jails, and prisons.

We see state violence in the school-to-prison pipeline, through which students of color are fast-tracked into "criminal" status. We see it in the minimal access that certain populations have to housing, employment, healthcare, and transportation, which results in poverty and homelessness (both of which are conditions the state often punishes rather than ameliorates). We see it in the decision that recently came before the Dane County Board of Supervisors, which had to choose how to respond to the reality that conditions at the Dane County Jail are inhumane: By building a new jail, by spending

millions to renovate the existing jail, or by reducing the number of people who end up in jail in the first place and putting the funds toward community projects.

Fortunately for our community, the Board of Supervisors was strongly influenced by YGB, which has been working against state violence together with other local organizations, including MOSES and NAMI, since last year. When the Board passed Resolution 556, which called for an exploration of alternatives to incarceration and solutions to racial disparities throughout Dane County's criminal legal system, we had the tireless efforts of YGB and other social justice activists to thank. YGB was also a driving force behind the protests around Tony Robinson's

violent, tragic, and unjust death. Without these peaceful actions, our community's reaction to his shooting would have been shameful indeed.

LGBT Books to Prisoners finds inspiration in and follows the lead of those most affected on the front lines of state violence: Black people, especially those who are queer, trans, or gender non-conforming. Black queer leadership is central in YGB locally and in the national Black Lives Matter movement. This is why we believe that we need to welcome and center YGB's work in all our efforts to address discrimination and inequities of opportunity in Dane County. Only then will we make progress towards dismantling the prison-industrial complex and make real changes for the LGBTQ community. ■

### GSAFE responds to the non-indictment of Madison police officer in shooting death of Tony Robinson

We are deeply saddened to learn that Officer Matt Kenny has not been indicted for taking the life of unarmed black teenager Tony Robinson on March 6th in Madison.

We are deeply saddened, and yet we are also not surprised. With very few exceptions, police officers are almost never indicted for killing people in the United States. An indictment is neither a statement of guilt nor innocence; if Officer Kenny were indicted, that would simply mean that probable cause had been found to press charges against him for his actions and the case would go to trial. There, a jury could hear all the evidence and make a decision about whether or not he should be held accountable for killing Tony Robinson. We feel that by not indicting Officer Kenny, Tony Robinson has essentially been found guilty without a trial, that his killing was justifiable.

The violence that the black community is experiencing in this country at the hands of police and the state is not justifiable.

We see this playing out in our schools, in who gets stopped by school officers, who gets sent out of the classroom for being "disruptive," and who is subjected to higher rates of scrutiny, distrust, and disciplinary actions. Wisconsin has one of the highest disparities in the country in academic outcomes for students of color compared to white students. We also have the highest incarceration rate in the country for people of color as compared to white people. We believe that these two things are related, and point to deep-seated biases and systemic racism that many in our state do not want to discuss.

As LGBTQ+ youth, we stand in solidarity with the Black Lives Matter movement. The struggles we face are not separate. Many of us are LGBTQ+ and youth of color, so we experience not only homophobia and transphobia in our daily lives but racism as well.

As a group, GSAFE's Youth Leadership Board has been discussing Tony Robinson's death for weeks now, and many of us have been very active in protests organized by the Young, Gifted, and Black Coalition here in Madison. We know that the news of the non-indictment will make many students feel angry, confused, hurt, and even scared.

There will be future opportunities for students to get involved. Some schools and some parents will be supportive of their students participating in actions and protests, and others will not. We encourage students to work in partnership with the adults in their lives to find helpful and healing ways to support the Black Lives Matter movement.

If your GSA would like support in holding a discussion about Tony Robinson, the non-indictment of Officer Matt Kenny, or the Black Lives Matter movement, please reach out to the staff of GSAFE for suggestions on how to make that happen.

In solidarity,  
GSAFE's Youth Leadership Board



### Madison's First LGBTQ Comedy Show Celebrates One Year



MADISON'S FIRST LGBTQ stand up comedy show, Alphabet Soup, will celebrate its one year anniversary on **JULY 17** at **7:30PM** with special guest and funny man **JONNY MCGOVERN**, as well as Chicago comedians **ALI CLAYTON** and **ADAM GUERINO**. McGovern is best known for Logo TV's "Big Gay Sketch Show" and his own talk show, "Hey Qween!"

"I'm so excited to be celebrating Alphabet Soup's one year. When it started I wasn't sure if Madison was ready for queer comedy, but it keeps getting better each month," show creator Dina Martinez admits. The show runs every third Friday of the month at Plan B, 924 Williamson St.

The show is free but table reservations may be made for a \$50 donation to fund Martinez' webseries "The Misadventures of Delilah James" which will be filmed in Madison beginning September 2015. To reserve tables email [booking@dinamartinez.com](mailto:booking@dinamartinez.com) ■



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## The Space Between

**Karin Wolf** examines the distinctly queer work of **Anna Campbell**, artist in residence and Visiting Associate Professor at UW Madison.



**AT THE CLOSING** of the student-curated Wet Archive exhibition at the Chazen Museum of Art this past spring, the Wisconsin Book Festival partnered with the UW Department of Art History for a book signing of *Ever Your Friend* with Anna Campbell.

The namesake of Campbell's book came from the inscription on the back of a portrait that read, "Ever your friend, Ida." It sounds like a valediction from a Victorian friendship in which two women had a romantic and intimate connection. Such relationships, though not necessarily sexual, often expose longing and loyalty that crosses the blurry line of homoerotic attraction.

Viewers clustered in the "Curatorial Lab Space" to hear Campbell speak, surrounded by three-dimensional artworks from her project. At the entrance of the space, visitors reached into a bowl upon a pedestal to procure a vintage-looking matchbook with the words "The Slow Club" embossed on the cover. "The Slow Club" was the name of a ballroom dance club that was ostensibly straight; the address on the matchbooks was taken from Rusty's now closed lesbian bar, but on the inside flap, where someone might scrawl the words "call me" beside their phone number before slipping it into the hand of an attractive stranger, fragments of text hint at a larger story.

The interior inscription was derived from Campbell's grandmother's memoirs, in the chapter about the artist's great aunt, about a dance club that one of Campbell's great aunts frequented during WWII. In that space and time, women danced with women, presumably due to the shortage of eligible young bachelors on American soil. This gray area where gender and desire is more complicated than many acknowledge is the place where many of Campbell's artworks live.

The pages of *Ever Your Friend* contain images of arms and hands and the objects they held. Campbell distilled them from photos she studied during a month-long residency at the Lesbian Herstory Archives in Brooklyn, NY. By selectively omitting all identifying details, viewers must imagine the portraits that the photograph contains and, by extension, what that photo says about quotidian lesbian lives.

In *Ever Your Friend*, as in Campbell's sculptural work, bodies are present by reference, but literally absent. Thus, the artist uses invisibility to establish a politically urgent queer visibility. Her work is strategic and deliberate and does not present literal portraits that allow viewers to see what has been previously hidden by the closet, the AIDS crisis, or institutionalized discrimination and violence. Instead, she conjures empathetic portraits where viewers feel the absence of the figure and fill in gaps using their imagination.

Campbell is a tenured faculty member at Grand Valley State Univer-



Anna Campbell (below) and some of her recent work.



sity in Michigan, but in the 2014–15 academic year she was an artist-in-residence and Visiting Associate Professor in Art History at UW – Madison. She taught courses on feminist and queer art practices and curation. In her artistic practice, she uses sculpture, video, and site-specific installation to destabilize rigid ideas of masculinity, femininity, and heteronormativity so that alternate stories of gender, attachment, and longing have air to breathe.

For Anna Campbell, an academic and queer artist (queer in the verb form, she says), visibility is one of the political qualities of what is going on in our movement. She defines queer "not as a synonym for LGBT, but as something that points to the more radical roots of the term." Her art and her teaching practice create an opportunity to talk about the intersections of feminism, racial politics, and postcolonial

theory. She sees this political moment as the opening to create a world where no matter how one identifies, they need not be in constant peril.

Take, for example, her piece *A Pocket, A Cue, A Shot* (2012), which is recognizably a pool table. Closer examination shows that the "felt" is a bare mattress, the "pockets" are lined with stockings, and the raw "frame" is constructed from pine two-by-fours. Campbell appropriates familiar objects so that the work generates its own narrative. In this way, the work is full of innuendo and tension but has flexibility based on the viewer's own associations. One might read *A Pocket, A Cue, A Shot*, for example, as expressing the macho gesture of calling a shot, of reaching into secret pockets, of anticipation, exhibitionism, or bedroom pleasures.

Her sculptural pieces stand on the artistic tradition of the readymades. The artist most known for elevating found objects into art was Marcel Duchamp, whose *Fountain* (1917) took a modified urinal and, using irony and humor, jolted the viewer into new ideas about what art is. In Campbell's case, she is creating "fabricated found objects" to use artist Millie Wilson's term, that have the authority of the found object but have been appropriated and painstakingly crafted so that the artist can exploit not only the object itself, but also the material from which she fabricates it. She is riling us up with our own correlating perceptions, feelings, and connections and allowing us to draw our own conclusions. In so doing, the familiar gets destabilized to the point that viewers cannot exit the gallery with the same associations they had upon entering.

Anna Campbell and her partner, Professor Jill Casid, currently live and work between Madison, Grand Rapids, New York City, Paris, and wherever else their desires and their work takes them. ■

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I grew up in Chippewa Falls and attended undergrad and dental schools in the Midwest then spent 12 years in California. I missed the four seasons and Wisconsin, so recently returned and started practicing with Dental Health Associates.

In my spare time, I volunteer for the Madison Dental Initiative held at the Salvation Army. They provide dentistry to people who don't otherwise have access to it. I love to explore the various parks, restaurants, and the various ways to be active in Madison. I enjoy running, biking, and stand up paddle boarding on the Madison lakes.

**I am Dr. Aldrin Sangalang and I am DHA.**



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## New Lease On Life

**Tamara Dinkel** chronicles the physical and emotional challenges of battling an aggressive cancer, all while coming out to her family and making several other major life and career changes.

### THE BIG C

After two weeks, which included a physical exam, diagnostic mammogram, and needle core biopsy, I was diagnosed with Stage III, BR grade 3, triple negative, infiltrating ductile carcinoma. What? Stage III meant that more than two lymph nodes had been affected; grade 3 meant the most rapidly growing and radical/aggressive cells; triple negative meant no hormone (estrogen, progesterone, HER2) therapy currently in existence will ever work, as the cancer cells have no receptors to “dock and induce” the treatment to destroy the cells. As for the carcinoma, that meant the tumor had infiltrated, i.e. grown large enough to bust through the mammary duct walls and, like a dog getting out of the fenced-in yard, was now able to run freely about my body waiting to inhabit major organs and try to end my life.

I have always been a “go big or go home” kinda gal. I suppose this was yet another bigger-than-me challenge I would have to face.

I had just turned 35. I was healthy, ate well and was in excellent physical condition. I had always been physical from a young age, including becoming a black belt in Tae Kwon Do, playing volleyball, basketball, swimming, track, weight-lifting, racquetball—I went to UW Madison where I graduated with a bachelor’s degree and was on the Women’s Rowing team. Now I was a triathlete, too—so how could this happen?

### AGAINST THE ODDS

But the odds were against me: My mother had a rare form of breast cancer and was able to beat it with isotope radiation therapy ten years ago with no recurrence. I had had my annual physical that same February and discussed with my general practitioner the new ten-year rule of thumb about mammogram testing of the offspring of breast cancer survivors who had been diagnosed under 50. My doctor and I decided since I was just 35, and my mother was 45 when she was diagnosed, I could undergo the mammogram next year, especially since I was healthy as a racehorse. There is no telling for sure if the tumors would have been caught in February, though. They may not even have been visible, and they were not palpable. When I was diagnosed on May 14, they measured the tumors at .96cm and .92cm, and when they pulled them out a few weeks later they had grown to 4cm and 1.3cm, and we knew it had spread to my left-side arm lymph nodes.

### CRASH COURSE

During those first few weeks leading to my surgery, I put the initial shock in check and focused on quickly educating myself. I found myself in the middle of making some major life choices that would affect the rest of my everyday living. Take one breast or both? Reconstruction or not; if I chose to reconstruct, what does that mean and what are my options? How would reconstruction work with the treatments I was going to undergo? I knew I would eventually undergo radiation so what does a temporary vs. final reconstruction timeline look like? How many surger-

ies will I undergo to reconstruct? For the temporary reconstruction, what do I have to do to expand the skin? What happens with skin, muscle tissue and the buildup of scar tissue during treatment and how does it get fixed? What is lymphedema and how will that impact my very active lifestyle? What doctor should I use to reconstruct: A cancer surgeon or a plastic surgeon? Does the doctor who removes the breasts have to be the same as the one who reconstructs? How do I coordinate their schedules for my surgery—get this cancer out of me as soon as possible! Explain my pathology report again please, so I understand it.

There is no doubt it was extremely difficult to process the news of having cancer running rampant in my body and then having to find out it is business as usual for the medical industry. My life emergency was not always considered on their timelines and schedules. I learned immediately that I needed to be my own advocate. I had to be fierce and push for what I wanted and for when I wanted it done. I had to coordinate making and getting to almost daily doctors’ appointments and tests, and try to work a full-time job at the same time.

It was extremely difficult to process the news of having cancer running rampant in my body and then having to find out it is business as usual for the medical industry. My life emergency was not always considered on their timelines and schedules. I learned immediately that I needed to be my own advocate.

I was a project manager in general commercial construction and about to complete a \$14 million project. There was added stress of deciding to work after surgery while going through treatment or go off work on short-term to long-term disability. Many people worried if I chose not to return to work I would lose my job. I worried if I went back while trying to rid my body of cancer through treatment I would die. I was fortunate enough to have had short-term disability and long-term disability available to me. However, I made the decision not to work, and when I attempted to return after treatment, I was not invited back.

### HARD CHOICES

There are no easy choices when looking at your life options when dealing with a cancer diagnosis. Survival can have so many meanings; to live, to make it through, to have had a near miss. I chose to create a path to not just survive this journey wherein I had no assurance of a good outcome, I would thrive and be true to myself. I would learn to be selfish for what I felt it would take to live beyond the diagnosis—regardless of what others agreed or disagreed with. In the end I was the only one who would have to live with the results of the choices I had to make.

The cancer journey revealed life’s yin and yang. I experienced the full gamut of what one can experience of the people you deal with while treading on such fragile ground. The world can be a selfish and cold place, and when you meet the reality of the inhumanity of business as usual and “sorry about your problem, but it is not mine,” it can make you feel small, worthless, and insignificant.

I can remember thinking, this cancer issue cannot be that serious and my work is more important... but what the hell was I thinking? I could remember the feeling of looking at my life for the first time as an outsider. It felt like a surreal movie. I felt as though people were moving about their normal lives, oblivious, consumed by things that may or may not matter for the now or future, going effortlessly to the grocery store and putting out their trash, having a cocktail at the bar talking cheerfully with their friends without a care in the world—and there I was, watching from afar, suddenly very aware of my mortal clock ticking away, knowing I was going to die.

**IT WAS A BIG WEEKEND;** one that, to say the least, would change my life in many ways.

It began as a normal day: I ran three miles and participated in a masters swim class before work —I was training for Ironman number two. I’d finished the first one the past September, and now, on the first of May, we were to receive the lottery results to have the privilege to bicycle 500 miles across the state of Iowa with 15,000 of our closest, bike-crazed compadres for the 38-year traditional long-running RAGBRIA event. We were in! To top things off, on that same day we celebrated 40 years of wedded bliss of my now-spouse Wendy’s parents.

That night we discussed the need to tell my own parents that I was seriously involved with the most amazing person in the entire world, despite having been divorced from my ex-husband for only a short few months. My parents live in South Texas and they were going to be joining us on the ride across Iowa. My relationship had progressed to the point that it was time to share what was happening before they bore witness on the bike ride. A day and a half later I dropped the proverbial bomb on my Republican, conservative, Marine Corps veteran father, and my Catholic and, thankfully, understanding mother. It was shock and awe. At the end of the phone conversation, when it was time to allow my parents the opportunity to process what I had revealed, though, I had to say one final thing: “Oh, by the way, on Friday I found a lump in my breast. I’m seeing a doctor tomorrow. I’m sure I’ll be fine.”

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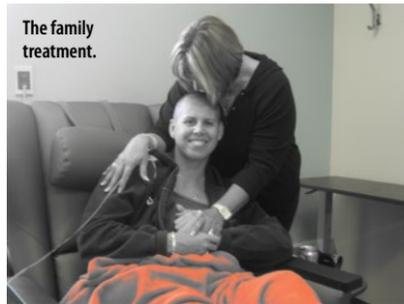
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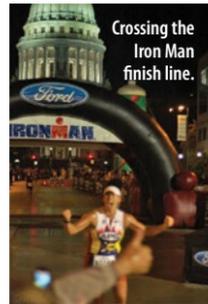


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LIFE LESSONS

I wanted to scream. I was jealous at times of peoples' lack of exposure to how important it is not to take their lives, health, and flexible bodies without major scars for granted. Before cancer I was very afraid of death, but I would think that for just a few fleeting moments, never indulging it for too long. I am no longer afraid. I really love to live, and I am fortunate enough to have learned that I do have only so much time for the here and now. So, I make the most of it and make every effort to not take anything for granted.

On the flipside of the trauma, I also witnessed the amazing side of humanity, and was fortunate enough to have been embraced in the arms, hearts, and minds of so many people. The outpouring of support for me and my wife was extraordinary. From the moment I shared the news with family and friends, it was game on! People rallied around me from near and far, complete strangers offering to provide my wife and me with whatever we needed to "fight this fight" and "beat this disease!"

A friend asked if she could lead the effort of putting together a blog so I could keep everyone posted on my progress in a much easier way. The site also had a calendar for food, where we were able to specify which foods to avoid bringing and what we enjoyed, and people could see what others were bringing. It was one of the best things that my friends did for me. I was up-front and able to communicate what I wanted or needed, and I was able to give thanks to everyone. I could privately receive messages of kindness at some of my lowest moments. And, I was able to set expectations about my emotional state, whether or not I was going to be able to visit or if I was taking calls, or if I needed to be alone. Everyone understood, and I received a lot of good feedback from people that they appreciated knowing when to come around and when to stay away.

HEALTHY CHOICES

I took other steps to advocate for my well-being. A few days after I was diagnosed, I knew I was going to need something more to help me through this time than solely leaning on my wife and closest friends. I knew my wife would also need to have a voice, remain an independent person, and have time for herself. The burden of being a cancer caregiver is tremendous. Often there are feelings of helplessness and of being in the shadow of the person everyone is asking after. They are the ones rearranging their lives to accommodate caring in every way: laundry, cooking, cleaning, mowing, getting their work done, and getting the person to and from appointments when needed. They watch their loved one change physically, and they are often the ones who absorb the brunt of the emotional toll. Their lives can become consumed with what is going on with the one with cancer, and if not addressed, the feelings of wanting to be there for a cancer patient can turn into resentment and possibly anger and hostility. Fatigue can set in quickly.

Also, the sick person can develop feelings of resentment as treatment progresses, seeing how everyone around them seems so capable and strong. Resentment can creep in to the feelings of the cancer patient about how their caregiver can go out for a few hours with friends to disconnect and recharge, while you are left home to not be able to disconnect and live alone in your reality.

Recognition of these feelings by both parties upfront and setting expectations early can make a huge difference on how successful navigating the journey together will be. Instinctively, I understood I needed a place to go where I could be what I was at the moment and not have to apologize for it—as well as give my partner a break for her own sanity.

GILDA'S CLUB

I walked through the distinctive red doors of Gilda's Club in Middleton when it had only been open eight months. I had heard about this place from my neighbor who had run the Gilda's Club charity run earlier in October. This was a safe place where I could come and exist in whatever space I was in without question. Gilda's is a place for people who have cancer, went through cancer, and those who are touched by cancer. There are regular support group meetings. A community dinner is first shared between all the members and then we break off to our respective rooms and for that hour and a half I got to be who I was without question, explanation or judgment. I didn't have to be looked at with that "oh you poor dear" face, or have to put on a false smile to make someone else feel comfortable about my predicament.

I was validated in these moments of being with some of the most



Tamara with her wife, Wendy, who's been by her side throughout.

beautiful souls I had ever had the privilege to meet. I learned so much about who I am, what I am made of, and how to cope in healthy ways over the cancer journey and its long, likely never-ending aftermath of wounds that have now become scars which I have to continue to still manage emotionally and physically today. Being part of Gilda's Club was such a vital part of my healing and success that I attended group night religiously. I had chemo treatments every Tuesday for months. Even though I was very ill, I managed to somehow feel so much better after group.

I knew taking the best care of my physical health was key, too. I met with a nutritionist and had acupuncture every night before chemotherapy. I also regularly exercised, including long walks and hot yoga. I took control of the things I felt I could and learned I didn't have a lot of control over most other things.

MARATHON TO FINISH BREAST CANCER

About the time I was supposed to be doing Ironman #2, I found a marathon that was going to be held in late February, which was when I would just be finishing all treatments. I set the goal to run the Marathon to Finish Breast Cancer – 26.2 miles with Donna in Jacksonville, Florida as a way to keep on track as much as I could physically.

By mid-January radiation had begun to be extremely debilitating. People have asked me what was worse, chemotherapy or radiation? I reply they are both their own special kind of hell. I fared well enough through chemo, but with radiation I was astonished by the toll taken on my body. I was unprepared for the weakness and terrible fatigue.

MEG

I continued to stay true to my goal of the marathon and was about as ready as I was going to be in January. I had my Gilda's Club friends encouraging me to reach my goals. One in particular, Meg, was the first person I met while going through treatment. She was 56 and dealing with stage four lung cancer. She was bald, beautiful, made no excuses, told it like it was and a complete stitch. She was there for me my last day of treatment and sat there while we ate Greenbush Bakery fritters like Lance Armstrong did and cheered for the end of the hemlock juice treatments.

Suddenly, though, Meg became very ill. I spoke with her husband and asked him if I could move up my marathon timeline and run it on a treadmill to celebrate Meg's life and our journey. He and the family thought that would be amazing, so I called Jacksonville, explained my situation with radiation and Meg, and asked if they would honor my marathon time on the treadmill that weekend and down-grade me to walk the half marathon on the day of the event one month from then. They agreed. I spoke to my gym, and they agreed to set me up to run the marathon. My triathlon family once again rallied, and people came in to witness this spectacle. I made posters of Meg and hung them up, I had a special shirt I ran in and sprayed the little hair I had on my head in her favorite color—green. Meg's family came at about 13 miles in and cheered me on. It was an amazing moment. My dear friend and IM coach, Amy, ran the marathon with me every step of the way. Wendy also ran by my side. When I finished under the time limit, it was one of the most special feelings I've ever had. I called Meg's house and let them know WE did it. She was with me the whole time. Larry told me that when he returned home from the gym he described to Meg the scene and showed her pictures. He said she had not spoken in almost a week nor cried in as long, and she had tears come from her eyes then. The next morning, Larry called me to let me know that Meg had died. I was so sad. I am still brought to tears thinking of it. She was the first to die of many I would grow to love and respect as family.

I had to deal with new feelings. My prognosis after all the therapy I

went through was excellent. I was going to live. I was going to have a life beyond tomorrow. I had to deal with the fact that I was going to live while my dear friends died and I was left behind. Why? I had to deal with moving back into the mainstream. Most people think that once cancer treatment is over everything goes back to the way it was, but it really doesn't. I was scared to death to go back to sleep and live in the same manner as before my diagnosis. My eyes are wide open in a way that is difficult to describe unless you have been through it.

Suddenly, though, Meg became very ill. I spoke with her husband and asked him if I could move up my marathon timeline and run it on a treadmill to celebrate Meg's life and our journey.

GIVING BACK

This period of time introduced a change in me that I am grateful for, as odd as it might sound. I had a do-over in my life, and I will never go back to the way I was. I used this to set myself free in how I live and in what I will do to make life count. Being on the receiving end of humanity, I wanted to pay it forward. I chose to leave the business world: the stress, the energy, and the comfortable lifestyle I felt I could have sold my soul for, and aspired to become a Firefighter/Paramedic. Four months after the most intense struggle of my life, I was offered a spot as a volunteer firefighter. Four years later, after feeling like I was getting my bachelor's degree all over again, I was hired to perform one of the most coveted roles many apply for and few have the privilege to attain: I became a full-time Firefighter/Paramedic/Fire Inspector/Fire Public Educator.

So yes, I am grateful. Every day. ■

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**ARTHUR DURKEE** I fully support marriage equality, and support those who desire it. I wish them all the best.

There is the fact that all this effort of activism has gone into winning marriage equality. Lots of LGBT folk are going to say, “We won!” But there is still bullying and teen suicide and homophobia. Marriage equality is a step in the right direction, but far too many LGBT folk treat it as the end goal. My own activism is in opposing bullying and stopping LGBT suicide, which remain horrifically epidemic. I want our LGBT kids to grow to be ABLE to get married. That’s far more fundamental, in my opinion. I fear all of that is going to get lost, or ignored, during the celebrations about marriage equality being achieved.



**HEATHER KLEINBERG** I look forward to the day when LGBTQ communities can move forward to something else to take the spotlight issue, and

especially funding channels to get redirected towards new challenges.... Because I’m really tired of talking about marriage as the defining mechanism for both legitimate relationships and the grantor of various rights and benefits that determines what counts as a family in the first place, when it’s a shoddy institution that I don’t think we should be propping up when we have so many other ways to be!



**CHRIS LONG** SO many LGBTQ folks of Color issues continue to rise above the discourse of marriage equality. I pray that this same block of folks who have moved the needle, even the country, on this matter give equal attention to other IMPORTANT issues within the LGBTQ communities.



**MICHELE PERREAULT** We’re about to see a major victory in the fight towards equality. Remember how you felt the night Wisconsin voters voted discrimination into our Constitution? It’s still a huge kick in the gut that never quite healed. Whether individuals choose marriage for themselves, this should be celebrated, and I mean have a party! We still have lots of work to do, but for goodness’ sake people, don’t diminish this victory! I’m going to feel happy and re-energized

READERS’ POLL

# Marriage Equality

Before the Supreme Court handed down their ruling legalizing same-sex marriage nationwide, we asked readers about their thoughts around marriage equality.

to continue the huge progress we have made in the last several years.

Now, the lawyer part of me: Before people rush to get married, please understand how Wisconsin law regarding marriage will affect you specifically. There are many rights and protections that come with marriage (especially for our children), but also obligations. In particular, older couples really need to consult with an attorney regarding potential issues with nursing homes and other advanced care issues BEFORE they get married. In certain circumstances, again, primarily for older couples, getting married could result in unpleasant financial surprises. An hour consultation prior to marriage can help older couples understand whether they fit into the very small category of people for whom civil marriage is not advisable.

In summary: Woohoo!



**CINDY ULSRUD** People don’t understand it’s more than a piece of paper saying you’re married. It’s all the benefits (SS, health insurance, retirement benefits) that come with it—and for us, Veteran Benefits! We’ve been together now 22 years and it has been amazing the paper trail we had to do that others don’t just because we are same sex.



**EMILY WUNDERLICH** As my parents age, I’m relieved that they’ll have access to marriage protections now, more than ever. That said: I hope we can soon garner “marriage equality” levels of support for trans\* and queer People of Color, homeless queer youth, and other more marginalized groups within our own community. That will require us to do real work within our community to

dismantle white supremacy, trans\* misogyny, and other reflections of the hetero patriarchy.



**SILVANA & STACI MERCEDES-ISBELL**

**Silvana:** It will mean I will no longer be a second class citizen in this country. **Staci:** It means I won’t have to jump hurdles and fight for our children to be legally BOTH of ours. It means we won’t have to be labeled “roommates” if we were to relocate somewhere that doesn’t recognize our marriage!



**KATY CONLEY** When it first became ‘an issue’ I didn’t much care for it or about it. But I have come to see it as a hugely meaningful way to validate our lives, provide legal access and protections, and in the course of this work, transform the collective understanding of what it means to be queer in our country. We’ve come a long way. Let’s have a party and then get back to work.



**CASEY GARHART** I think marriage equality has helped people realize that many LGBT people just want the same things that they want. Sometimes, though,

I get the feeling that allies want every gay couple to get married. People should have a choice, but that doesn’t mean everyone should make the same choice. I can remember parents at PFLAG meetings who seemed to feel the need to defend their child’s choice not to be in a monogamous relationship, or not get married.

I hope that this fight will also help everyone understand that civil marriage and the religious rite of marriage are separate things. Personally, I’d like to stop having ministers sign marriage licenses at all. I have a cousin who is a minister and she encourages couples to get the marriage license signed at the courthouse in a celebration that is separate from the church service. I wish all ministers would do this.

And finally, as the ex-wife of a gay man, I hope that the ability to marry and create a family with a same-gender partner will reduce the number of marriages where one spouse eventually comes out to the other because they don’t want to continue living a lie. If you want marriage and family, and the only way you can see having that is to marry a straight person, then that’s what you are going to do (as Michelle Bachmann has recommended).



**MEL FREITAG** We are watching it closely to see how they rule—if they include anything related to “ungendering” other statutes, namely having to do with parentage, adoption, custody. We got married as soon as the ban was lifted last summer when Amber was 6 months pregnant for the benefits to our new family, namely the tax, insurance, etc. Reporters were surprised when we said that. Neither of us really like the institution of marriage, but the way our society is set up, it gives us the most protections, stability, and practical privileges when a child is in the picture.



**DENITA LONG** Since we got married in January, I’m personally glad that marriage equality has progressed as quickly as it has. However, there are so many

other issues that need to be tackled. What is achieved if a couple can get married but then immediately get kicked out of their apartment or lose their jobs because they are gay. We need to be working to secure basic rights such as non-discrimination in housing and employment.



**LINDA BALISLE** Marriage is an institution governed and protected by law. Extending the rights and responsibilities based on these laws to LGBTQ families

levels the playing field. It protects children in all families by making adults financially and personally responsible for them. While equal access to the benefits of marriage is very important, my personal concern has always been more for the children of LGBTQ parents whose relationships with their parents haven’t been protected. Marriage takes care of a lot of problems for our children.



**CHARLES MIELKE** As a step toward equality, it’s important that we have the right to marry recognized as simple compliance with the demands of our Constitution. As a measure of our value in society, it’s

a sop and a distraction. It keeps a significant proportion of us busy and unable to unify with other distressed groups as it appears to set our demand for equality against others’ needs for social justice. As a comment on the validity of gay lives and partnering, it’ll help to have the benefits granted to married couples, but it adds no meaning to the relationship between the two people who, formally married or not, should be the main concern in each other’s lives. As a statement of social acknowledgment, marriage

makes us more visible, more “mainstream” and, therefore, less available as victims of wholesale alienation. Yet, also, as social acknowledgment it validates the heterosexual presumptions of sexuality and mate selection rather than opening any new frontiers for, say, the polyamorous.



**DANA GORDON ROWE** For me it brings a fuller realization of the personal liberty ideal. I have seen this as a freedom of contract issue for a long time. For the government to say that marriage is a contract available only to some is nonsensical to me.



**BRENDA COLEY** I think the right to marry is about choice. For the LGBT community to have that choice is an important step towards equality. With that I

have two concerns, one of which was pointed out to me by a transgender leader and is that the LGBT community is in danger of making the mistake that the women’s movement made in regards to women’s equality: making “choice” the single biggest issue. It’s an important right but all fundraising efforts, and most of the energy for women’s equality, centered on it to the exclusion of others. Many of our protests around women’s rights coalesced around that

one issue, and so the Equal Rights Amendment never passed, we have a significant wage gap, and so on (said while acknowledging that choice is still important and currently under attack). There are other issues paramount to the health of our LGBT community as well, though, and to make this fight about a single issue can mean that all other political will and resources might dry up once we have the right to marry. Secondly, I am conflicted: It is hard for me to be joyful about being on the verge of having the right to marry. For me, personally, it’s really about having multiple minority identities. But for our community and movement and social justice this is about our leaders analyzing, critiquing, understanding, and then talking about them through a lens of intersectionality. This is something that has been very hard to get the movement to really commit to. I suspect for many LGBT people of color and specifically African American people it is challenging to see one of our rights being afforded to us while the issue of white privilege and racism has not been directly taken up by our leaders. I’m not talking about how it may look inside our community but outside. Not that individuals haven’t spoken out, but not our major institutions. I’ve not seen one mention of police brutality or the symbols of racism by our local gay institutions. None of us will truly be free if we don’t understand intersectionality. ■



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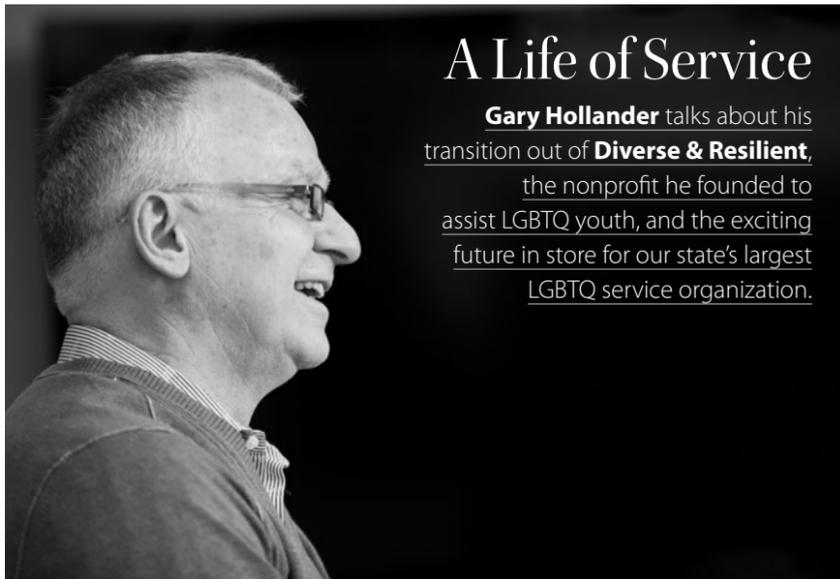


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## A Life of Service

**Gary Hollander** talks about his transition out of **Diverse & Resilient**, the nonprofit he founded to assist LGBTQ youth, and the exciting future in store for our state's largest LGBTQ service organization.



**SOON I WILL BE LEAVING** my position as founding President and CEO of Diverse & Resilient, Inc. This transition process, like the ones the agency has used since its inception, involves evidence-based practices, close monitoring, and as much transparency as we can provide within the limits of funds and time.

I told the agency Board of Directors about my intention to leave in early 2013 and announced it publicly for the first time in June of that year at the annual Challenge Party. Then at the Wisconsin LGBT Leadership Conference in 2014, quarterly ERG Best Practices Group meetings, PrideFest, and ongoing meetings with leaders of LGBT organizations around the state, I informed people of my plans. We sent email blasts to more than 2,000 people, posted on social media, and included the information in hundreds of letters and in our annual report. One-to-one meetings have been held with the agency's major foundation supporters and with our state and federal program officers.

But in the end, they asked that we remember that they are not all white like they were portrayed in the media and that they are not tragic, hanging around waiting to die.

A formal search process was initiated in late Fall 2014. Announcements were sent to public health journals, some trade publications, and to academic and LGBTQ organizations across the US. Individual leaders were also called to encourage their participation in outreach for prospective candidates.

Twenty years ago this May, I met with a handful of gay, lesbian, and bisexual teens in Milwaukee and asked them what they wanted everyone to know about them. They told me about their struggles at home, at church, in school, and on the street. They shared their dreams and challenges. But in the end, they asked that we remember that they are not all white like they were portrayed in the media and that they are not tragic, hanging around waiting to die.

In short, they were diverse and resilient. With this in mind I submitted a proposal for federal funding to increase the number



Diverse & Resilient

and quality of community programs to address their risks for HIV transmission. From that day in 1995 until today, Diverse & Resilient has had a group of youth advisors that guide the agency's youth work in important ways. They initially met at Aurora Sinai Hospital and clinics because the program was a joint effort of Aurora Health Care and the UW School of Medicine.

Then in May 2002, the youth we had been working with began to age out of the programs we had fostered in Madison, Green Bay, Appleton, La Crosse, and Eau Claire. They expressed concern about leaving the supportive environments we had developed for them with our program partners. They regularly commented on the limited healthy venues for them as young adults in Wisconsin. Diverse & Resilient then became a separate nonprofit, formed its first Board of Directors, and expanded its scope to include a broader age range and expand its public health interests beyond HIV.

Since those first days with a one-room office on Court Street in Milwaukee, we have implemented 24 public health programs coordinated by 20 staff with an annual budget of nearly \$2 million.

My transition as the executive of Diverse & Resilient came at the same time as leaders had stepped down at Cream City Foundation, Fair Wisconsin, and Milwaukee LGBT Community Center. One difference for the agency is that ours was the only one whose founder was leaving. Following the recommendations of the Annie E. Casey Foundation that observed specific challenges for transitions which involve the founder, I suggested to the Board that we engage Spectrum Nonprofit Services as transition management consultants. Their job has involved three distinct tracks over the past six months. First, they coordinate the search process, involving board, staff, and community volunteers. Second, they coordinate staff readiness for transition, assisting them in the practical issues such as shifts in supervision; reassignment of duties such as fiscal, operational, and program responsibilities; and details like security passwords. Third, Spectrum staff attended to my transition needs like communicating my vision for the agency's future, clarification of the ethics that have governed the agency, and determining my "encore" career. It is expected that the new executive will be announced in late spring and begin work this summer [ed. note: see sidebar for announcement]. As part of the process we have selected, my job is to assure the smooth transition of my duties and vision to others; this intentionally does not include identifying or selecting my successor. Instead, my final task is to pursue what is next for my work. The agency's work goes on without me.

Since 2014, I have been an Encore Fellow. This fellowship out of encore.org in San Francisco reminds us that there is a huge talent

transition happening as baby boomers reach traditional retirement age. As we leave our jobs, society continues to need our thinking and experience. Determining what our next act will be acknowledges this reality by redefining work and community engagement after 50. This past summer, a colleague in state government asked how it will be for me to be out of the spotlight. I responded that I found his perspective interesting. In the Midwest, the amazing contributions of LGBTQ leaders are rarely in the spotlight. While Diverse & Resilient and other hard-working agencies have persevered and done truly great things worthy of celebration, attention continues to go to the coasts.

Each day I devote some time to writing about my new work. I am not retiring, but my paid work is changing. When I leave Diverse

Since those first days with a one-room office on Court Street in Milwaukee, we have implemented 24 public health programs coordinated by 20 staff with an annual budget of nearly \$2 million.

and Resilient, I will be 67 years old. My late husband of 31 years, Paul Mandracchia, will have been dead for six months. During this next period, I plan to change pace for a time to address the ongoing grief associated with his death. My encore involves community development, not only LGBTQ community development, but certainly including them. The challenges to community and the rewards of engagement in it have fueled my work for more than 45 years; it seems logical that I would pursue other aspects of community in the next decade or so. In identifying and pursuing my encore work, I conclude my leadership of Diverse & Resilient to the best of my ability, following as we have since our inception the best course of action we can find. ■

## Did You Know

### DIVERSE & RESILIENT NAMES NEW CEO

The Board of Directors of Diverse & Resilient (D&R) is pleased to announce that Gerry Coon, PhD, has been selected as the organization's new Chief Executive Officer. His selection is the outcome of a national search lead by a team that included Board members, staff, community leaders, and consultants.



Gerry brings more than 20 years of professional experience to his role as CEO of the organization, previously serving as Executive Director of St. Francis Children's Center. He also previously served as a Board member of D&R from 2011 to 2014.

His enthusiasm for leading the organization and its mission were key factors in his selection.

"The Milwaukee and Wisconsin LGBT community is at a critical point with recent leadership changes in its LGBT organizations," Gerry continues: "At the same time, the needs of the community continue to evolve. It is an honor to be part of the important work that still needs to be done at Diverse & Resilient to promote the health and well-being of an LGBT community I care deeply about."

Board Chair, Carlton Stansbury, is excited to welcome Gerry. "I know I speak for the entire Board in stating our complete confidence in Gerry's ability to lead Diverse & Resilient into the future. He has big shoes to fill, following the upcoming departure of Founding Director, Gary Hollander, PhD, but we are certain that he has the experience, knowledge, and enthusiasm to carry out the organization's mission.

Gerry will begin his new role on August 1, 2015.



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## Youthful Spirits

**The Naming Project** was started with one seemingly simple goal in mind: to tell LGBTQ-identified youth that they are God's children too, just as they are.

Founder **Ross Murray** and Madison pastor **Sue Schneider** talk about the program and what it means to both them and the youth who participate.

[THENAMINGPROJECT.ORG](http://thenamingproject.org)

**WHO ARE YOU, AND WHAT IS YOUR AFFILIATION WITH THE NAMING PROJECT?** My name is Ross Murray, and I'm a founding director of The Naming Project. I started The Naming Project with two other people, Pastor Brad Froslee, and Pastor Jay Wiesner. We first started in 2003, with the first camp in 2004. Since then I've been involved in every aspect of The Naming Project, including creating the programming, fundraising, reaching out to youth, parents and youth workers, and all the behind the scenes stuff that keeps the program running.

**WHAT EXACTLY IS THE NAMING PROJECT?** It is a Christian ministry for youth of all sexual orientations and gender identities. It's also a safe space where young people who are still going through adolescence can explore their faith, their sexual orientation, and their gender identity. We provide a caring community, with adult leaders who serve as listeners, questioners, guides, and occasionally mentors.

Our main program is a week-long summer camp for teens, held on an island in Bay Lake, Minnesota. For many of us, summer camp was a formative experience in our faith journey, and we want it to be that for young LGBTQ people as well. If you look at the schedule, you'll see that it looks pretty much like every other bible camp. The only real difference is the fact that most of the campers and leaders are LGBTQ. It creates an environment where youth can ask different types of questions about themselves, their faith, and their relationships. It really does become a special experience.

**HOW DID THE NAMING PROJECT GET ITS START?** Jay Wiesner and I were approached by a woman that I worked with at a youth ministry institute. She said that there was a family in her church where the 15-year-old son came out. The family was supportive, but they wanted to find a safe and supportive place. There were some programs, but nothing where he felt like he fit in. She asked if there was a



For many of us, summer camp was a formative experience in our faith journey, and we want it to be that for young LGBTQ people as well.

church program for LGBT youth. Back in 2003, there really wasn't anything. Many of the Christian LGBT programs focused on adults, out of fear of the accusations that would be leveled against them for working with youth. We decided that we should start something. We knew that we had to have a solid plan to ensure the safety of all the participants, so we put a lot of research and energy into a risk management plan.

**WHY IS A PROGRAM LIKE THIS IMPORTANT? WHAT IMPACT HAVE YOU SEEN IT HAVING, BOTH ON THE CAMPERS AND THE PEOPLE HELPING TO RUN IT?** I think that this camp was truly groundbreaking. The first year we held a camp, we had no idea how it would turn out. We were scared that we would be too religious, or not religious enough, or too gay, or not gay enough. But when we saw the impact that the program was having on the campers, it really let us know that God was calling us into this ministry. It has been really fulfilling for me to see the youth return year after year or to see them after they have aged out of the program. Their lives are not perfect, but we can see that we have been able to equip them to handle challenges that they face, knowing that God knows them and loves them as they move through life. And I think that has given us a great level of peace.

**WHAT ARE SOME OF THE CHALLENGES FACED BY THE PROGRAM AND THE PEOPLE INVOLVED WITH IT? HOW HAVE YOU WORKED TO OVERCOME THOSE CHALLENGES?** Young people at that age are going through a lot of changes, and they don't fully have a sense of who they are. Part of why they come to the camp is that they are looking for a space

to reflect. It would be naive to say that us adult leaders have it all figured out. There are times when the struggle of a youth personally resonates with us. It's hard in those instances to not take those challenges on ourselves. The best we can do as adult leaders is listen, ask clarifying questions, and offer our perspective. But the challenge of working through those issues lies with the youth. We often tell the counselors that sometimes a camper will share something that will be emotionally triggering for us. It's important that we don't project ourselves on our campers but deal with it as adults.



Ongoing challenges that the camp faces are the ongoing work of recruiting campers each and every year. Since youth age out really quickly, we try to work with teachers, pastors, youth directors, and parents to let other youth know about our camp and about our program. Media like CAMP OUT and OUR AMERICA WITH LISA LING have helped, but it takes a lot to sustain.

**WHAT, OVERALL, DO YOU HOPE TO SEE COME OF THIS PROJECT IN THE LONG-TERM?** I'd like to see The Naming Project become a year-round ministry that can offer guidance and resources to youth, youth workers, parents, pastors. I think we have developed a good youth ministry program for LGBTQ youth, and I think that others can benefit from that. We also have talked about offering a variety of camps, youth camp (which is what we have now), a college-age camp (18-24), and family camp where LGBTQ parents or parents of LGBTQ youth can meet and mingle and learn from one another.

**HOW CAN PEOPLE FIND OUT MORE AND/OR GET INVOLVED WITH THIS LOCALLY IN MADISON AND WISCONSIN?** Madison Pastor Sue Schneider has been a long-term volunteer, and she can speak well to the impact that she's seen. I encourage people to hear the stories she has to tell. ■

### DID YOU KNOW



PASTOR SUE SCHNEIDER,  
TRINITY LUTHERAN CHURCH

Sue Schneider initially began volunteering at the Naming Project 11 years ago as an arts and crafts teacher even though, as she explains, she told the founders she didn't have an arts degree.

"They just said, 'Sue, it's gay kids and glitter,' to which I responded, 'Oh, my favorite thing!'" she explains with a laugh. Since then she's become a fixture at the Minnesota summer camp. As she explains it, the program has an enormous amount of importance: "Every time I read about gay kids who commit suicide or teens rejected by their churches and told that they're sinners, I think, 'oh you've got to hear a difference voice from the church,' so I'm grateful I get to be that other voice."

"I see so many people whose—not just their faith is shattered, but their perception of themselves is shattered, and it's just unfathomable to me," she goes on to say. It's what drives her to come back, year after year, despite the fact that, as she explains, she has no immediate gay family members and is not gay herself. She simply feels strongly that "everybody should hear themselves called a child of God."

Schneider also credits the youth who attend camp for teaching her new things—new pronouns, new ways of identifying, new understandings of gender and sexuality and more. "Every year I'm challenged. It's a great growing opportunity and I wish everyone could meet them and fall in love with them the way I have," she enthuses.

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## Finding Pride

In his Madison Gay Hockey Association award-winning essay, **Drew White** reflects on the internal struggle that brought him to Madison and the community he found on—and off—the ice.

**THE LEAVES WERE COPPER** colored with a hint of yellow and the sky was dancing with the most brilliant orange. My windows were down, and the smell of fall hung heavy in the air. I drove slowly, taking in a moment that I knew would be revered for many years to come. As I peered out my windshield, the trees so tightly rooted along the lake pulled back like the opening of a curtain before a much anticipated play. Towering before me like a glowing lighthouse atop a hill, the Capitol greeted me, a sight that, to me, represented freedom and new beginnings. Under its protective glow, lying in bed for the first time that night, I felt at peace. The weight on my chest momentarily lifted, I felt more alive than I had ever had.

I fled to Madison in a moment of internal desperation, seeking desperately to find a place in the world where I belonged. A place where breathing was natural and didn't take concentration or effort. Although I survived the southern culture of my adolescence and early adulthood, the over exaggerated smile in many pictures was only a constant reminder of how empty I truly felt inside. Suffocating under the weight of my own insecurities and fear of exposure, I fled. Little did I know that what awaited me was a salvation greater than what any little backwoods conservative church could provide. I found me, and I was saved.

During my first week in Madison, I paraded around as an invasive tourist. I made Devil's Lake, the Terrace, and the Capitol Square my playgrounds. I gazed upon thousands of faces, each of whom had the potential to be my new best friend. I stood in awe as I watched two women walk around the square with a stroller and a set of newborn twins. I then caught myself gazing awkwardly as two young men embraced before exchanging a soft, delicate kiss outside a restaurant on State Street. I felt nervous for them, as I anticipated slang and gestures being hollered from the street. When no such reaction came, I knew Madison was home.

Later that night, as my newly found roommates and I were out for a drink, I was asked the dreadful question, "Are you single?" A question I loathed. And so, when the conversation turned to girls, as it had each time before, I played along like I had my entire life. In that moment, I witnessed my paradise crumble under the weight of my



In that moment, I witnessed my paradise crumble under the weight of my own lies. My insecurities had followed me to Madison, and it was still poisoning my very existence.

own lies. My insecurities had followed me to Madison, and it was still poisoning my very existence.

It took eight months from the day that I arrived in Madison to make any effort toward becoming a part of the community that I so desperately needed and yet feared to know. As a person who knew very few individuals who identified as LGBTQ, my perception was tainted by the southern slang I had heard so often and the societal stereotypes portrayed on television. An athlete from a very young age, my perception of the LGBTQ community did not match my perception of myself. In the midst of this 24-year-long identity crisis, I discovered (via Google) the Madison Gay Hockey Association late one night. My first thought was, "Gays don't play hockey." And yet again, there I was, an athlete myself, ascribing a societal stereotype that I knew I did not fit.

As I gazed at the endless mosaic of faces on the "players" page I was comforted by the notion that I was not alone. Although I knew no one in the league and was completely oblivious to their lives, I felt an instant connection. These individuals loved sports, played hockey, and had a shared experience that not even my best friends could understand. I was desperate to play.

The first night felt like the first day of school: awkward. The only knowledge of skating I had was the Mighty Ducks VHS trilogy that I wore out as a child. I was so nervous about playing hockey that the idea that all the individuals on the ice were LGBTQ became a second thought. My main objective was simply "don't fall." Looking back, I forced myself to focus solely on the sport. A defense mechanism I'm sure, aimed at shielding myself from my true motives of just pining to be a part of the community. It wasn't until a month later that I recognized that I was going to learn more from the people off the ice than I was going to learn about hockey on the ice.

Gay, straight, bi, lesbian, and/or trans\*, regardless of the label, I had no more reasons hide. For the first time, for a few hours on Sunday nights, I was able to take off my mask and be me for the first time in public. It did not take long for those Sunday nights to turn into community gatherings, hockey tournaments, and weekend getaways. The individuals I met through the MGHA were becoming lifelong friends, and they were hearing my voice like no one had before them.

Hockey, although important, was merely the conduit that brought me a community. Something I desperately needed.

We as individuals believe we are strong. That we, through all the trials and constant reminders of being a minority, will overcome. More often than not we believe we can do it alone. We internally rationalize our own humanity and then live our lives like we were destined to do. However, without a community to keep us strong, to share mutual experiences, and grow in our



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journeys together, we crumble. It was Madison that saved my life, but more important, it was the MGHA that gave me a voice. By sharing this experience with my teammates, on and off the ice, I am a stronger person. I am more confident than I have ever been and for the first time can honestly say, "I am proud of who I am." ■

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AUGUST 9

OutReach Pride Parade

STATE STREET AND CAPITOL SQUARE OutReach presents their second annual Pride Parade, with a route that will go up State Street to the Capitol steps and end with a rally, live music from She She and Color Me Once, speakers, and more. Parade begins at 1 p.m. [lgbtoutreach.org](http://lgbtoutreach.org)



AUGUST 15

Woof's Pride Block Party

100 BLOCK OF KING STREET It's the return of Woof's "Bearacuda" Pride block party on the 100 block of King Street, with DJ Ryan Jones, Matt Alber, DJJM, games, food, "furlisque," and more. A portion of the proceeds will benefit OutReach Pride. [woofsmadison.com](http://woofsmadison.com)

ORGANIZATIONS

A representative sampling

**AIDS Network**  
600 Williamson St., Madison (608) 252-6540  
[aidsnetwork.org](http://aidsnetwork.org)

**Alianza Latina**  
[facebook.com/alianzalatnamadison](https://facebook.com/alianzalatnamadison)

**Dairyland Cowboys & Cowgirls**  
[dcandc.org](http://dcandc.org)

**Fair Wisconsin**  
203 S. Paterson Street, Madison (608) 441-0143  
[fairwisconsin.com](http://fairwisconsin.com)

**GSafe**  
122 E. Olin Ave., Madison (608) 661-4141  
[gsafe.org](http://gsafe.org)

**Gay Softball League**  
[badgerlandsoftball.com](http://badgerlandsoftball.com)

**Gay Volleyball League**  
[madisongayvolleyball.com](http://madisongayvolleyball.com)

**Hermanos Latinos**  
[sneal@aidsnetwork.org](mailto:sneal@aidsnetwork.org)

**Lez Talk Yahoo Group**  
[leztalkmadison@yahoo.com](mailto:leztalkmadison@yahoo.com)

**LGBT Books to Prisoners**  
[lgbtbookstoprisoners.org](http://lgbtbookstoprisoners.org)

**Madison Gay Hockey Association**  
[madisongayhockey.org](http://madisongayhockey.org)

**Madison Minotaurs Gay Rugby**  
[minotaursrugby.org](http://minotaursrugby.org)

**New Harvest Foundation**  
[newharvestfoundation.org](http://newharvestfoundation.org)

**Out Professional and Executive Network (O.P.E.N.)**  
[openmadison.org](http://openmadison.org)

**OutReach Community Center**  
600 Williamson St., Madison (608) 255-8582  
[lgbtoutreach.org](http://lgbtoutreach.org)

**PFLAG - Parents, Families and Friends of Lesbians and Gays**  
(608) 848-2333  
[pflag-madison.org](http://pflag-madison.org)

**Perfect Harmony Men's Chorus**  
[perfectharmonychorus.org](http://perfectharmonychorus.org)

**Proud Theater (LGBTQ Youth)**  
[proudtheater.org](http://proudtheater.org)

**StageQ - Madison's Queer Theater**  
[stageq.com](http://stageq.com)

**UW - Madison LGBT Campus Center**  
800 Langdon St., Madison (608) 265-3344  
[wisc.edu/lgbt](http://wisc.edu/lgbt)

**Wisconsin Rainbow Families**  
[wirainbowfamilies.com](http://wirainbowfamilies.com)

Gay Games

The **International Gay & Lesbian Football Association's** North American Championships come to Madison, August 12-15, and you can play or watch.



[VISITMADISON.COM/IGLFA](http://VISITMADISON.COM/IGLFA)

**LOCALS WANTED:** Represent Madison at the IGLFA championships, on a team or as a free agent! Registration for local residents is just \$40/person and includes shuttle transportation, guaranteed minimum of five games, an official tournament t-shirt and participation medal, free entry to all social events, and more. IGLFA is also happy to accommodate specific scheduling needs. Get all the info at [visitmadison.com/iglfa/registration](http://visitmadison.com/iglfa/registration)

**Wednesday, August 12:**

Athlete Arrival & Registration  
Welcome Event (7:00 - 10:00 PM)

**Thursday, August 13:**

Match Play & Team Captain/Referee Meetings (Reddan Soccer Park)  
Shuttles Downtown (8:00 PM - 2:00 AM)

**Friday, August 14:**

Match Play (Reddan Soccer Park)  
Shuttles Downtown (8:00 PM - 2:00 AM)  
Opening Party (8:00 PM - 12:00 AM) – Reddan Soccer Park

**Saturday, August 15:**

Match Play & Finals (Reddan Soccer Park)  
Closing Party - WOOF's King Street Pride Block Party, Downtown Madison

Q&A WITH TOURNAMENT ORGANIZER KIMBERLY HADLEY:

**WHAT'S THE IMPORTANCE OF THIS TOURNAMENT?** It's important to continue building bridges between communities while providing an opportunity for participants to gather and play football (soccer) in an environment that is free of judgement and full of comradery, friendship, competition, and activity. This is done by promoting a safe environment for individuals to be free and open enough to be themselves.

It's important for people to understand that Madison is a welcoming place for all individuals. The city and the community have been overwhelmingly supportive toward hosting this tournament.

We hope to see a new club formed and based in Madison and hope to see further participation from them in future IGLFA tournaments.

**TELL US MORE ABOUT THE EVENT AND ITS HISTORY?** The IGLFA North American Championship is a biannual event that focuses on the grassroots of soccer. It's about continuing to help develop new clubs continentally and bring together those who have been around for a while to network with one another.

The IGLFA also holds the IGLFA World Championship on a biannual basis—2016 will be our 22nd edition and it will be hosted by our member club, the Portland NetRippers, in Portland, Oregon.

The IGLFA was formed in 1992 in order to help to establish an association for the promotion and growth of LGBT soccer globally.

We are a member of the Federation of Gay Games. We are also a member of the LGBT Sports Coalition which combats homophobia and bullying in sports at all levels. The IGLFA is often asked to contribute towards their participation in advocacy groups, panels and round table discussions that combine sports and human rights.

We believe in "inclusion" for all so we are continually developing strategies to support those individuals and teams worldwide to participate at our events through our Outreach program. ■

MAY 16 Fair Wisconsin's Madison Leadership Awards



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608-256-9061 • [www.fumc.org](http://www.fumc.org)  
Sunday Worship  
9 & 10:30 a.m.

**Mad Rollin' Dolls roller derby, July 11, Keva Sports Center, Middleton** The local roller derby league's all-stars take on the visiting Minnesota Nice, as the sparkly Team Unicorn challenges Quad City's squad. [madrollindolls.com](http://madrollindolls.com)

**Indigo Girls, July 19, Capitol Theater** Longtime musical duo and folk superstars the Indigo Girls will play a show at the Overture Center's Capitol Theater for one night only. Ticket purchases come with a free download of their new album, "One Last Day." [overturecenter.org](http://overturecenter.org)

**PEARL from RuPaul's Drag Race, July 25, Plan B** One of the top three queens from Season 7, Pearl will be dropping the beats DJing that night along with special guest DJ Shiek. Special performances also by Plan B's own Honey B's. [planbmadison.com](http://planbmadison.com)

**Disability Pride Festival, July 25, Brittingham Park** The third annual festival celebrates the 25th anniversary of the Americans with Disabilities Act, and will feature performances by The Figureheads, Tani Diakite and the Afrofunkstars, Ricardo Vasquez, Magic Morgan, Elaine Kolb, and more. [disabilitypridemadison.org](http://disabilitypridemadison.org)

**Bunky's Pride Brunch, July 26, Bunky's Café** Teresa Pullara and Bunky's Café are hosting a brunch as a fundraiser for the OutReach Pride Parade. [lgbtoutreach.org](http://lgbtoutreach.org)

**Mad City Sisters Exequatur, August 7-9, Madison** The Mad City Sisters celebrate their elevation to an official house of the Sisters of Perpetual Indulgence with events all weekend: Friday meet-and-greet at Woof's, Saturday party at Plan B, and Sunday brunch and participation in the OutReach Pride Parade. [madcitysisters.com](http://madcitysisters.com)

**Plan B 6th Anniversary w/KATYA from RuPaul's Drag Race, August 15, Plan B** Plan B celebrates six years with a dance party featuring KATYA from RuPaul's Drag Race season 7. [planbmadison.com](http://planbmadison.com)

**Taste of Madison, September 5, Capitol Square** Indulge your taste buds at the annual food fest, also featuring plenty of live music and entertainment. [tasteofmadison.com](http://tasteofmadison.com)

**GET LISTED** To see your event on this page, post it on our community calendar at [ourlivesmadison.com](http://ourlivesmadison.com)

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206.1440  
237.2306  
MADISON'S ALTERNATIVE REALTORS





## New Harvest Foundation

is the only foundation in South Central Wisconsin that channels charitable contributions exclusively to organizations working to promote lesbian, gay, bisexual and transgender (LGBT) rights, services, culture and community development. Founded in 1984, New Harvest Foundation is operated by a Board of Directors, along with other volunteers. It pools contributions of hundreds of donors each year to provide grant money to LGBT causes. We raise money to give back!

### HIV/AIDS Grant Proposals

New Harvest Foundation is pleased to announce and solicit grant proposals for our new MilMaids-funded grant.

This grant money targets HIV/AIDS issues in our community. Grant proposals that address HIV/AIDS issues may be submitted using our regular, electronic Grant application process.

Prospective grants must address HIV and AIDS issues in some way, we encourage creative approaches and are open to any intriguing grant proposal.

### Support Us

You can make a secure donation on our website or contact us for information about planned giving. Please consider joining one of our committees, volunteering at an event, or becoming a member of our board.



[newharvestfoundation.org](http://newharvestfoundation.org)  
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#### JUNE 5-7 Milwaukee PrideFest



#### JUNE 13 FruitFest on Willamson Street



PHOTOS BY ERIC BAILLIES

SATURDAY AUGUST 15TH

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# Glory Days



**Dalton Ray** became one of the first openly gay college football players when he joined the team at UW La Crosse, but only after finding himself back in the closet after initially coming out in high school. It took time, courage, and support from friends to re-come out in the hyper-competitive and often hyper-heterosexual culture of collegiate sports, but the 'It Gets Better' movement finally inspired Ray to take the plunge—and he hasn't looked back since.

**WHEN I WAS TWO YEARS OLD** my family moved from Illinois to a small town in Wisconsin. It was a conservative town and tradition was held to a high standard; going against that standard was definitely looked down upon. Growing up I was always pretty close to my family, which consisted of my mom, dad, and two older brothers. I was very much a momma's boy growing up because she worked at the elementary school I went to. We were an average family for the most part, always a lot of love around the house. My parents both worked a lot but we always found ways to spend time together whether it was going to my brothers' sporting events or church on Sunday.

I can't remember the exact moment, but around sixth or seventh grade I started to recognize some differences between my friends and myself. One of the main ones being I had zero desire to kiss a girl and when I finally did it was an extremely uncomfortable situation; not just because we were awkward teenagers but it just felt so wrong. I started having feelings for guys that I was "supposed" to be having for girls. Being so young, though, I told myself it was just a phase.

A lot of the time after a bad game I would tell myself that I performed so badly because I wasn't man enough, and I wasn't man enough because I was gay.

Middle school was also the age when I started competing in sports through school. I played football, basketball, and ran track. If there was one place I felt the most confident it would be when I was at practice or competing. I loved everything about it. On the flip side, if there was one place I felt uncomfortable it would be the locker room. A lot of the time I would wear my compression shorts to school so that I wouldn't have to change around the guys.

Middle school had some challenges but it was nowhere near as difficult for me as high school. Middle schoolers can be gross but high schoolers are a totally different ball game. Some would go out of their way to make me not feel welcome. To make things worse those subtle feelings I had about other boys became everyday thoughts. By my freshman year I knew it wasn't just some phase—these were real feelings.

To make things even worse, I started hearing my peers, some of whom were my best friends, use terms like "faggot," "queer," and "gay." That's so gay was possibly the most used phrase I heard and it was always used in a very derogatory way. When something was stupid or something was wrong it wasn't called that, it was "that's so gay." Everything someone disagreed with was "so gay." It was so negative. After hearing that day in and day out, I began to feel that way—I felt like there was something seriously wrong with me and I began to have a very negative outlook on life.

It was difficult to look in the mirror because I was so ashamed of myself. You know that saying, "Sticks and stones may break my bones

## Clothes That Protect Against the Sun



RUTABAGA PADDLESPOITS  
DARREN BUSH, CHIEF PADDLING EVANGELIST

We're seeing a lot more interest in clothing with an ultraviolet protection factor (UPF), usually 30-50. Some people don't like putting sunscreen on their skin, and they still want to be active in and out of the water. With clothing that can block UVA and UVB rays, it makes sense to wear it on the water, where you get reflections of light as well as direct sunlight. The downside is you get a really weird tan line: hands are darker, arms lily-white. It looks really funny.

## Growing to Serve Our Diverse Community



AGRACE HOSPICE & PALLIATIVE CARE  
LIZ KOPLING, DIRECTOR OF MARKETING & COMMUNICATIONS

In 2014 Agrace hired Alia Dayne as its full-time diversity coordinator. Although this is a common position in hospitals, health systems, and other large organizations, it's a pioneering move for a hospice. In this role, Alia works to implement strategies to improve access for diverse and underserved patients and assist the agency in ensuring that the staff and volunteer workforce reflects the diversity of the communities served by Agrace.

"Diversity is more than just racial and ethnic differences. It also includes primary language, socioeconomic issues, urban versus rural, marital status, sexual orientation, and family of origin. There are both visible forms of diversity and non-visible," Alia says. "It is important for hospices to be able to provide culturally competent care."

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## TIPS & TRENDS

### Take a Break for Your Health



DEAN HEALTH PLAN  
LISA ELSINGER, MANAGER OF HEALTH & PREVENTION

While there's constant buzz about new technology and tools to help people take charge of their health, it's important to remember that you don't need to spend hundreds of dollars to improve your overall health. A recent study by the University of Michigan found that people who spent at least 30 minutes outdoors in pleasant weather had happier moods, a better mindset, and reduced stress.

Employers are becoming more supportive of employee well-being initiatives. Dean Health Plan, for example, encourages employees to take daily wellness walks with co-workers in order to take a break, increase energy, and develop camaraderie.

### Alternative Sports on the Rise



MADISON AREA SPORTS COMMISSION  
JAMIE PATRICK, VICE PRESIDENT

Silent sports like cross country skiing, cycling, and running continue to grow and remain a staple here, especially since we have a great setting for them with good roads, trails, and lakes. Rugby has also seen an increase with it now being added to the Olympics. We have also seen a spike in archery, which has been measured by the growth of the National Archery in the Schools Program. This increase is largely due to the movie *The Hunger Games*. Lacrosse and disc golf also continue to dominate in the Madison market. We were recently awarded the 2016 Amateur World Disc Golf Championships and will be hosting the US Lacrosse Central Championships for the third year in a row.



**#BETRUE**  
1. At UW La Crosse showing off his "It Gets Better" tattoo.  
2. After winning a game.  
3. Derrick Anderson (former Ohio state hurdler) and Dalton at the Nike LGBT sports summit.



but words will never hurt me?" I couldn't disagree more. There were some days I'd rather get hit with a two-by-four than hear the crude comments some people made.

Remember how I said I always felt uncomfortable in locker rooms? That carried over to high school, too. And all those crude words and comments were carried from the hallways into the locker room.

#### THE CLOSET ON THE FIELD

At this point in my life football was the most important thing. Football to me wasn't just some sport; those summer practices when it was hotter than hell pushed me past my limits and made me realize how strong I could be. Those other guys I shared the field with weren't just teammates but brothers, too. To me there was no greater feeling than laying it all out on the field. Football was my passion.

I had always pushed myself hard because I felt as if I had to compensate for being gay. This wasn't just physically draining, but it took a mental and emotional toll as well. Physical pain was always much easier for me to deal with compared to the emotional pain. I was always so worried about making mistakes and letting down my teammates that it held me back as a competitor. A lot of the time after a bad game I would tell myself that I performed so badly because I wasn't man enough, and I wasn't man enough because I was gay. Years of holding back so many feelings and emotions finally started physically manifesting themselves in a variety of self-destructive behaviors; my family and friends were starting to notice, too. Something had to change.

#### OPENING UP

Halfway through my junior year I finally came out to my first friend and it went so well that it gave me the confidence to tell more people. Fast-forward to summer: It was just like every other summer before; I spent most of the days working out and getting ready for the big sea-

son. It was going to be my senior year, my last shot to do something amazing. I knew though that if I wanted to have the season I had always dreamed about that I would have to be myself. No more hiding.

A lot of guys on the football team were also my best friends, which made me even more nervous about sharing this with them. I wanted to tell them one-on-one because I had a different relationship with each of them. One of the most important guys I had to tell was the quarterback of the team, who also just so happened to be my best friend, Brooks. I remember it vividly. We were having a causal conversation about the upcoming season. It was our senior year so we were extremely pumped. After a pause in the conversation I decided there was no time like the present and came out to him.

"No way," he said. "Dalton, I'm so happy you told me. Nothing changes anything, dude. How long have you known?"

We talked about it on and off for the months following and Brooks became one of my strongest supporters. To this day he still is. After telling Brooks, a wave of confidence came over me and I decided to keep telling guys on my teams. Each person had a similar response to me coming out: Always shocked but none-the-less 100% supportive.

Another specific moment I recall clearly is I had just gotten out of the locker room and was sitting on the staircase waiting for practice to start. As usual, I was stressing out about something. My buddy Chase sat down and we started talking about linebacker stuff and how great the upcoming season was going to be. Eventually Chase asked me what had been up with me lately. He, like so many, had noticed the stress.

In that moment I told myself just to go for it and I explained it all to him. The shocked look on his face was priceless. Just like Brooks, he reassured me that nothing would change and that he'd always be there for me. That season Chase and I played side by side as middle linebackers and ended up both getting all-conference awards for the position.

#### THE TRUTH WILL SET YOU FREE

In many ways coming out made me a much better athlete, since being honest with everyone around me and with myself allowed me to become much more confident. On the field I was more relaxed and that, in turn, allowed me to do a better job. I attribute a large part of my success to coming out.

That football season, my senior year, was the season we always dreamed about. We went undefeated in conference play and made it to the second round of the playoffs, both huge accomplishments that our town hadn't seen in a very long time. As I said before, I was an all-conference middle linebacker, something I was very proud of and still am.

That senior year flew by. Track season also went great—I was one of the captains and the events I ran were the 110 high and 300 intermediate hurdles. That year I was also proud of being voted the president of my class. My newfound confidence carried over to my leadership skills.

One saying that has guided me through all of this has been "It Gets Better." It's hard to realize that when you're not out, and you're hearing gay slurs every day. I felt suffocated, but as I opened up my true self to people I learned the power and truth of those three words. It's meant so much to me that I had it tattooed on my arm.

Currently I am going to school in Madison and leaning towards a career in the nursing. I have a passion for traveling so ideally I'd love to become a traveling nurse. But what's next in regards to the LGBT community? I'm currently getting involved with LGBT panels on and off campus. I'm also starting to get involved with some amazing LGBT sports organizations which I'm extremely excited about. Just recently I was invited to go to the Nike LGBT Sports Summit in Portland, Oregon this summer. Coming out has truly changed my life for the better.

It's getting better every day. ■

## TIPS & TRENDS

### Be Good to Your Brain



INDEPENDENT LIVING, INC.  
RITA GIOVANNONI, CEO

Research from Sweden and Finland published in a recent issue of *The Lancet* medical journal documented benefits from a program of nutrition, exercise, and brain training. It's good to see that brain training is finally being taken more seriously for elders. Brain training can help with every-day situations such as having a conversation pertinent to the circumstances or remembering to take the grocery list by enhancing cognitive functions like memory and awareness. Technology has created programs that engage the individual in online learning and physical activities (think Wii bowling); new programs enable individuals with memory disorders to enjoy simple puzzles and games, reminiscences, musical performances, even scheduled Skype visits with family. We're exploring ways to bring this to the seniors we serve at Independent Living, and look forward to sharing results.

### Happy Mind, Happy Life



KADAMPA MEDITATION CENTER, MADISON  
SUMMAR LAID, EDUCATION PROGRAM COORDINATOR

We have noticed a bigger focus on making happiness an "inside job." It can be easy to try to find happiness in the externals of our life—our job, our partner, our community involvement—but when all is said and done, those things can only make you happy if you have a happy mind. Using the tools of meditation and attending meditation retreats and drop-in meditation classes helps keep us all focused on positivity and possibility instead of being mired down by the myriad of problems we all face day-to-day.

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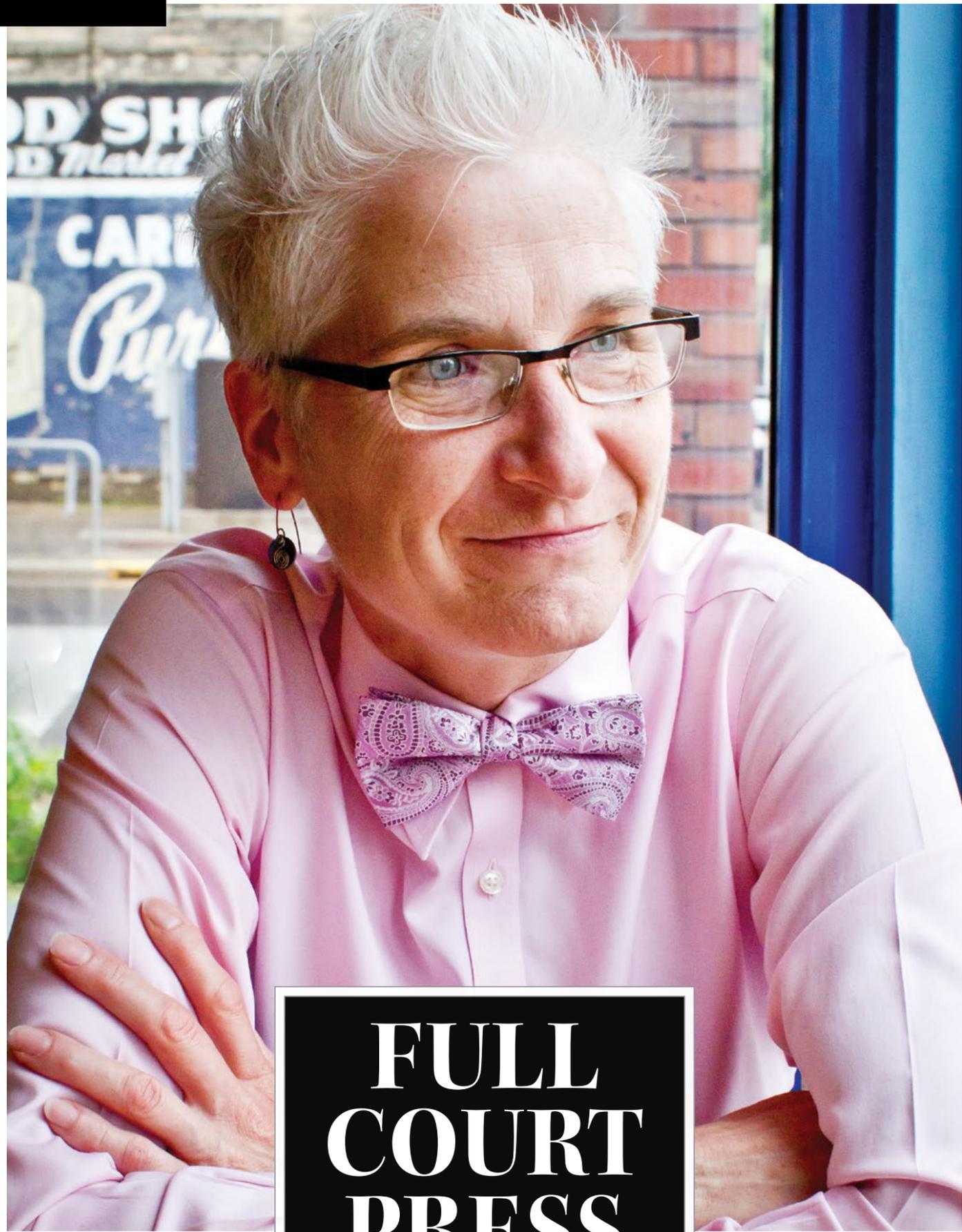
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**FULL COURT PRESS**

**Margaret Kucera** was on track to be one of the greats of women's basketball before extreme homophobia derailed her career and forced her to find new ways to become a role model to others.

**BASKETBALL WAS MY WORLD** as a child and a young adult. I began playing at age five. Being female, I faced barriers at an early age. We had a basketball court in our driveway and even had neighborhood leagues. I was one of two girls to play among the boys, and when I would beat one of them in a game of horse or one-on-one, I'd get locked in the garage. Early on, then, I learned to carefully manage the ego of boys.

I spent endless hours playing basketball, either with my brothers or by myself. I had goals to play basketball in college and envisioned playing on television, being in newspapers and magazines. Early on I faced challenges. In middle school I was prohibited from competing in the Knights of Columbus Hoop Shoot because I was a girl. Rather than accepting exclusions, I waited until the competition was over and walked out and shot my ten free throws: yep, ten for ten. The boy who won shot nine for ten. I carried this pride inside hoping for the day I could showcase my skills on a larger stage.

My basketball career officially began in high school where I played junior varsity my freshman year. My sophomore, junior and senior years I was a varsity starter, earning a State title, Division titles, three-all conference, three all-state, and an all-American award.

All the accolades were overshadowed by the shame I internalized, though, because as I dated boys I was attracted to girls. The only lesbian role models I had were a few women from the college in my hometown of Havre, Montana. I was raised Catholic and knew I would be banned from the church and perhaps ostracized by my family if they found out.

I was recruited by most major conferences, and accumulated a bankers' box full of letters offering me scholarships. A rule in our household was, "You will go to college out of state and to a private school." My parents wanted us to see more than just our small Montana town.

Letters from Montana schools went directly into the trash, as I knew I was going away to play on a bigger stage. Despite telling the Montana schools I wasn't interested, University of Montana coach Robin Selvig was relentless and continued to call.

**ROADBLOCKS AND DETOURS**

My dream was about to come true. I decided to accept a full ride scholarship to Gonzaga University in Spokane. I chose Gonzaga because I knew the coach was a lesbian. Even though I was deep in the closet, I felt safe knowing I would be accepted for who I was.

As a freshman at Gonzaga I started every game—until February when I suffered a major injury. After stealing the ball and going the entire length of the court to score, I was violently undercut while laying the ball in the basket. The impact of the collision knocked me unconscious and I was taken to the hospital by ambulance. The on-call doctor arrived and began poking my toes with a pin asking if I could feel it. When I realized I had lost feeling, my life flashed before my eyes. How could this be? After a short stay in the hospital, I learned I had a broken vertebra and the tissue surrounding the sciatic nerve had hemorrhaged. The university had a hospital bed moved into my dorm room and hired a bedside nurse to be with me part time. I was told by the doctor that I would not be able to play basketball competitively again. He said I needed extensive physical therapy to regain the strength to even run again. But, after a couple months, I was walking and determined to play Division I basketball again.

**Health Care for All**



PLANNED PARENTHOOD OF WISCONSIN  
TANYA ATKINSON, VP OF PUBLIC AFFAIRS & EDUCATION

We're seeing more transgender patients seeking hormonal treatment. We're not currently able to provide that ourselves, but we're able to give them referrals and are in the process of making our referral list even more comprehensive. We believe that when people are truly cared for, they make their lives, their families, and their communities safe, healthy, and strong!

**Strides in Care for Transgender Adolescents**



AMERICAN FAMILY CHILDREN'S HOSPITAL  
BRITTANY ALLEN, ASSISTANT PROFESSOR OF PEDIATRICS

The Pediatric and Adolescent Transgender Health (PATH) Clinic at American Family Children's Hospital serves and supports transgender and gender-nonconforming youth and their families. We aim to provide education, resource coordination, and state-of-the-art medical care for transgender and gender non-conforming youth and their families. Our team includes a pediatric endocrinologist, general pediatrician, health psychologist, community mental health provider, and a nurse coordinator, and we partner with community resources and organizations to ensure that children and adolescents throughout the state of Wisconsin have access to the support that they need in their families, schools, and communities. Over the last three years, our clinic has grown and expanded our services, and has had the privilege of working with children from a young age and families throughout the state.



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TAMIM SIFRI, DDS

Only 40 percent of working-age adults are going to the dentist for regular check-ups. Of the 60 percent not going to the dentist, most do not have dental insurance. The ACA has had minimal impact on improving dental access to care for adults. The Wisconsin Dental Association has started a public awareness campaign called "Own Your Smile" which helps Wisconsinites understand the value of preventive dentistry. As utilization of preventive dental care has gone down, use of expensive emergency rooms for dental treatment has tripled in many cases. The campaign aims to change that trend, and help more people get less costly preventative care.

New Approaches to Couples Therapy



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TAMAR ZICK, LICENSED PSYCHOTHERAPIST

A couple that enters therapy together is usually embroiled in repetitive patterns that keep hurt and misunderstanding recirculating. Susan M. Johnson has developed Emotionally Focused Couples Therapy that helps break down these patterns and get back to the true desire to connect and be loving with one another. She describes the essence of the emotional presence needed to break free in the acronym A.R.E. Accessibility: which means that you have access to your partner's attention. Responsiveness: meaning that you can count on your partner to respond to your cues and needs. Engagement: means that you will be kept close and cherished by your partner.

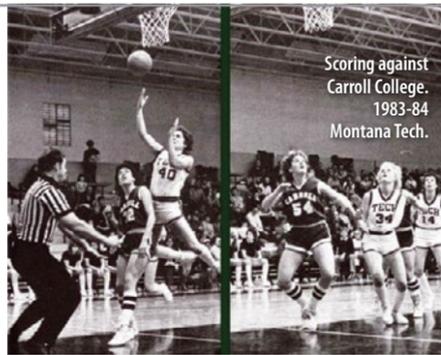
I went home to Montana where I would work on my strength in hopes of returning to Gonzaga. Shortly after returning to Havre, I received a phone call from Gonzaga's athletic trainer, who told me I should not play again because I risked paralysis. So there I was, back in a place where I felt unsafe as a lesbian, but a place where I was revered as one of the best basketball players to come out of the state.

Part of my strength conditioning was done with a kind, confident trainer at Montana State University-Northern who was also a lesbian. She provided me with tips on who was gay and who was not. Over time, too, I developed a relationship with the assistant coach, and it was this relationship that ultimately outed me to my mom. She wanted me to see the family doctor since, she said, "Being with a woman is not normal." But it sure felt normal to me!

First I built up enough strength to run stairs and then eventually the court. This was great, yet I still lacked about 40 percent of my peak athletic abilities. Apparently the basketball coach at MSU saw me as being at 100 percent, and offered me a full ride scholarship to play for him. I viewed this as an opportunity to play again. Maybe not at the level I once had, but I looked forward to the opportunity to get back to doing what I loved.

SUCCESSES AND WALLS

I played for MSU where I was chosen the 1981-82 Frontier Conference MVP, an honor that no woman had ever accomplished before. Despite my athletic successes, I had to leave Havre for a safer place. After



Scoring against Carroll College. 1983-84 Montana Tech.



College signing day, March 1980.

the season I told the coach I wanted to leave to pursue educational opportunities unavailable at MSU. The coach, Loren Baker, was not okay with this request and told me I'd be sorry for leaving. I left and never looked back.

Next stop, University of Montana, where there was a safe haven for lesbians—or so I thought. Before I left Havre for Missoula in the summer of 1982, I called the coach of University of Montana and told him I was coming. He was excited and got me a coaching job at one of the local high schools and arranged for me to begin practicing with the team. After two weeks of it, the assistant coach called me into her office to tell me Coach Robin didn't allow "my type" in his program. Robin never spoke to me and never returned my calls. Soon after being told I was being dumped from the University team, the athletic director at the high school told me to turn in my keys after my last game. I finished coaching with parents sitting

behind the bench making comments about me being a lesbian, and I had parents pull their girls from the team because I was the coach.

I boarded a Greyhound bus with a bottle of rum and a liter of coke. I was accompanied by a friend who knew people living in Billings. She informed me that there was a large lesbian community in the city, and she helped me numb the pain of rejection and public humiliation. We finished the rum and coke 100 miles into the trip. We purchased more alcohol and settled in for the remaining 350 miles.

Upon arriving in Billings I headed to the Eastern Montana College campus and found the gymnasium where I played in pickup games of basketball. I played hard and buried myself in the game that had provided me an identity and an escape. The intensity with which I played was fueled by the anger and sadness I was feeling but was unable to identify. While taking a water break, the coach of the women's basketball team approached me and offered me a full ride scholarship if I lost ten pounds. Ironically, that coach was Ted Anderson, who had left my high school team after we won state.

Sweet, another chance to play! I was grateful and overjoyed to be given this opportunity. I felt comfortable with the decision, too, since Ted was like a dad to me in high school and I was good friends with two of the women on the team. The first day of practice was an exciting day for me, until I was introduced and no one would offer any kind words of support or acceptance. In fact, the two women who were my friends would not even look at me. Once scrimmage started I got into my groove, playing defense and hand checking another offensive player, when suddenly she stopped and smacked my hands and bellowed out, "Don't you touch me again you fucking dyke!"

Coach called for a water break and time to cool down. I headed to one of the two water fountains and the rest of the team lined up at the other fountain. After practice in the locker room, I was left alone to shower as the entire team packed their belongings and left.

FIGHTING FOR THE GAME

This was a low point in my life. I was being rejected by people who had looked up to me and who were my friends prior to my injury at Gonzaga. I had no support. Some of the members on the team were lesbians but they had to keep quiet and go along with the bullying in order for their closet doors to remain securely closed.

Exactly one week after that first practice with the team Coach Ander-

son and his closeted lesbian assistant told me the team had a meeting and voted me out. I pleaded with him to allow me to play. I asked why he, as the coach, couldn't simply veto the ruling. He simply stated he didn't want to see me room by myself, sit by myself on the bus, and go to the malls on trips and have to be by myself.

At that point I didn't care how bad the bullying felt or how people treated me, I just wanted to play. Coach Anderson told me the team made the decision and he was honoring it. He told me I could keep the scholarship for the rest of the year if I wanted. Thanks, Ted.

Once again I ended up back in Havre at my parents' home where I was told I was going to a private Catholic college in Kansas where all my siblings except for one went to college. I thought my mom was trying to change me by sending me to the nuns to save my soul. I told my parents there was no way I would go.

Days later I received a phone call from Jo Buysee, Montana Tech's women's basketball coach (who was a lesbian), informing me that Loren Baker (the coach of Montana State University-Northern) called all

The assistant coach called me into her office to tell me Coach Robin didn't allow "my type" in his program. Soon after being told I was being dumped from the University team, the athletic director at the high school told me to turn in my keys after my last game.

the coaches in Montana to tell them I was a lesbian and had a drinking problem. This was enough to have me rejected from two universities and have the door closed to any opportunity to play college basketball again. She was offering an opportunity for me to play on their team for the year. I was battered, bullied, and I had little passion left, not to mention my spirit had been broken. Instead of giving up, I saw Jo as someone who understood the rejection and was reaching out to me. I enrolled in summer classes to become eligible and played for one season.

COMING TO TERMS

I was born with a gift to play basketball, and with that grew a passion that fueled my dreams to play on a big stage and be a role model for young girls. I didn't want other girls to be excluded from competing in Hoop Shoot because of their gender.

My love for basketball wasn't reciprocated—in fact the unsupportive social context into which I was received forced me to abandon the sport entirely. After a decade of self-reflection, which included making San Francisco my home for a time, I learned how to be resilient, driven, and compassionate, all experiences which have contributed to making me a better mom, spouse, and daughter today.

The love I had for basketball was reinvigorated by my LGBTQ community in San Francisco where I volunteered for individuals infected with and affected by HIV Aids. 1991 was a time where I had friends and acquaintances who were dying, and volunteering helped me direct my passion for those who were slighted by society.

I was brought to Madison in 2004 with a goal of getting my PhD in epidemiology at the UW. I met my wife Holly at work and we legally married last year during the "window." We live together in Evansville with our two beautiful daughters Amara, 6, and Maia, 8.

I have returned to the financial services industry, working at New York Life, which I chose because they support me in being who I am and support my goal of taking care of the LGBTQ community. I have also returned to my love of basketball and play as often as I can. ■

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# Together for Health

A look at the reasons behind and implications of the recent merger between the **AIDS Resource Center of Wisconsin** and **AIDS Network**—the state's two main HIV/AIDS health organizations.

**IN THE MONTHS SINCE THE FEBRUARY 1** merger of Wisconsin's AIDS Network with AIDS Resource Center of Wisconsin (ARCW), the united organization—called ARCW—has made strides toward launching a medical clinic and pharmacy in Madison. “We’re implementing best practices from both organizations,” says Mike Gifford, ARCW president/CEO.

That includes adding the medical clinic and pharmacy, expanded mental health services, and relapse prevention services at the former AIDS Network office in Madison’s Gateway Mall, 600 N. Williamson St. ARCW will also add a medical clinic in Beloit.

The organization will continue to hold hallmark AIDS Network events—the ACT Ride, the Red Ribbon Affair and Camp Bingo—and will extend the annual holiday Felicia Melton-Smyth gift drive statewide, with a goal of raising 2,015 gifts this year.

ARCW forecasts serving 4,000 people with HIV/AIDS throughout the state yearly through its integrated medical, dental, and mental health clinics and pharmacies, along with prevention and testing services. Its social services include food pantries, a legal program, housing support, and social work case management. The social services are essential, Gifford explains, because if clients’ basic needs aren’t met, it’s difficult for them to prioritize following their medical regimes.

“Both organizations have done great work. By joining, we can improve outcomes for clients and strengthen the fight against HIV/AIDS across Wisconsin,” says Daniel Guinn, former AIDS Network executive director, now ARCW vice president of compliance and general counsel.

For instance, effective immediately with the merger, combined ARCW

staff were trained to distribute Narcan (a prescription medicine that blocks the effects of opioids such as heroin and reverses an overdose). Previously, AIDS Network was unable to offer this service.

## THE NEW PHARMACY

The Madison ARCW pharmacy is being designed to meet the specific health care and pharmaceutical needs of those living with HIV/AIDS. The goal is to ensure patients and their health care providers have access to the most recent medications, and staff will work to develop individualized plans to help patients follow their medication schedules. Toward that end, the pharmacy will offer financial assistance and home delivery of medications, and all HIV patients—regardless of where they receive their health care—will be able to use the pharmacy. ARCW will reinvest pharmacy revenue in its HIV prevention, care and treatment programs.

The organization has hired pharmacist Brad Plunkett, who has 20 years of experience working with HIV patients, to manage the new Madison pharmacy. Plunkett is already in the Madison ARCW office, and the pharmacy and medical clinic are scheduled to open late this fall, when the remodeling and expansion of the office space is complete.

## ONE-STOP SHOP

The combined organization follows an integrated care model, as each individual organization had done in the past. “AIDS Network offered medical care through partner organizations, and now it will be under the same roof with our dental clinic, the food pantry, and all of our services,” says Guinn. “It’s a one-stop shop, so it’s easier for people to remember to keep up with their medical care.”

In 2011 the National Committee on Quality Assurance designated ARCW as a patient-centered medical home for HIV patients. The medical home model emphasizes coordinated care to support access, communication, and patient involvement. All medical, mental health, and social service providers work with patients and each other to provide seamless, integrated care, and the combined ARCW is following this model statewide.

“Wisconsin has always been a national leader in the fight against AIDS and our merger enhances this leadership position,” says Gifford. He notes that people sometimes think a merger means mass layoffs, but that ARCW/AIDS Network maintained all staff positions and gave all employees the opportunity to stay post-merger.

“The continuity of service is a great win for clients,” he says. “The case managers, the attorneys, all the people clients are used to are still here.”

Clients had voiced concerns early on, Guinn adds, such as “Will I still have my dentist?” The answer is “yes.”

## WHY NOW?

A newspaper editorial called for an ARCW/ AIDS network merger 17 years ago, Gifford notes, but the timing wasn’t right. “It is now. It’s the direction both organizations’ leadership and boards wanted to go—alignment and mutual benefit. The focus on the AIDS epidemic is intensifying in Wisconsin, with roughly 8,000 people affected, about 1,000 of them undiagnosed. We need to concentrate on prevention and care, and getting people to an undetectable viral load.”

The two organizations had done the same work for many years, collaborating and competing, Guinn observes. “We analyzed the market and HIV/AIDS efforts in Wisconsin and the U.S. and decided it was time.”

Both boards went through a very thoughtful process and voted unanimously to merge, Gifford adds. “We looked at what we wanted to achieve, and if we could be more effective together. The conversation flowed to—we could achieve more together. First we set out goals for the organizations, then strategies to get there, and a merger emerged as the best way to increase access to care and generate more resources.”

While preparing for the merger, the two organizations met at least 12 times to develop extensive, detailed plans. “You have to do your homework,” says Guinn. “The process is still going on. We’re merging cultures, business plans, staff, budgets . . . it’s been very well organized and it’s coming together.”

## PAST CHALLENGES

The idea of the two organizations merging hasn’t been without controversy. A former AIDS Network board member who prefers not to be named recalls that about three years ago, ARCW offered to absorb AIDS Network. “We had gone through a couple of network directors and were struggling to find another,” he says. “ARCW leadership said, ‘Why don’t you let us take over and you won’t have these issues.’ The board voted not to merge.”

While he isn’t sure of the specific reasons, the former board member says there was concern that clients would have to travel to Milwaukee for services such as dental care. “We had a great relationship with UW Health and Clinics, and we didn’t see why clients should have to drive to Milwaukee for services.”

On the other hand, at least a few community members argued vociferously for ARCW to absorb AIDS Network. In 2008 Greg Milward, a former AIDS Network board member who had resigned the position in protest a year earlier, began speaking out against AIDS Network.

Milward and several associates started ACT UP Wisconsin in 2009. Shortly thereafter, in an Isthmus article by Bill Leuders, the group claimed AIDS Network suffered from financial mismanagement and didn’t provide comprehensive care to clients. Milward prodded the state Department of Health Services to audit AIDS Network, and while the agency found some issues it also noted significant signs of improvement.

Milward and associates perceived a disparity in service levels between

ARCW and AIDS Network. As Leuders wrote, “The critics say ARCW has embraced a direct-service model that provides a greater range of services at a lower cost, while AIDS Network has remained mired in an old ‘psychosocial’ case-management model.”

At the time, advances in care had begun enabling patients to live longer, which made the direct-services, integrated-care model more effective. But, as Leuders went on to note, AIDS Network was already moving to that model, and planning to open its dental clinic and food pantry.

ACT UP Wisconsin was part of a national organization dedicated to radical political action for AIDS relief. During the 1990s its protests and demonstrations were instrumental in drawing mainstream attention to the AIDS epidemic, resulting in increased federal funding for research. Most chapters had disbanded by the mid-1990s.

ACT UP Wisconsin seems to have become inactive as of 2010, the date of its most recent blog post.

## MOVING FORWARD

An ARCW client who agreed to speak anonymously said he was completely satisfied with AIDS Network’s services. He wasn’t sure if he liked the merger idea, but was willing to give it a chance.

Gifford, Guinn, and their teams are certainly giving it their all. “Our organizations have merged at every level,” says Gifford. “The two boards merged, with five members coming from Madison, and so did our senior management. We have senior leadership and frontline staff from both organizations in key roles. We’re championing best practices in our services to ensure we better meet the needs of our clients.”

“This merger kicked off a wave of organizations merging nationally,” he continues. “We’re becoming a national model. Groups in Atlanta and Detroit have merged, and Texas is close to announcing one. It’s another example of Wisconsin leading the discussion.” ■

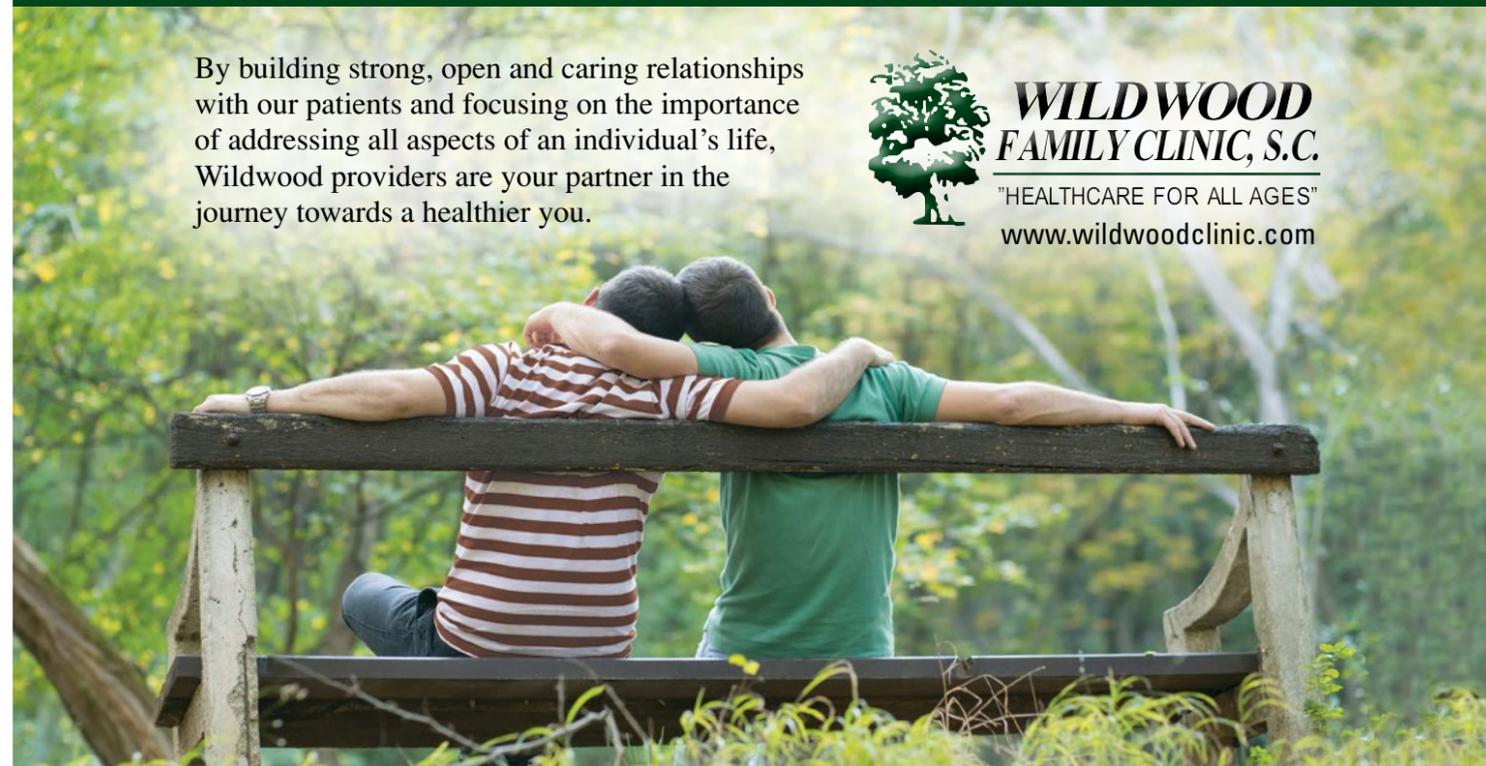
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Most people give up too quickly because they don't see instantaneous results and keep telling themselves they can never meet their goals. They play mental movies about how difficult it is to get to the gym on a particular day. I recommend a different set of movies to play in your mind: Start with a mental picture of what you wish to look like—let's say an image of the best shape you've ever been in the past. Keep that image in your head at all times. Concentrate on getting through one-day-at-a-time and take many small steps to success. If you fail on one day, don't punish yourself. Get up, dust yourself off, and start again. Be kind to yourself. Honor your body. It'll do the same in return.



## Documenting Our Rights

A new legal handbook that focuses on rights specific to LGBTQ people in Wisconsin makes its debut.

**LAWYERS, JUDGES, AND THE COMMUNITY** came together to celebrate the publication of the new book, *Sexual Orientation and the Law in Wisconsin*, with a book release party on May 1 at the Madison Club, including a chocolate and wine tasting and a fundraiser for the Legal Services Program at the AIDS Resource Center of Wisconsin.

The book is the first legal handbook specific to the rights of gays and lesbians who reside in Wisconsin. Topics covered in the book include same-sex marriage, divorce, adoption, surrogacy, parentage orders, child custody disputes, artificial insemination, employment discrimination, HIV law, estate planning, taxes, domestic partnerships, hate crimes, and cyber-bullying.

The idea of the book was conceived by its lead author, attorney Christopher Krimmer, who recognized the omission of a single legal resource of the laws that impact the lives of gays and lesbians in Wisconsin. "There is so much misinformation about the rights of gays and lesbians even among lawyers that I thought it was important to have a single comprehensive resource of our state law," he said.

In collaboration with lawyers throughout the state, experts from each area of the law contributed to the book, including Emily Dudak Taylor, Theresa Roetter, Katherine Charlton, Linda Roberson, J. Daniel Guinn, Miri Pogoriler, Anne Daugherty-Leiter, Eric Defort, and Carol Stotlar.

The book is published by Pinnacle Publications, a division of the State Bar of Wisconsin, and is intended to be read by lawyers, therapists, financial advisors, accountants, and other professionals who work with the LGBTQ community. The general public may be interested in reading the book but are encouraged to consult with an attorney or other professional in addition relying on the information in the book.

The book includes a discussion of the recent federal court decision in Wisconsin recognizing the right to marry for same-sex couples. Individuals who purchase the book may subscribe to a supplemental service that will include a discussion of the pending US Supreme Court case involving same-sex marriage as well as any other developments in the law that occur in each of the topic areas of the book.

The book is available for purchase for \$229.00 at [www.wisbar.org](http://www.wisbar.org). For additional information regarding the book or requests for speakers regarding the different legal topics covered in the book please contact attorney Christopher Krimmer of Balisle & Roberson, S.C. at (608) 259-8702 or [csk@b-rlaw.com](mailto:csk@b-rlaw.com). ■

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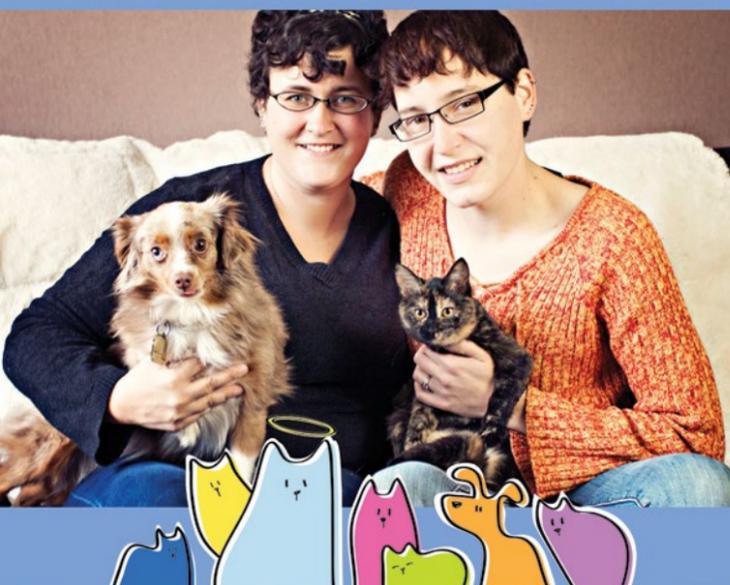
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## Lifelong Companion

The road to recovery was a rocky one, but **Laura Strimpel** of Taproot Dog Training found her path alongside an unexpected furry friend.

**MY SOBER PUP.** That's Timbre, my first puppy, who is hilarious, persnickety, cute, ornery, and all-loving within ten minutes. Timbre is the same age as my sobriety. Though I am usually sarcastic when I reference her roller coaster moods, her emotions are directly linked to how I felt when I began my recovery journey. There's truth to what dogs reflect to us.

When I moved to Madison, I created the image of a life I thought I was meant to have: living in a queer-friendly city, graduate degrees, job at a highly reputable university, house, car, social life, gym membership. But I felt like a fake. I did anything I could to not feel. I looked forward to the near nightly blackouts. I cringed at the thought of the developmental conversations I was having with students. I was in a helping role so why couldn't I help myself? Nothing made sense to me, and the hypocrisy I felt was unbearable.

I kept returning to the only brown and white female ball of wavy fur. This puppy, Timbre, would become my inspiration for a new way of living. My taproot for life.

I watched myself dying, and I knew I couldn't sustain living that way. Privilege opened the door to resources, and I decided to start using them (therapy, Reiki, support meetings). I didn't feel better right away—in fact, I felt worse. What's more, I was fighting my rebellious spirit, which encouraged me to answer an ad in the paper about a litter of puppies for sale. In a large shopping center parking lot, I met people with an old, beat-up car. I leaned into the backseat to see three tiny, dirty puppies in a cardboard box. It was a frigid January. I asked to take the box of puppies to my car to make my decision. I held each one. I kept returning to the only brown and white female ball of wavy fur. This puppy, Timbre, would become my inspiration for a new way of living. My taproot for life.

For a while my only motivation to get out of bed each day was

Timbre's tiny bladder. I moved to sleeping close to my front door for her houstraining. It was both ridiculous and wonderful. The very practical reality of having my first puppy provided a balance with my recovery work. In meetings I listened to others who told pieces of my story. I absorbed the reassurances that I would have something to contribute rather than take from the world. I also waded through the pieces of my past that surfaced. In the many overwhelmingly difficult moments where I wanted to slip off into oblivion, I had a reason to stay present.

The responsibility for caring for another life kept me alive and coming home each day. My puppy depended on me for everything: food, toys, companionship. Developing a relationship with Timbre gave me a stable, predictable, healthy constant. I wanted to do everything I could to give us the best chance at a life together. This meant learning about one another. I enrolled us in as many consecutive training classes as I could find. Every day Timbre and I played, worked, and learned together. Our new routine made me feel genuine happiness, love, and a commitment to something that was larger than me. This was new. I began to trust that what I felt was real.

I wanted the real to continue. I challenged myself by learning new things in the dog training world. I began volunteering to help dog trainers in classes. I was offered an assistant trainer position. I worked hard, learned new skills, and practiced with hundreds of dogs. I began work as a lead trainer. In all of these roles I discovered that classes are really about helping people and their dogs find common language and understanding.

The common language starts with humans and dogs learning obedience skills together. A strong relationship depends on owners being co-creative and having fun with their dogs. I wanted dog training classes that were extraordinary, creative, inspiring. While I considered my options, I went through the process to become a Certified Professional Dog Trainer - Knowledge Assessed. And then...I started my own dog training business. Just. Jump.

With the support of savvy Madison businesswomen and dog trainer friends, Taproot emerged in 2014. Taproot Dog Training values include:

- Utilize training techniques based in positive reinforcement, positive psychology, and mindfulness.
- Honor and support the relationship growth of clients, dogs, and community partners.
- Provide high quality teaching by staff who are experienced educators and who are either currently certified or who are working towards their certification as a professional dog trainer.
- Provide classes with a multilayered approach to accessibility.
- Emphasize and practice collaboration with community partners.

Taproot is about collaboration, not competition. The locally-owned company walks the walk by aligning with like-minded, values-based resources in the community: Dog Haus University, UW School of Veterinary Medicine's WisCARES Program, Underdog Pet Rescue, Nutzy Mutz and Crazy Catz, Bad Dog Frida, and Dane County Humane Society. Taproot's clients say they and their dogs are cared about and leave classes with new skills, networks of friends, and new resources.

The story of Taproot is one of awakening, realization, and sobriety. It is about hard work and unfolding. It is the relationship with the dogs and humans, the strength and depth of these relationships, and their ability to transform and save lives. Now it is about gratitude and contributing. ■

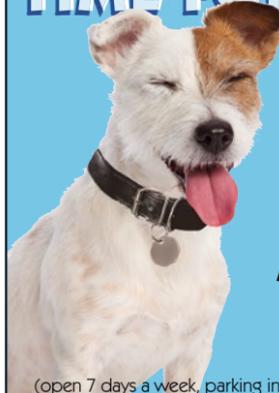
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## More to Love

Hallie Lieberman explores and explains the past, present, and future of Madison's diverse and somewhat unique poly community.

**AFTER ONLY A FEW MONTHS** of dating 22-year-old, red-headed college student Dave, longtime couple Alan Strozak and Dean Nett, both 56, met his parents.

In our monogamous and ageist culture, most parents expect their children to bring home a single partner similar in age, not two partners close to their own age. Most parents would have been alarmed. But Dave's parents aren't most parents. They were overjoyed. A few months later, at a Christmas party at Dave's parents' house, Dave's mom even suggested that Dave become ordained as a priest and marry his two boyfriends, an idea Dave rejected as too weird.

While Dave's parents were accepting of his two boyfriends, not all people feel the same way about polyamorous relationships. Polyamory means "multiple loves," and poly relationships usually involve having multiple sexual and/or emotional partners. The key distinguishing feature of poly relationships is that all partners have knowledge of each other and all have consented, which is why it is also referred to as ethical non-monogamy.

Madison is the home of "The Ethical Slut," a fictionalized YouTube series based on the canonical polyamory guide of the same name.

But everybody defines the practice of poly differently. For many people, polyamory is defined primarily by the "love" aspect. It is not about having a new sex partner every week, but multiple, fairly long-term relationships. Many definitions of polyamory distinguish polyamory from "swinging," or the practice of couples having casual sex with other couples or single people with their partners' knowledge, while for others, any form of consensual non-monogamy is considered to be poly. Polyamorous relationships have probably existed since the dawn of time, but according to the book *Ethical Slut*, the term polyamory was coined in the early 1990s.

### POLY IN MADISON

Poly relationships remain stigmatized in many parts of American society. But the Madison community is a little more accepting than most of the country. Perhaps this is because of



its long history: Madison's poly scene is nearly two decades old. Its first poly group, WIPoly, emerged in 1997 to serve as a gathering space for Madison's poly community, both LGBTQ and straight alike. It had both a public discussion branch, WIPolyOut, and a closed private branch. From the beginning, WIPoly took great pains to distinguish themselves from swinging or orgy clubs. "We are not a swing club," said their website. "We don't have sex at our meetings; we hug and eat and joke and have a good time."

In 2003, the poly community expanded as members involved in WIPolyOut (now called PolyOut) created the Madison Area Polyamory Society (MAPS), a social and outreach group that met for coffee. Interestingly enough, turmoil occurred at MAPS over an unlikely subject: board games. Many MAPS members arrived at meetings with tabletop games in tow and became immersed during meetings in role-playing games at the expense of discussions about non-monogamy. As a result, the gamers split from MAPS and decamped to PolyOut in the mid-2000s. Since then PolyOut's members have leaned strongly toward the gamer side.

"We've found that there's a lot of overlap between polyamory and non-heterosexuality and also geeks," PolyOut's facilitator Lisa said.

For several years MAPS and PolyOut co-existed without conflict, but in 2010, MAPS was roiled by another controversy, this time a dispute over consensual touching and cliquishness during meetings, known as "Cuddle Gate." Members of MAPS disagreed as to whether

non-sexual touching, like hugs and hair brushing, should be occurring at meetings. Those who preferred a side of cuddling with their poly gatherings jumped ship to form the Madison Polyamory Collective (MPC) in 2011.

Three years later, as MPC was struggling with membership, marriage and family therapist Jay Blevins, fellow therapist Jasmine St. John, and Ray Yunker formed a Madison branch of Poly Cocktails, a New York City-based organization. Unlike the other poly groups, though, this one didn't emerge from conflict.

"We went and met with a bunch of people from MPC, and we said, 'We're thinking of [starting a poly group]. We don't want to step on any toes.' And they said, 'You know, we're feeling like we've lost a little focus; that the group's lost some energy, and it might be the right time for us to have you guys do this,'" Blevins said.

Although Madison's poly community has had periods of conflict, co-founder of MPC Jim Carnicelli thinks it is more unified today.

"Groups like MAPS, MPC, and Poly Cocktails have done wonders to educate and connect poly-minded people not only in Madison, but also in many of its surrounding communities. We're not a bunch of groups competing with one another, but simply groups that cater to different tastes within the broader community."

### DIFFERENT GROUPS FOR DIFFERENT NEEDS

Madison's poly community may be more united, but it is not monolithic. Each poly group characterizes itself a little differently.

Poly Cocktails is a social group that meets in a central Madison bar to discuss non-monogamous relationships in a casual setting, while PolyOut "is not for socialization so much as it is for introductions to polyamory and for helping people who have relationship issues," said its facilitator, Lisa. PolyOut's monthly meeting is held in the OutReach LGBT Community Center. Lisa said that PolyOut functions like a therapy group because "most monogamous people have plenty of places to go for relationship issues, but not so much for polyamorous people."

Both groups are notable for bridging the gap between the hetero and LGBTQ communities.

"We have asexual, demisexual, pansexual, people in transition, lesbian, gay, bi. If you've done the internal work to live outside the norm,

you're kind of primed to be accepting of others," St. John said of Poly Cocktails.

Like Poly Cocktails, PolyOut has members of all sexual orientations.

"There's a joke that you can't be female and polyamorous unless you're bisexual," Lisa said. "Between bisexual and homosexuals and pansexuals, it's 10 percent of American society and 60 percent of polyamory society."

"Unfortunately we live in a society [where] most people still associate polyamory with one extremist person, typically a man having lots of wives... underage wives."

Acceptance of poly relationships may also be greater among the LGBTQ population. Strozak said that gay men are more tolerant because "it's not uncommon for gay men of my generation to be in relationships that are open three ways."

### FACING THE STIGMA

But many in the heterosexual community are not as comfortable being open with their poly relationships because their community is sometimes less accepting of alternative relationship practices. For some straight people, the appeal of Poly Cocktails is that its location is a secret and the meetings are closed to non-members, so those who attend are not in danger of being outed to the community.

"Most [polyamorous] people have some degree of being in closet," said St. John. "They fear they will be judged, shamed, lose their job, lose their family. Unfortunately we live in a society [where] most people still associate polyamory with one extremist person, typically a man having lots of wives... underage wives."

Poly Cocktails members John, 50, and Lori, 49, were particularly drawn to Poly Cocktails for its private location and confidentiality. Since coming to polyamory a few years ago after over two decades of marriage, the couple has experienced some pushback. After researching polyamory, they decided to be proactive and tell their close family members about their new relationship structure before they embarked on it.

"The reason for us to tell anyone besides our daughters [was] that if they saw us out with someone else, and it was clearly a romantic relationship, I didn't want them to go through the pain," Lori said. "What I was afraid of was not that my mother would say, 'I saw John cheating.' I was afraid that my mother was going to see him, think he was cheating, and not tell me and have to sit on it. I didn't want to put anyone through that."

However, their disclosure didn't receive a universally welcoming response.

"Some [family members] are way not cool with us," Lori says. "We had people worrying that we were going to get divorced."

The most positive reactions they got were, surprisingly, from their kids. When they told their grown daughter they were embarking on a poly relationship, she said, "That's great. I'm dating a couple. And I said, that's so nice honey, let me tell you more about us," Lori said. "I think she'd be a little nervous about telling us [she was dating a couple] and that turned into the easiest thing she'd ever told us."

### A COMMUNITY OF SUPPORT

Regardless of sexual orientation, for the polyamorous and those thinking of exploring this lifestyle, Madison is a good place to be. Madison is the home of "The Ethical Slut," a fictionalized YouTube series based on the canonical polyamory guide of the same name. It is also the birthplace of one of the nation's most popular poly podcasts, "Polyamory Weekly," which was started in Madison in 2005 by Cuning Minx.

And it's not just the plethora of poly groups that make it an accepting city. Madison's kink and LGBTQ communities are also supportive.

"Pretty much the whole alt-sex community of Madison, whether it be kink, BDSM, power dynamics, LGBTQIA, non-monogamy, it feels like we're all in it together, just trying to support each other," said St. John.

Strozak agrees that the Madison community has been accepting of his poly relationships.

"Certainly you're not going to find any judg-

Interestingly enough, turmoil occurred at MAPS over an unlikely subject: board games.

ment at any of the gay bars you go to," Strozak says. But even some non-LGBTQ bars are accepting. "You can very easily go to the [recently closed] Inferno, especially on fetish night, or the Cardinal Bar."

As its history shows, the Madison poly community may not always agree, but disagreements and multiple perspectives keep it healthy.

"In the spirit of polyamory, I often say, 'variety is good.' I prefer to think that the poly groups that have come and gone and still exist in Madison are all about variety," Carnicelli said.

And, in fact, Madison just added another poly group to its ranks: national polyamory group Loving More formed a local chapter this May. ■



HALLIE LIEBERMAN is currently writing a book on the history of sex toys. In the fall, she will begin as a Teaching Fellow at Lebanon Valley College. She received her PhD from UW-Madison in 2014.

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## The Challenge of Change

Alex Einsman offers some advice on the importance of making change in our lives—even when it's hard—instead of only dreaming about it.

**A FRIEND OF MINE** recently quit her high-paying job and decided to take a leisurely six-month hike from Arkansas to Maine on the Adirondack Trail. It got me thinking about the variety of changes I've seen others take on, the changes I've made, and just how hard true change can be to accomplish. No matter whether a life change is large or small, it's always challenging in some way.

We are inherently creatures of habit, and habit appears to be the opposite of change. While we often dream of changes that could make our lives better, sometimes dreaming is all we end up doing. The dream of change can stay locked inside us, arise with a vengeance when we feel dissatisfied, and go covert when the risk of change seems too scary. But when something inside of us—a dream, a behavior, an idea, or something else—keeps appearing in our conscious mind, it's worth being curious about what it means.

When we start the process of engaging in change, we often hope that we can rely on the people who we love and care about to jump on board and support the changes we want to make. When that happens, it's a wonderful feeling. But what about when they

Sometimes change feels like standing in front of a huge mountain that we've never even considered climbing. It's easy to turn around and walk away when we perceive a journey to be impossible.

don't want us to change? What if they actually resist it, say it's a bad idea, or even take an active role in preventing that change?

When this happens, it's pretty common to reconsider our desires, back down, pause, or just outright halt the process. And it can all be very confusing. But there is a larger process at work that is separate from what you are seeking to change. The people close to you may resist the change simply because it disrupts their own status quo. Know that sometimes it's not about you, the change you seek, or whether the other person cares about you. It's part of the process of change, which is different from the content of whatever change you seek. And sometimes, when

we step back and really look at the background process of what's happening, it can suddenly become a little less scary.

**Simple steps to cultivate the changes you seek:**

1. **Speak Up.** Seriously, say it out loud. Ideas about change start inside your mind, and they usually require some time to simmer before the rapid boil of change sets in. Turn up the heat by saying it out loud to yourself, a friend, a pet or even a stranger. It doesn't matter who you're talking to or where or how—it just matters that it happens. When we say something out loud, we are way more likely to do it.
2. **Another person's opinion is not your truth.** Predict and anticipate that people will often provide feedback about the change you want to make. Change can be uncomfortable at first, and pretty much everyone—including you—might unconsciously or consciously resist it. Understanding the process that is occurring helps to free us from confusing the value of the change we seek with the process of change.
3. **Fear and anxiety don't always mean what they seem.** A certain amount of fear is appropriate and adaptive for change, so consider it for what it really is. It's not necessarily a message telling you not to proceed, but it might be a signal to proceed with caution and consider all the factors. Fear is often about what has already happened, not what is going to happen.
4. **Be Assertive.** If we want people to understand and respect our decisions, we have to teach them how to do it. When people feel disregarded, they often just try harder to get their point of view heard, using aggressive or passive-aggressive means. Consider these steps of assertive communication to support your change:
  - Statement of validation or empathy—to bypass defensiveness, show you are trying to understand their perspective. Let them know you understand their concerns (or if you don't, that they are allowed to have their own opinion).
  - Statement of the problem—speak aloud how you feel and why you need something to change.

- Statement of what you want—request how you want to be treated.
5. Change is an investment. Sometimes change feels like standing in front of a huge mountain that we've never even considered climbing. It's easy to turn around and walk away when we perceive a journey to be impossible. Break down larger changes into small, measurable steps that aren't so terrifying. And don't be afraid to take your time. For some people change is immediate and unplanned while for others it's an investment in mindful decisions moving towards an ultimate goal or feeling. I met my friend for dinner before she set off for her Adirondack trek. She admitted to feeling some understandable anxiety about it, which was fueled by both her own and others' opinions about the challenge. I told her what a mentor of mine told me in grad school—advice that basically allowed me to power through the challenge of changing careers and jumping into the unknown: don't give up what you want most in the long term just to get what you might want in the moment. ■



**ALEX EINSMAN** is a licensed marriage and family therapist at Atlas Counseling. He holds a Masters of Science degree in Marriage and Family Therapy from Edgewood College.



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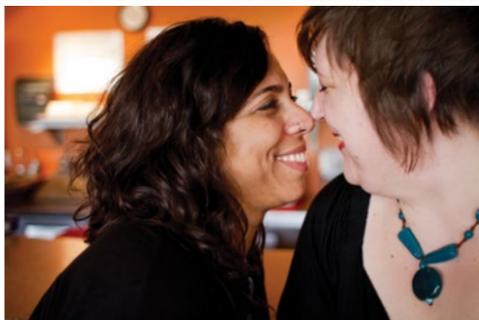
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## Getting Past Good

GSAFE's **Brian Juchems** digs deep into the heart of how good people can and do still harbor biases, and the work that must be done to fully examine and work beyond them.

**AT THE END OF GSAFE'S** youth leadership camp in August we always end with an activity called "Touch Someone Who." It involves everyone sitting silently while each of them, one by one, gets to give silent and anonymous appreciations by a gentle touch to the arm or knee. The activity often results in tears, as participants take in these unexpected affirmations.

We do this to remind our campers of something they infrequently hear as young LGBTQ+ people. We want them to know that they are valuable. That they are deserving of respect, love, and acceptance. And that they are good.

The last thing we tell them is, "You are good." Because they are.

I'm a good person, and I'm also a racist one. And being the former doesn't let me off the hook for being the latter.

I know this because I, myself, am good.

In fact, I'm not just good. I'm pretty darn good. I've had the privilege of getting to do a whole bunch of things in my adult life to make life significantly better for LGBTQ+ youth in Wisconsin schools. I often travel the state helping educators learn best practices for creating safe and supportive environments for queer youth. I've also had the privilege of helping a number of schools pass transgender-inclusive nondiscrimination policies. We're now at 67 school districts with these protections.

Even as a kid I was pretty good. I did well in school. I never got in trouble. I tried to be friendly to everyone, including my bullies, and often stood up for progressive issues. I looked down on classmates who made racist jokes. I even always drove the speed limit, mostly.

In fact, one time in college when I was driving the speed limit with a friend in Minneapolis, I noticed that he locked his door when we entered a predominantly black neighborhood.

"Why'd you do that?" I asked.

"It's a bad part of town."

"That's racist!" I declared, making sure he knew that I was a good white ally.

I didn't always know that I was good. When I was in grade school, I never heard my teachers talk about LGBTQ+ people. That silence

ensured that the first things I learned about myself as a gay person came from schoolyard jokes and Three's Company, which meant I learned that I was the butt of a joke and that I should feel ashamed. Both my classmates and I internalized these lessons. Unfortunately, this is still the case for many LGBTQ+ youth and their classmates today.

It takes a lot to overcome that kind of teaching, and it's still a struggle at times. Despite that, I still know that I am good.

I also know that I am racist.

How could I not be?

Growing up I was surrounded by subtle and not so subtle messages about both white people and people of color, particularly black people. The epitome of that was a sign that used to be posted outside my rural Iowa hometown that read, "The Blackest Soil, The Whitest People." No subtlety there!

While it took me years to develop the analytic abilities to realize what that sign was teaching, I absorbed its lessons at an early age all too well. My white teachers, my white classmates, and my white community taught me to see people of color as outsiders, as people not to be trusted, and as people who were not as smart or as capable as me.

One of my family members was a big basketball fan, and she was especially excited whenever the Boston Celtics played the L.A. Lakers. Having no choice but to watch with her I started to notice that whenever a black player celebrated a good play, her face would twist into a scowl and she would make a negative remark. When white players did something similar, the response wasn't the same. Then I noticed the same behavior in myself, starting as a gut level equivalent of a scowl.

Other acts of racism that I can point to:

- For years at our summer leadership camp when we taught about racial diversity and oppression, the curriculum focused on the learning of our white campers, often at the emotional expense and learning of our few campers of color.

- I've been silent when educators who are amazing advocates and allies for LGBTQ+ youth make coded and not-so-coded racist statements about youth of color.

- I've had lower expectations for the students of color with whom I've worked, as well as colleagues of color.

- Even though I wouldn't admit it at the time, I too felt nervous when driving through the predominantly black neighborhood in Minneapolis with my college friend.

- More recently, I had an unconscious, gut response of suspicion when I met Dashawn, a black middle school student who lives in my neighborhood, who asked if he could use the swing in my front yard. Even though I knew better, and even though I actively think, talk, and engage in racial justice work, and EVEN THOUGH I AM GOOD, my first instinct was to mistrust him. In that brief moment I turned my neighbor into an adult who was up to no good and a potential danger. And yet I never felt that way when I met white kids in my neighborhood, even those who didn't bother to ask using the swing.

My encounter with Dashawn was a sobering reminder of the hard work it takes to get beyond talking about diversity at a surface level and really digging down and identifying the deep roots of racism and bias in both ourselves and our communities. I thought about this encounter with Dashawn when I first learned about the murder of Tony Robinson by Matt Kenny, a white police officer. I can only imagine that Officer Kenny, who we've been told repeatedly is, and I'm sure actually is, a good person, had a similar, gut level, and unconscious response to seeing a young black male when he entered the apartment. The biased, split-second response that ID'ed Tony as dangerous, someone to be mistrusted, someone to be controlled and ultimately put down, undoubtedly contributed to an unarmed black youth being shot seven times and killed by a good white police officer.

In our schools, especially here in Madison, our LGBTQ+ youth of color face increased surveillance and policing on a daily basis. They experience biased application of school policies, and are blamed for protecting themselves when they are the targets of violence. Our youth of color are routinely excluded from the classroom and thus made unavailable for learning as a result of biased discipline, school suspensions and expulsions, and arrests. They routinely receive the message that they are not smart, that they are not good enough, and that they are neither talented nor gifted. Our



**BRIAN JUCHEMS** serves as GSAFE's Sr. Director of Education and Policy, where he manages their educator training program and leads their policy work with school districts.

ILLUSTRATION BY DANIELLA ECHEVERRIA

students of color hear and learn these messages early, as do their white classmates and peers. I'm sure my neighbor Dashawn is well-schooled in these lessons.



I thought about this encounter with Dashawn when I first learned about the murder of Tony Robinson by Matt Kenny, a white police officer.

My colleague Kristen Petroschius reminds me that most white people are kind of like infants when it comes to talking about race and white privilege. Learning a new language can be hard, but for white folks it is our responsibility to keep working at it, listening and learning from our mistakes.

GSAFE has been on an intentional journey

to truly understand how structural and day-to-day racism plays out in our organization. As an historically white organization, the learning for us has been exciting and challenging, humbling and liberating. It's asked us to rethink how we do things and to both develop and support existing work that supports the leadership and success of youth of color.

On my own journey of learning, I get some things right and some things wrong. This is frustrating for me, less because of my personal embarrassment, and more because of the harm it causes friends, colleagues, and students.

And we will make mistakes. And in those moments we'll feel the urge to make excuses or explain away those mistakes by reasserting how good we are. But that gets in the way of addressing the root problem. When it comes to addressing issues of racism being "good" really has no bearing. Really good people, contribute daily to systemic oppression in our schools and community.

Getting back to where I started, I'm a good person, and I'm also a racist one. And being the former doesn't let me off the hook for being the latter. I'm on a journey, and I hope we can take that journey together. It's rarely easy or comfortable. But it's necessary and vital, especially for my friend and neighbor Dashawn, who simply wants to be the kid that he is. ■

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**The Fight Goes On**

Attorney **Meghan Roed** looks at the possible outcomes of the Supreme Court's marriage equality case and notes how the fight for LGBTQ equality will not end there, one way or another.

*Editor's note: This was written prior to the release of the Supreme Court's ruling legalizing same-sex marriage.*

**MY TEENAGE COUSIN** is graduating from high school next month in rural (conservative) Ohio. She is popular, active in her local 4-H club, and this year, her prom date was her boyfriend. But last year's prom date was her girlfriend. No one batted an eye. I recently met a high school junior who attends my alma matter, a Madison public high school. Out of curiosity, I asked her whether, at her school, any boys date boys or girls date girls. She looked at me like I'd just walked off of a spaceship and said, "Of course they do." When I attended the same high school 17 years ago, openly dating a member of the same sex would have been unheard of.

Since April 28, 2015, when the US Supreme Court heard oral arguments in their most recent case to address same-sex marriage, Obergefell v. Hodges, there has

I recently heard Rep. Mark Pocan speak on this issue, in which he pointed out you may be free to marry whomever you want, but you can still get fired for doing so.

been widespread speculation as to how the court will decide. Most guesswork revolves around Justice Kennedy — Kennedy wrote the opinions for the Court's most recent, most significant LGBTQ rights cases (i.e., Lawrence v. Texas, Romer v. Evans, U.S. v. Windsor), and is largely considered to be the Court's "swing voter" on gay rights issues. During the Obergefell oral arguments, Kennedy's rumination on the definition of marriage as between a man and a woman, with that definition largely unchanged for "millennia," was a major cause for concern to some. Commentators have also noted that Kennedy has affection for a state's rights argument, and laws regarding marriage have traditionally been within the purview of the



states. Case in point: his opinion in Windsor struck down the section of the Defense of Marriage Act (DOMA) that allowed the federal government to deny marriage-related rights to same-sex couples while leaving intact the section of DOMA that allows states to continue this discrimination.

But as both opponents and supporters of gay marriage anxiously await the Supreme Court's opinion in Obergefell, it is important to keep this in mind: even if the Supreme Court rules that marriage equality is not a constitutional right, thus returning the US map to the patchwork of recognition and non-recognition states that has existed over past decade, the proponents of marriage equality have already won. Why? Because same-sex marriage is a non-issue for the youngest generations of Americans.

Polls of young Americans (typically those between ages 18 and 35) show their support of marriage equality in the 70 to 80 percent range. While those who have fought long and hard would prefer a clear, decisive Supreme Court opinion that defines the freedom to marry as a fundamental constitutional right, if that isn't how Obergefell is decided, achieving the promise of marriage equality is in short order. The momentum can't be stopped. Marriage equality is inevitable. No matter how the Supreme Court rules in Obergefell, it is only a matter of time.

On the other hand, if Obergefell is a slam-dunk victory for marriage equality proponents, now is no time to rest on our laurels. Just look to other landmark Supreme Court decisions on major social issues to see what I mean. In Brown v. Board of Education, which was decided in 1954, SCOTUS ruled

that school segregation was a violation of the Equal Protection Clause; separate can never be equal. Most Americans know this. What most Americans don't know, however, is that following Brown, between 1954 and 2013, the Supreme Court heard over 26 cases related to school desegregation/integration. Considering that the Supreme Court only hears between 100 and 150 of the more than 7,000 cases it is asked to hear during a term, this number is even more significant. Even if victory is achieved in Obergefell, it may not be the end of the fight for marriage equality.

And if the Obergefell court rules in favor of marriage equality, the fight for the freedom to marry, the centerpiece of the LGBT rights movement for all of recent memory, might step aside so that other issues can see some light. For example, currently only 17 states prohibit discrimination based on gender and sexual orientation, while another three prohibit discrimination based on sexual orientation only. I recently heard Rep. Mark Pocan speak on this issue, in which he pointed out you may be free to marry whomever you want, but you can still get fired for doing so. Only 19 states have laws that address bullying of students based on both sexual orientation and gender identity. And already the next battle is looming: "Religious Freedom" laws, which allow private businesses to deny services to certain customers based on religious principles and are being enacted in states across the country. As marriage equality spreads, so too do the clever ways people find to continue discrimination.

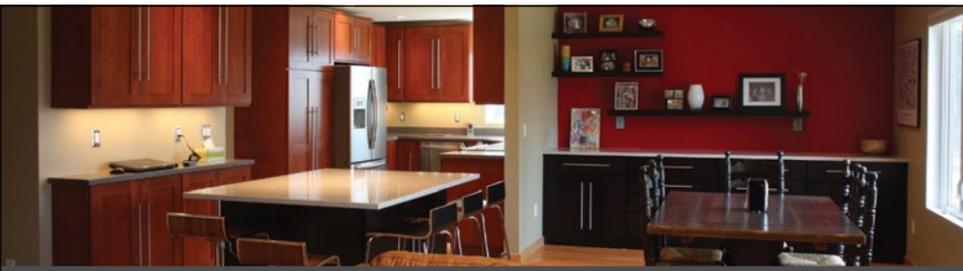
Months before Windsor was decided in 2013, the New Yorker wrote "[t]he Justices [are] not irrelevant to the process, but they [aren't] central either." Those words still ring true. No matter how Obergefell is decided, this is but one chapter in an ongoing story. ■



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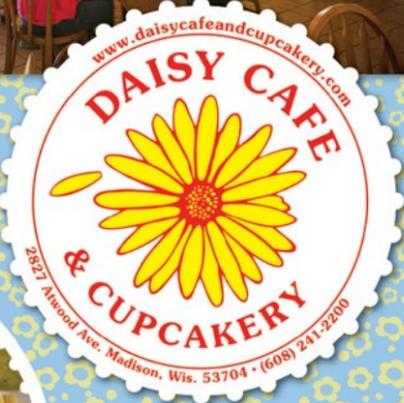
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## Sweet Tooth, Sweet Roots

The farm-to-table movement finds a confectionary home in the work of **Roots Chocolates**, Lisa Nelson's one-woman show of delicious desserts.

**IT'S BEEN SAID** countless times that good things often come in small packages. In the case of Roots Chocolates, I would go so far as to say that miraculously delicious things come in small packages (and large ones, too, if you so desire). Wow, readers—just wow.

Let me take you on an ethereal walk for a moment through a place where your senses are more than delighted by small, square bundles of chocolatey decadence. Let your mind melt around sweet delights with names like “The Dirty Blonde” (excellent chocolate surrounding a lush, banana bread-meets-white chocolate center), “Sass-Squash” (chocolate dipped garden fresh squash with Wisconsin Maple Syrup, farm harvested honey, and ginger), and my favorite, “Raspberry BV” (chocolate dipped center of raspberries and then a hint of balsamic vinegar for contrast). There are many, many more choices, but I think you get the picture. These are not your run of the mill confections.

And I believe the demand will continue to grow—in part because Roots Chocolates won the Bronze Medal (for the Americas) at the 2014 International Chocolate Awards. The candy that won the award was her “Chocolate Mint Basil,” a seasonal candy that is only available in June and July.

I first had a taste of these delights at the Monona Farmers Market (summer Sunday's at Ahuska Park). The innovator behind Roots Chocolates is Lisa Nelson. While strolling around the market one Sunday, Lisa handed my wife and I a sample, and I was hooked. Lisa is a fourth generation farmer (on the same family farm) who's carried a life-long passion for food, but desserts and chocolates in particular. Her farm in Wisconsin Dells provides her with most of the inspirations for her chocolate flavors.

“We have around 43 different varieties of produce growing on the farm,” Lisa explains. “Not all of them are in production right now, but

PHOTOS BY EMILY MILLS



enough are to inspire me from now until I don't know when.”

Lisa came to being a chocolatier by the usual route—through a career in Information Technology. Like so many of us, her first stage of education was in one field, but her heart eventually returned her to the farm and to the chocolate. When the IT job disappeared, Lisa was not grieved—in fact, she was a bit giddy. “I knew that my job was going away, I just didn't know when. But when it finally happened, I felt free!” She returned to school once more for professional chocolate making in Vancouver, B.C., then pursued two internships to round out her skill set. Then in 2010, Roots Chocolates was born.

Until very recently, Lisa still hand-dipped each confection, then decorated and boxed it. It was very labor-intensive. So much so that she just undertook an IndieGoGo campaign in the hopes of helping her finance an enrober (think of a conveyor belt gently transporting her candy centers through a lovely chocolate waterfall), which will allow her to better keep up with the ever-growing demand for her confections. And I believe the demand will continue to grow—in part because Roots Chocolates won the Bronze Medal (for the Americas) at the 2014 International Chocolate Awards. The candy that won the award was her “Chocolate Mint Basil,” a seasonal candy that is only available in June and July.

So where can a person buy these amazing chocolates? She does not have a storefront, but there are several places throughout southern Wisconsin where you can find Roots Chocolates. I'll refer you to the website (rootschocolates.com) to see them all and to find out more about how you can support her IndieGoGo campaign. Look under the “FIND” tab or have the chocolates shipped directly to you, also through the website. And do try the Raspberry BV – I've found them to be a cure for whatever ails you. ■



**JEANNE BENINK** is a Madison chef and the sole owner of Simply Served Personal Chef Service. Her friends often call her the soup guru, and she truly does have passion for exploring soups and stews from all over the world. You can find her online at [simplyservedpersonalchef.com](http://simplyservedpersonalchef.com)

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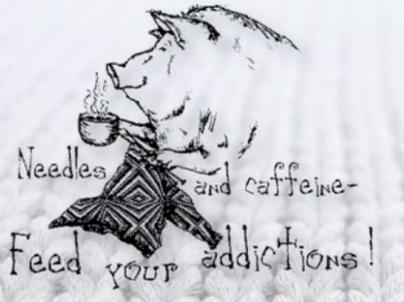
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## Small Town, Big Change

GSAFE Youth Leadership scholarship winner **Cas Bacon** is fighting for the rights of a new generation of LGBTQ+ people, starting at home in Fond du Lac.



PHOTO BY ERIC BAILLIES

**HAD YOU TOLD ME A YEAR AGO** that I was going to be asked to write about youth leadership, I would have laughed in your face, or at the very least called you mean for getting my own hopes up. Sure there was this long-haired queer kid who wanted to change the world, but I didn't think I had the guts, especially considering even phone orders to Pizza Hut were something I avoided on a regular basis. The most advocacy I did was writing PSAs on my blog and correcting others' pronoun usage.

However, I learned something within the last year—that my very existence, my being transgender, nonbinary, asexual and panromantic, along with so many other identities and parts of myself—is an act of advocacy within itself. For someone who has ever been marginalized, everything they do is advocacy, including acknowledging and embracing their own sense of self. Coming out of the shadows, making your own voice heard, and assisting others in having their voices be heard as well, is advocacy.

For someone who has ever been marginalized, everything they do is advocacy, including acknowledging and embracing their own sense of self.

A year ago I didn't know this, but here I am now, with a GSAFE Celebration of Leadership Scholarship under my belt, articles I've written on various areas of advocacy for my school newspaper, blogging and tweeting about the injustices of the world, and taking a few naps in between.

I began the first steps of helping to have my town, Fond du Lac, recognize transgender people by leading their first Transgender Day of Remembrance, educating others on what it is to be transgender, and even by being the first out transgender contestant in the yearly Mr. Fond du Lac pageant hosted by the Fond du Lac School District. I also had the chance to help lead the middle school visibility and education days, where district eighth graders learned about gender, sexuality, oppression, and how words and phrases can hurt others. I turned my visibility into power, and advocacy into education and acceptance.

In all honesty, it's hard to talk about my own achievements because there is so much I could still do and have yet to do. I would like for my former high school to implement change and include transgender and gender nonconforming youth in its anti-discrimination policy. I would like for medical gatekeeping of treatments for transgender people to be abolished. I would like for the statistics for homeless LGBT youth to not be so overwhelming. I want the injustice in the world to stop. ■



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