

Co-Creating
FUTURES

**CO-CREATING
FUTURES:**

**A BIPOC LGBTQ+
POLICIES & PRACTICES
SUMMIT REPORT**

JULY 2022

DREAM. DEFINE. DEVELOP.

DEDICATION

**This report is dedicated to
Elise Lydia Malary, a fierce
advocate and sweet spirit.**



Photo credited to Carmen Henry Photography, Facebook

ABOUT THE LEAD ORGA- NIZATIONS



Pride Action Tank (PAT) is a project incubator and think tank that is focused on action that leads to improved outcomes and opportunities for LGBTQ+ communities in the Chicago region through a collaborative process of inquiry, advocacy, and action. Launched in October 2015, PAT's work focuses on six overlapping issue areas: aging, financial security, health, housing, safety, and youth.



AIDS Foundation Chicago (AFC) mobilizes communities to create equity and justice for people living with and vulnerable to HIV or chronic conditions.

AFC brings together service providers and funders to develop systems that meet the needs of those living with HIV/AIDS and to maximize the use of scarce resources. By assisting government entities in planning, distributing, and monitoring service contracts, AFC helps develop provider expertise and promotes uniform and high-quality delivery across the region.

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LAND ACKNOWLEDGEMENT



The following land acknowledgment was delivered during the summit by Lauren Miller and authored by Fawn Elizabeth Pochel.

I would like to begin by acknowledging that we are currently occupying the ancestral lands of the Council of Three Fires: Ojibwe, Odawa, and Potawatomi, as well as over a dozen other nations that have ancestral claims and relationships to this land and its waterways. For anyone who may not be joining us from the Chicagoland area I hope you take a moment and acknowledge who holds relations to the lands you occupy.

Let us acknowledge that the words Chicago and Illinois have survived despite our settler colonial society waging war on the languages of the lands. The languages that hold the greatest knowledge of how to live in reciprocity.

Illinois is the second most manipulated landscape in the United States the Indigenous nations of this region have been victims of settler violence that has degraded our lands and waterways putting us in the midst of climate crisis. The waterways that sustain us have been weaponized to forcibly remove and segregate communities. Nevertheless, Chicago today and since time immemorial is Indigenous.

EXECUTIVE SUMMARY



BECAUSE ALL ORGANIZING IS SCIENCE FICTION, WE ARE DREAMING NEW WORLDS EVERY TIME WE THINK ABOUT THE CHANGES WE WANT TO MAKE IN THE WORLD.”

**— WALIDAH IMARISHA
IN OCTAVIA’S BROOD**

Pride Action Tank (PAT), through the support of AIDS Foundation Chicago (AFC), worked with a committee of BIPOC LGBTQ+ community leaders to develop “Co-Creating Futures: A BIPOC LGBTQ+ Policies and Practices Summit” consisting of three days of convening over three months, July – September 2021. The space was borne out of a desire to bring BIPOC (Black Indigenous People of Color) and LGBTQ+ leaders and influencers together with community to work collaboratively on ways community members can be involved in public policy work. What became evident is that using the framework of Dreaming-Defining-Developing laid the groundwork for understanding where our lives and our needs fit into the world of policy. It encouraged us (both leaders and community members alike), to know that policy is something we can engage in because our dreams of being, belonging and thriving as LGBTQ+ BIPOC folks are exactly what policies need to address.

PAT is a policy and action think tank focused on improving the lived experiences of LGBTQ+ communities in the Midwest. Launched in October 2015, PAT’s work focuses on six overlapping issue areas: aging, financial security, health, housing, safety, and youth. PAT gathers and supports the work of subject matter experts as well as people directly impacted by challenges facing LGBTQ+ communities, especially confronting intersecting issues of marginalization. PAT

fuels collaborations among organizations, departments, experts, policymakers, and community members to create actionable and sustained policy changes and innovative solutions in the Midwest.

In this report, we detail the in-depth discussions and main takeaways gathered with and from community members who joined us on each day of the Summit.

THE GOALS OF THIS SUMMIT SERIES WERE TO:

1. Cultivate spaces to dream new futures, led by voices of the most marginalized within BIPOC LGBTQ+ communities.
2. Coalesce around the shared goal of dismantling white supremacy while honoring our varied histories of oppression.
3. Develop accountability practices to help ensure progress toward the new futures we are dreaming.

DAY 1, JULY 31, 2021:

Creating space exclusively for BIPOC (Black, Indigenous, People of Color) LGBTQ+ people to dream. We facilitated this dream session around questions such as what a healthy future may look like and what a safe future may look like for participants. Four priority themes were Identified: Economic Stability, Education, Health & Wellbeing and Housing.

DAY 2, AUGUST 25, 2021:

Further defining the new futures to be co-created based on the priority themes from Day 1. The second session expanded upon these insights; all community members and stakeholders were welcomed to assist in refining and defining the themes of our initial dream work.

DAY 3, SEPTEMBER 22, 2021:

Bringing policy experts and advocates together to learn from each other and beginning a process of developing policies and practices to help bring new futures to fruition, as well as elevating those that already exist. The final installment in the series focused on beginning a process of translating our vision for the future into tangible policy priorities and prototype practices, and it especially isolated the need for implementation mechanisms to ensure that our collaboratively imagined policies impact communities as intended.

Along with summarizing the conversations from the Summit, this report explores the vast and deep layers of inequity experienced by BIPOC LGBTQ+ communities in Chicago, their insight as to how we can achieve equity with and for BIPOC LGBTQ+ communities, as well as key takeaways that inform our next steps for carrying this work forward. We also include a goal assessment based on the data we collected at the end of each day, gauging our participants' experiences of and overall satisfaction with the Summit. The most important takeaway from the Summit is that BIPOC LGBTQ+ communities and members play a vital role in creating opportunities for learning, advocacy, coalition, and changemaking. As one respondent wrote,

“We are the waymakers in this world. Despite the hardships, we will continue to thrive and rise.”

Finally, the report ends with PAT's next steps to continue working with and in support of community, and recommendations to policymakers, researchers, and other organizations. From all the notes gathered during each day of the summit, evaluation survey responses, the conversations guided by our partners and those whose work centers BIPOC and LGBTQ+ communities, we gleaned

the following proposed next steps for Pride Action Tank:

- Create more opportunities like convenings, summits, and roundtables with and for BIPOC and LGBTQ+ community members to build relations, dream, define, and develop actionable change
- Expand narratives on LGBTQ+ communities through the lens of BIPOC experiences within the wider Midwest region
- Focus PAT's research, advocacy, and action on addressing the many other issues in our communities, such as intra-community violence and decolonizing LGBTQ+ culture
- Actively engage more youth and older adults in research and advocacy projects

RECOMMENDATIONS TO POLICYMAKERS, RESEARCHERS, AND OTHER ORGANIZATIONS:

Apart from our key takeaways, this report is filled with innumerable community-voiced recommendations that would move the dial toward positive, liberatory change for BIPOC and LGBTQ+ communities. It is incumbent for those with institutional power to evaluate their work based on the community-voiced recommendations laid throughout this report. The following will help policymakers, researchers, and other organizations to not only work toward the change BIPOC and LGBTQ+ communities want to see, but to deepen their relationship with the communities and individuals who they intend to make change for or with.

- Expand research and data collection goals to include more BIPOC and LGBTQ+ folks of all ages and ability statuses both in the process of collecting data for research and representation in data reports.
- Partner with BIPOC and LGBTQ+ communities in the development of research projects, policy and advocacy

efforts, and other participatory roles aiming to progress social change.

- Integrate cross-identity coalition-building in all aspects of research, advocacy, and policy making and implementation efforts
- Engage in bottom-up initiatives and with community-based organizations to meet top-down approaches to affect systems-level change

The participants of this Summit have brought Pride Action Tank (PAT) ever closer in our mission to improve outcomes and opportunities for the most vulnerable within Chicago's LGBTQ+ community through collective processes of inquiry, advocacy, and action.

We are grateful to the Co-Creating Futures Planning Committee, trainers, facilitators, notetakers, artists, speakers, attendees, and others who made this such an impactful and ongoing experience.

WHY A BIPOC LGBTQ+ SUMMIT



LGBTQ+ and BIPOC are often not included at “the table,” yet the experiences and insight of these communities are exactly what policies need to address.

Lesbian, gay, bisexual, transgender, and queer-identifying people of color live at the intersection of race and queerness, circumscribed by institutions and cultural forces that produce nuanced marginalization. As such, our systems and institutions have often failed people with BIPOC LGBTQ+ identities. Compared to young white gay, bisexual, and queer men, young Latinx and Black gay, bisexual, and queer men have higher rates of HIV transmission despite having no differences in PrEP use, lower rates of high-risk sexual behaviors, and more lifetime HIV tests (Mustanski et al., 2019). And Indigenous LGBTQ+ adults have a higher prevalence of serious health conditions including diabetes, cancer, and cardiovascular disease than non-LGBTQ+ Indigenous adults (Wilson et al., 2021a).

This data shows how BIPOC LGBTQ+ communities are underserved yet overrepresented by systems because the very policies that are intended to support and protect ‘society’ also inflict harm on

marginalized groups due to biased and uneven enforcement, unequal access, and underfunded efforts for implementation. These disparities have led to serious negative impacts on livelihood.

For example, 6% of Black LGBTQ+ youth nationwide are engaged in the foster care system compared to 4% of non-Black LGBTQ+ youth, however, 25% of these Black LGBTQ+ youth in care also reported having a suicide attempt in 2019 (The Trevor Project, 2020). Native American/American Indian LGBTQ+ youth are also overrepresented in the foster care system, experiencing greater prevalence rates of depression, substance use disorder, and impaired school functioning (Baams et al., 2019). Asian American and Pacific Islander (AAPI) LGBTQ+ adults are twice more likely to experience economic insecurity and poverty than non-LGBTQ+ AAPI adults (Choi et al., 2021). And Latinx LGBTQ+ adults are twice more likely to have been diagnosed with depression and more likely to experience food insecurity and unemployment than non-LGBTQ+ Latinx adults nationally (Wilson et al., 2021b).

What’s more, LGBTQ+ organizations primarily serving communities of color receive less than 5% of all LGBTQ+ funding in the United

States¹ (Wallace et al., 2020a; Wallace et al., 2020b). Unequal funding and resource allocation sends the message that BIPOC LGBTQ+ folks should ‘be served,’ but not served well, and certainly should not participate in the production or advocacy of beneficial policies. In Chicago, specifically, BIPOC LGBTQ+ community members are excluded and criminalized in predominantly white LGBTQ+ spaces, particularly on the North Side of the city (Rosenberg, 2017). Policies (and discussions leading up to their creation) are often kept mysterious to BIPOC LGBTQ+ communities unless community advisory boards are formed (where the money is too often funneled into organizations that do not represent the community).

Fortunately, there is also joy! In the face of these barriers, BIPOC LGBTQ+ communities display renowned resilience and ingenuity. Black LGBTQ+ communities on the South Side of Chicago have created neighborhoods brimming with rich culture and mutual aid (Pride Action Tank, 2021). Indigenous LGBTQ+ communities are not only the original sources of many articulations of gender expansiveness (such as Two-Spirit gender identities) in the West, but they also continue to innovate in their contemporary leadership of LGBTQ activism (Barker, 2017). There are leagues of Asian American, Pacific American, and Latinx LGBTQ+ leaders and dreamers from whom we continue to learn new conceptualizations of freedom. The generative theorizing, organizing, and cultural creations of BIPOC LGBTQ+ people can be a source of tremendous inspiration as we work toward more equitable futures, and everyone benefits when we center the most marginalized in our community.

Joy is part of what PAT is accessing – the joy of knowing we deserve better and, as a community of communities, we can get there.

1 Black LGBTQ organizations received 5% and Latinx LGBTQ organizations received 3% of all LGBTQ national funding in 2018

THE PLANNING COMMITTEE

The Planning Committee for Co-Creating Futures consisted of a diverse group of 14 BIPOC LGBTQ+ individuals. The goal in assembling the committee was to have a representative group of individuals and leaders from across the state rather than a focus on organizations. AIDS Foundation Chicago/Pride Action Tank served as members of and staff to the committee, and also coordinated logistics and communications related to the summit. The Planning Committee began meeting in late May 2021.

COMMITTEE MEMBERS & AFFILIATIONS

- **Bonsai Bermudez**, Youth Empowerment Performance Project (YEPP)
- **Anna DeShawn**, E3 Radio & Affinity
- **Brandy Donaldson**, A.L.P.H.A.S. (Quad Cities)
- **Kim Fountain**, Center on Halsted and National Asian Pacific American Women's Forum
- **David Gauna**, ALMA
- **Justin Hendrix**, Phoenix Center (Springfield)
- **Elise Malary**, Chicago Therapy

Collective & Illinois Attorney General's Office

- **Ken Mejia-Beal**, NAACP
- **Lauren Miller**, Center on Halsted
- **Angelina Nordstrom**, National LGBTQ Workers Rights Center
- **Erma Standley**, Affinity
- **Joshua Travis**, Chicago Black Gay Men's Caucus
- **Jordan Turner**, UIC Gender & Sexuality Center
- **Jason Carson Wilson**, Community Renewal Society and Bayard Rustin Liberation Initiative

AFC/PAT SUMMIT TEAM

- **Aisha N. Davis, Esq.**
- **Kim L. Hunt**
- **Gabby Latham-Kapitz**
- **Jack Rothmund**
- **Jackie Thaney**

Note: This report would not have come together without the diligence of **Iana Amiscaray**. Although she joined us after the summit, she pulled all the threads together to write the report you see before you.

THE SUMMIT SERIES

“

**NORMALIZE
TRUSTING OUR
COMMUNITY
AS MUCH
AS WE'VE
NORMALIZED
TRUSTING THE
SYSTEM.”**

DAY 1. JULY 31. DREAM.

“A queer future in color to me looks like a community-centered, human-centered, BIPOC & LGBTQ+-led, and decolonized world in which all people and identities have space to thrive and dream.”

— Participant, Day 1

The first day of the summit series was solely for people who identified as BIPOC and LGBTQ+. (See Appendix A. for the agendas and list of speakers for each day). “Policies and practices” were part of the title of the summit, but not our starting point. Our opening was a model that we replicated throughout the day: a balance of grounding, discussion, and reflection. Prior to the summit, a survey was shared as a way for BIPOC and LGBTQ+ people to name the future they want, and it is depicted in Figure 1.



FIGURE 1.

Figure 1 represents a word cloud that depicts the key visions our participants had before the summit officially began. We used these visions as a guiding light to organize the summit in a way that was conducive to teasing out those dreams with concrete steps.

We continued this dreaming with an open roundtable which included the following panelists: Shane Calvin, a Restorative Justice practitioner; Chef Fresh, the founder of Fresher Together LLC, a collaborative food project for healing, economic development, training and retreat; and Lourdes Torres, Professor of Latin American and Latino Studies and Critical Ethnic Studies at DePaul University. They explored the question, what does co-creating a future look like to you? Among the many gems dropped during this conversation was to name a future-vision for BIPOC LGBTQ+ people in Illinois that includes “abundance – to not have to grind all the time, to get abundance and to get rest and to be able to have real choice, to powerfully choose.”

After this deep conversation we moved into a series of facilitated breakout dream-sessions focused on three big questions:

- What does a healthy future look like?
- What does a safe future look like?
- What does a liberated future look like?

Between Day 1 and Day 2, we analyzed the breakout session notes for themes and solutions. These were shared during Day 2 of the summit and are summarized here (see Appendix B for facilitator notes).

DEFINING A HEALTHY, SAFE, AND LIBERATED FUTURE

A healthy future encompasses more than just the physical body, it centers mental, emotional, sexual, and spiritual health and pushes beyond the Western interventions of healthcare. Quality medical care is necessary, but on Day 1, participants envisioned a healthy future in which other institutions (such as schools, religious organizations, and the food industry) are just as responsible for cultivating a healthy and whole person.

For our LGBTQ+ BIPOC participants, a healthy future looks like: the eradication of food deserts; increased access to abundance and healthy foods; a comprehensive sexual

health education based on consent; schools that build and nurture self-esteem; access to universal and culturally competent medical care; healthcare that moves beyond the focus of physical appearance; mental health that is destigmatized; the ability to say “I’m not okay” and the freedom to focus on yourself without repercussions; a culture that prevents harm and repairs relationships when harm occurs; and, increased access to support and services in our neighborhoods.

Just like health, safety involves collaborative efforts across multiple systems and the eradication of oppressive forces (capitalism, patriarchy, white supremacy). Groups envisioned access to all necessities, such as quality and affordable food, holistic healing, technology, and employment opportunities and protections. This future has improved basic infrastructure and repairs damage to the environment. It abolishes and replaces prisons with mental health and rehabilitation centers to increase opportunities for healing, and it holds the privileged and the police accountable until we can do so. It includes an education system that teaches us the skills to thrive in society, shows us the difference between consent and coercion, and redefines success while meeting individual needs. A safe future prioritizes community, our thriving over simply surviving, and chooses people over property.

A healthy future is a safe future is a liberated future – we cannot have one without the other. Liberation starts with the ability to move through the world without fear of violence, oppression, judgment, and limitations on self-expression. We dreamed a future in which we had access to resources and rest, where we are surrounded by the people we love and that love us, where our voices are not just heard but steer the direction of change and decision-making. It eradicates false senses of power, and involves reparations and returned sovereignty to Black, African American, Indigenous and Native

American people. A liberated future is full of abundance, authenticity, restoration, honesty, and shared power.

BARRIERS TO A HEALTHY, SAFE, AND LIBERATED FUTURE & THE NECESSARY SYSTEMIC CHANGES

Our systems are paternalistic, heteronormative, white centric, contingent on affordability, and reinforced by violence (e.g., increased police presence and violence in communities of color on the South and West sides of Chicago, “Panic Defense” legal strategies, and “Stand Your Ground” Laws). This means that the health, safety, and liberation of BIPOC and LGBTQ+ folks have often suffered. As one participant put it, this “system depends on you keeping your knee on someone’s neck while another knee is on yours.” Healthy foods, transportation, a quality education, jobs (especially for those who have been incarcerated), medical and mental health care, and even voting to be heard politically are often unaffordable and/or inaccessible. Meanwhile, BIPOC and LGBTQ+ communities are divided and struggle to share visions of the future. The miseducation of our communities (due to a public school system that forces a white, Eurocentric worldview), the harmful preconceived notions we hold of each other as minoritized groups, and the lack of intergenerational dialogue are recurring barriers to achieving a healthy, safe, and liberated future for BIPOC and LGBTQ+ communities. The combination of these barriers, along with racist and queer-phobic practices and policies run amok in our society through the generations, has sown fear and reaped disconnection.

These barriers, however, do not and have not stopped BIPOC LGBTQ+ folks from seeing and achieving what is possible for the benefit of the community. Because of our proximity to these issues as BIPOC and LGBTQ+ folks, we see the range of actionable solutions necessary from an individual, community, cultural, and systemic level (as organizations, local and state agencies, and other governmental bodies).

It is necessary as individuals and as a community that we have difficult conversations with each other, educate our communities, hold each other accountable, build coalitions around community needs, and work in collaborative ways. We may live in this system but finding safety and solutions outside of it (versus a reliance on it) will move us toward a liberated future. This work requires ongoing and intentional political efforts beyond voting, courage over complacency, learning about each other's histories, honoring Indigenous communities and land, and giving space for us all to grow in relationship with each other.

It is upon us as a culture to reexamine our perspectives, the way we live our lives, and redress the many present and historical traumas that start at home. A culture of scarcity, competition, individualism, and exceptionalism has hindered us from honoring people over productivity, sharing space and ideas, and building healthy relationships.

The list of systemic changes is ever growing, and what is provided below only scratches the surface, but they are nonetheless necessary for a future that prioritizes BIPOC LGBTQ+ communities:

- Empowering and trusting communities
- Accessible convenings that include community members
- Universal and proactive healthcare
- Universal basic income
- Increasing police accountability
- Ending homelessness and fair housing
- Reducing waste and making food affordable at grocery stores
- Alternative avenues to education (affordable online courses accessible on phones)
- Transformative education that implements Critical Race Theory and teaches us our rights, social and emotional learning, respecting boundaries, self-defense, doing taxes, and resume building
- Education without the burden of debt
- Abolishing the school-to-prison pipeline
- Resources for continuing education
- Engaging BIPOC and LGBTQ+ folks in systems-level change
- Hiring and placing Black women in leadership roles
- Readdressing and revising the Constitution
- Getting rid of the two-party system
- An improved voting system
 - Discounted taxes or flexible work schedules for folks who vote
 - Shorter voting lines
 - Redrawing municipality borders
 - Voting online and voting ATMs
 - Voting on weekends

DAY 2. AUGUST 25. DEFINE.

“... But I’m also wondering about how the patriarchy and white supremacy make people feel unsafe. It’s hard to have this conversation without thinking about the things that came up last summer. BLM, violence against trans women, Asian hate. Queer youth are targeted and its not taken seriously. Addressing the way in which we socialize. Valuing property more than each other. People whose ancestors came from slavery - there’s a therapy in owning property. There’s a psychology about how we think about ownership that we need to interrogate.”

— Participant, Day 2

Day 2 was a 90-minute evening session focused on reviewing the themes and collected input from Day 1. People of all identities were encouraged to participate. This session was also streamed on Facebook and includes opening remarks from Aisha N. Davis, Esq., Policy Director for the Black to the Future Action Fund. To view the recording of Day 2, [click here](#).

Four themes emerged from Day 1 discussions. These were analyzed to tease out those dreams into tangible and practical steps; these themes were Housing, Health & Wellness, Economic Stability, and Education (outlined below in Table 1). They were discussed one at a time with the following guiding questions:

- What other solutions might there be?
- What might be missing?
- What resources are currently available?

TABLE 1. DAY 1 LIBERATION THEMES

HOUSING

BARRIERS	SOLUTIONS & VISIONS
<ul style="list-style-type: none"> • Lack of safe, affordable housing options • Disproportionate LGBTQ+ representation in state care 	<ul style="list-style-type: none"> • Fair & accessible housing • End to homelessness • Freedom to live comfortably and create space for oneself

HEALTH & WELLNESS

BARRIERS	SOLUTIONS & VISIONS
<ul style="list-style-type: none"> • Inaccessible services: transportation, income, and technology • Inaccessible, reactive, and culturally incompetent health care <ul style="list-style-type: none"> ○ Mental health shame & stigma • Fear and lack of safety (personal & community) • Healthy food access and affordability 	<ul style="list-style-type: none"> • Universal/proactive health care <ul style="list-style-type: none"> ○ Expanding beyond current western ideals of health • Ensuring cultural competency across systems and specialties • Less police presence and heightened accountability <ul style="list-style-type: none"> ○ Replacing prisons with mental health facilities and rehabilitation centers • Eradication of food deserts • Abundance over scarcity

ECONOMIC STABILITY

BARRIERS	SOLUTIONS & VISIONS
<ul style="list-style-type: none"> • Lack of economic justice <ul style="list-style-type: none"> ○ Lack of employment opportunities and protections ○ Employment barriers based on incarceration • Unequal distribution of tax-funded resources on the South and West Sides 	<ul style="list-style-type: none"> • Hiring more BIPOC LGBTQ+ individuals in leadership positions • Accessible professional training • Reinvestment in basic infrastructure • Providing resources and technology for folks to educate/support themselves • Universal basic income/living wage • Reparations

EDUCATION

BARRIERS	SOLUTIONS & VISIONS
<ul style="list-style-type: none"> • Cost/inaccessible resources • Lack of funding/scholarships for LGBTQ+ youth • Uncomprehensive sexual education • Curriculum is heteronormative and white 	<ul style="list-style-type: none"> • Alternative and affordable avenues of education • Inclusive and comprehensive sexual education (consent, gender, LGBTQ+ bodies) • Prioritize practical knowledge (self-defense, communication skills, resume building) • Abolish the school-to-prison pipeline • Schooling system that nurtures self-esteem

HOUSING FEEDBACK

Our perspective on housing was influenced by our current context, the COVID-19 pandemic, in which eviction moratoriums were and are being rolled back and the fear of losing a home is widespread. When addressing housing, we considered whether policies and projects engaged community members affected by homelessness and provided wraparound supports for long-term care (especially among LGBTQ+ homeless populations). Staying in conversation with community and making them partners to housing developers would not only create job opportunities but ensure that intended developments actually reach homeless populations, meet their needs, and keep developers accountable.

We recognized that housing is affected by economic instability, so direct resources and provisions to supplement community members' incomes would be a preventative step. We looked toward alternatives, as well, such as shared housing for those who would benefit for social or health-related reasons and pushing for legislation that would enact an approval ratio to ensure that there is affordable, safe, and quality housing for every project that aims to build luxury housing.

HEALTH & WELLNESS FEEDBACK

Health and wellness span several systems and are dependent on these systems to work collaboratively and intentionally with communities to maintain health and wellness. However, systems-level change must occur within the healthcare system. Creating a leadership pipeline to prioritize community members and put them in positions to lead and develop healthcare spaces allows for meaningful connections between providers and those with whom they serve. Importantly, hospitals, clinics and other healthcare providers must be staffed well and have the

personnel and resources necessary to serve the community. Doctors and providers rarely have the time to create relationships with their patients, so healthcare systems must change to give them the opportunity to spend time with patients developing a care plan. Cultural competency training and education are also necessary so that health and wellness are not just viewed from a white, male, able-bodied, and cis-hetero perspective.

Medical providers are not the only ones responsible for our health. Access to healthy food and the eradication of food deserts, along with the education to make and prepare culturally connected healthy foods, is necessary for holistic wellness. Schools are often hubs for families and community members. Education spaces are thus needed to instill healthy living practices at an early age, not just with how we eat but with sexual health education and mental health. They also have the opportunity to expand outside of traditional, Western notions of health and motivate youth, especially BIPOC LGBTQ+ youth, to spark the dialogue in their respective communities.

ECONOMIC STABILITY FEEDBACK

In addition to the solutions and visions that were discussed on Day 1, from universal basic income and reparations to hiring more BIPOC LGBTQ+ folks, we named opportunities that could stem from government-based action and proactive employers opening doors. For example, programs that are 1) a pipeline of growth and leadership, and 2) includes coaches and mentors for BIPOC LGBTQ+ folks seeking employment. Alternative and accessible workforce certification programs could also create more opportunities, especially for those who face stigma and discrimination due to their status in welfare programs or incarcerated systems.

Many businesses and companies require incentives and pressure to create inclusive spaces and opportunities in the workplace, so receiving government-funded provisions and leveraging labor unions could be a solution to ensure support systems for employees facing adversity. These provisions could also ensure emergency funds for employers to utilize when employees experience short-term layoffs (such as reduction of hours or being furloughed).

EDUCATION FEEDBACK

The American public education system is outdated and fails to prepare its students for life post-graduation. In order to maintain competitiveness on a global level, our nation's schools have prioritized high-stakes testing over critical thinking, real-world application of learning, and life-long learning. All too often, schools are also pipelines to prison for Black and Brown youth while leading many others to a life of debt. Our discussions around education on Day 2 pushed past the idea that schooling is more purposeful than preparing one to get a job; they must be spaces that are care-centered, focus on the whole child. Along with the solutions envisioned from Day 1, our education systems must change to be more inclusive and safer for BIPOC LGBTQ+ students, undocumented and refugee students, and youth experiencing homelessness. Health and housing are closely linked to success in school, so wraparound services and support are necessary to break down the barriers that get in the way of students receiving this education in the first place.

The need for schools to move away from high-stakes testing and merit-based programs were also discussed, programs designed to privilege one group over others and exacerbate education disparities. Additionally, while education is important, college should not be stressed as the end goal for all

students. Greater emphasis on and access to alternatives to college (such as certification programs, trade school, and so on) would yield more opportunities for student success. Including these alternatives should also push education systems to teach what matters, such as financial literacy, long-term implications of possible career routes, and resume building.

Larger goals for change in education included decoupling public schools funding from property taxes and equitable expenditures per student funding formulas, improving teacher education programs for cultural competency, and deeper listening practices on the part of administrators and teachers to hear the needs and wants of students.

DAY 3. SEPTEMBER 22. DEVELOP.

“I think we all need to come together and visualize this together. We have to create something that doesn't exist. Together we can imagine what the queer future should look like and then work together to create it.”

— Participant, Day 3

Day 3 of the summit was a full day event that included a performance by Nikki Patin, a writer, producer, designer and survivor, and an opening fireside chat on “What is policy and why does it matter?”. Participants of Day 3 also had the pleasure of hearing from our keynote speaker, State Senator Mike Simmons. To watch Sen. Simmons' speech, please follow this link. The remainder of the day was intended for our Discussion Rounds focused on the four themes: Housing, Health & Wellness, Economic Stability, and Education. Due to the size of the group, however, we forewent the breakout sessions and combined the Discussion Rounds where we invited our guest policy experts to present on one of the

themes and moderate conversations based on two questions:

- What's missing?
- How do people connect to work on this issue?

Our speakers included:

- **Adam Flores** of the Illinois Department of Human Rights who spoke on Housing;
- **Kenny Martin-Ocasio** of Aunt Martha's who spoke on Health & Wellness;
- **Sharmili Majmudar** of Women Employed who spoke on Economic Stability; and
- **Mike Ziri** of Equality Illinois who spoke on Education.

At the end of the summit, we had the honor of listening to a playlist curated by E3 Radio, an online radio station that plays queer and independent artists in high rotation. (Note: Day 3 was not recorded to encourage participants to fully engage with our speakers).

Policies do not have their intended impact without effective implementation and leaders who are held accountable to those policies. The speakers led us into discussions focused on the immediate actions community members can take in the spaces they occupy. Many of the leaders in the room encouraged folks to start our personal policy advocacy at our workplace, at home, and in the community spaces we engage in. Especially for folks in the room who held positions of power and influence, engaging in a co-enforcement model was emphasized to protect the labor rights of workers who are vulnerable to work violations.

A plethora of resources, organizations, and avenues to begin taking action were also shared among participants. Some of these included the following:

- Illinois Safe Schools Alliance of PHIMC
- The Legacy Project
- Black2theFuture Action Fund
- Pride Action Tank's Chicago Restroom Access Project
- Housing Opportunities for Persons with Aids (HOPWA)
- Paid Leave efforts with Women Employed
- AIDS Foundation Chicago's Policy & Advocacy work

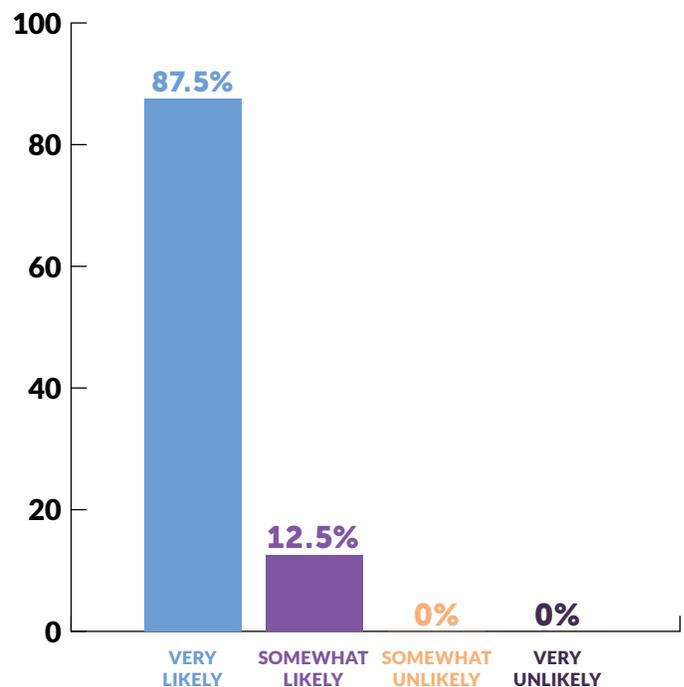
We ended the summit by asking participants once more, "What does a liberated future look like?" A liberated future looks like the ability for self-actualization, equal safety and access, freedom to create, community love, and evolution. Our future is without judgment, it is fear-less.

SUMMIT SERIES GOAL ASSESSMENT

At the end of each day of the summit series, participants were encouraged to complete a 10-question survey gauging their experience of each day of the series (see Appendix D for the post-survey questionnaire and the URLs to the full data reports). As an incentive for completing the survey, participants were offered a chance to participate in a raffle to win a \$50 gift card. Results from those surveys are shared here.

Pride Action Tank prioritizes accessibility for all our participants and is always searching for ways to improve our events (see Figures 2-4 for specific Summit Day results). Post-event survey results for the Summit were consistent across each day, averaging an 85% overall satisfaction with the event (mean average for responses indicating 'very satisfied'). Most respondents also reported that the Summit at least met their expectations, with an average of 54% of respondents across all three days reporting that the Summit exceeded or far exceeded their expectations (calculated by taking the mean average of 'exceeded' and 'far exceeded' responses). 76% of respondents indicated that they were 'very likely' to recommend the Summit to others (mean average for responses indicating 'very likely'). The reports suggested that the events were accessible to all respondents and did not require additional supports.

**FIGURE 2. DAY 1
LIKELIHOOD OF
RECOMMENDING THE
EVENT TO OTHERS IN
THE FUTURE**



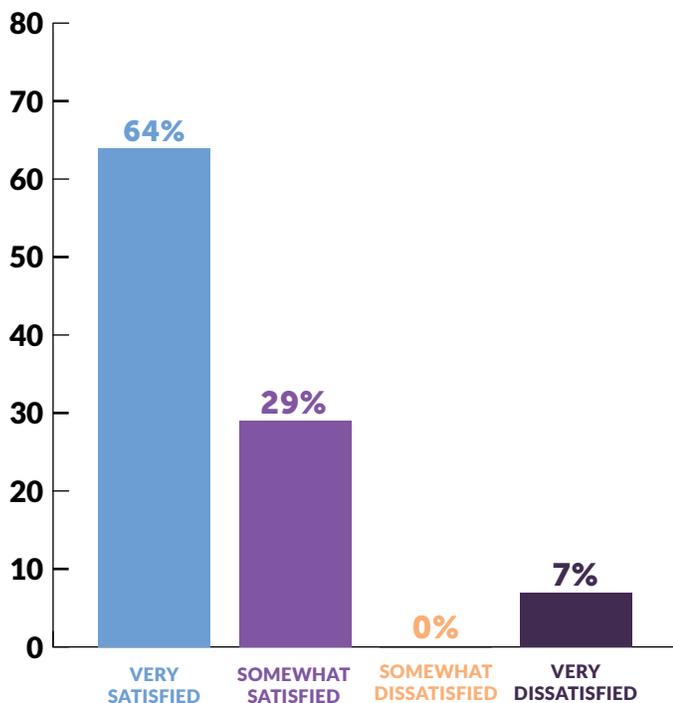
Across all three Summit days, participants conveyed that they enjoyed multiple aspects of the event series. Below we list the most common responses:

- The opportunity to connect with community and collaborate with other BIPOC LGBTQ+ folks
- The speakers and panelists, especially elected officials who presented
- The opportunity for discussion and open forum style
- The intention setting activities at the beginning and end of each day

(organizations were included that have harmed Black & Brown LGBTQ+ youth and have done nothing to help heal the community or accept accountability)

- Breakout rooms, problem-based learning activities or other modes of engagement for further discussions
- Discussion from leaders about what could be critical and transformational

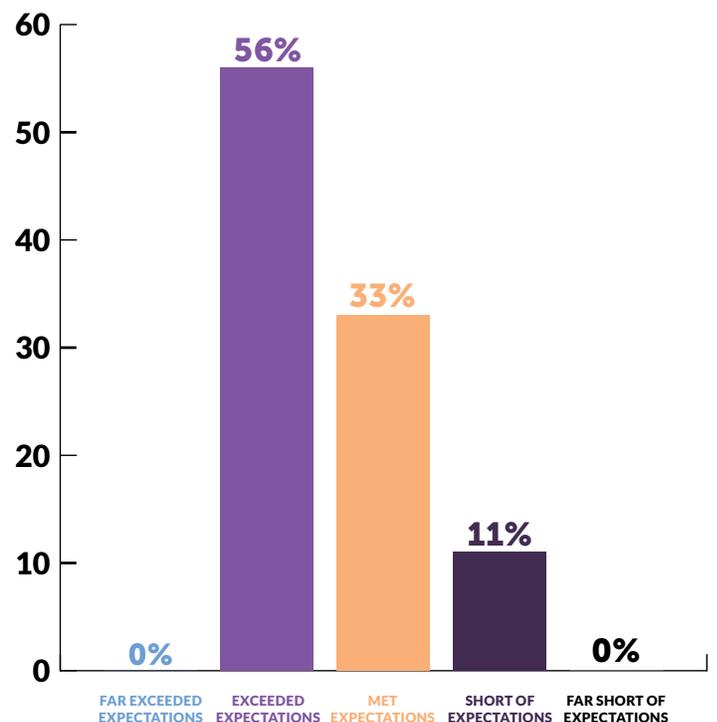
FIGURE 3. DAY 2 OVERALL EVENT SATISFACTION



We also asked respondents to describe aspects of the event they felt could be improved. The following are key areas of improvement based on those responses:

- Spotighting physical and mental health impacts on BIPOC LGBTQ+ communities
- Providing more space and opportunity for youth involvement in the visioning process
- More intention behind who can participate in the planning committee

FIGURE 4. DAY 2 PARTICIPATION EXPECTATIONS



Overall, the summit series was effective in challenging respondents' thinking. Not only was facing certain issues challenging (such as economic stability), but so was the practice of meeting big dreams with practical solutions. It prompted further brainstorming, deeper listening and collaboration with others, and a deeper inquiry of how laws and policies are implemented (or not). Despite these challenges, respondents from all three days benefitted from the space, reporting an

increased understanding of issues impacting BIPOC and LGBTQ+ communities (especially in education and economic stability), the need for intergenerational collaboration and listening, how community must be engaged with and centered in the whole process, the need to accurately define the problem, and the ways that policy and practice must intersect to see an effective impact. The overwhelming takeaway, however, was the vital role that BIPOC LGBTQ+ communities and members play in creating opportunities for learning, advocacy, coalition, and changemaking. As one respondent wrote, “We are the waymakers in this world. Despite the hardships, we will continue to thrive and rise.”

When asked about what topics they would like to see in future events, participants provided a wide range of ideas concerning inclusive and practical change efforts. Youth and community inclusion was a recurring idea, especially of Black and Brown trans-identifying leaders. In relation to community, participants also want to see “how non-profits can better serve our communities” and the gaps between advocates and the communities they serve. Other topics include bottom-up approaches and systems change, coalition and solidarity building, worker’s rights, history of activism and advocacy in Chicago and Illinois at-large, mental health especially in the Black community, and an overview of existing resources that address the issues mentioned during the summit series.

TAKEAWAYS & NEXT STEPS

The Co-Creating Futures Summit was unique in that we were able to convene BIPOC LGBTQ+ community members of various ages who live in Chicago to dream together the kind of future we see for ourselves, define what our needs are and the solutions to match, and collaboratively development actions steps to move policy and systems-level change forward. Each day of the summit brought new insight, connections, wisdom, and joy from community and our leaders. In particular:

- Community members and organizational leaders alike can take action right where we are and feel empowered to make change in the spaces we occupy
- There are many issues that do not explicitly have “LGBTQ+” in the title but certainly have an impact on LGBTQ+ communities
- Community members who identify as BIPOC and LGBTQ+ understand the power and influence of stories, and how their stories can enact real change
- Although Summit DAY 2 focused on issues in a specific manner (housing, health, economic stability, and education), each issue is inter-related, making cross-sector collaboration and cross-identity coalition essential for effective and positive change in each of the areas covered.

From all the notes gathered during each day of the summit, evaluation survey responses, the conversations guided by our partners and those whose work centers BIPOC and LGBTQ+ communities, we gleaned a number of proposed next steps for Pride Action Tank:

- Create more opportunities like convenings, summits, and roundtables with and for BIPOC and LGBTQ+ community members to build relations, dream, define, and develop
- Expand narratives on LGBTQ+ communities through the lens of BIPOC experiences within the wider Midwest region
- Focus PAT’s research, advocacy, and action on addressing the many other issues in our communities, such as intra-community violence and decolonizing LGBTQ+ culture
- Actively engage more youth in research and advocacy projects

RECOMMENDATIONS TO POLICYMAKERS, RESEARCHERS, AND OTHER ORGANIZATIONS:

Apart from our key takeaways, this report is filled with innumerable community-voiced recommendations that would move the dial toward positive, liberatory change for BIPOC and LGBTQ+ communities. It is incumbent for those with institutional power to evaluate their work based on the community-voiced recommendations laid throughout this report. The following will help policymakers, researchers, and other organizations to not only work toward the change BIPOC and LGBTQ+ communities want to see, but to deepen their relationship with

the communities and individuals who they intend to make change for or with.

- Expand research and data collection goals to include and partner with more BIPOC and LGBTQ+ folks of all ages and ability statuses (both in the process of collecting data for research and representation in data reports)
- Partner with BIPOC and LGBTQ+ communities in the development of research projects, policy and advocacy efforts, and other participatory roles aiming to progress social change.
- Integrate cross-identity coalition building in all aspects of research, advocacy, and policy implementation efforts
- Engage in bottom-up initiatives and with community-based organizations to meet top-down approaches to affect systems-level change

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APPENDIX A: AGENDAS & SPEAKERS

DAY 1 AGENDA

TIME	ACTIVITY/SPEAKER
11 - 11:25	WELCOME <ul style="list-style-type: none"> • KIM L. HUNT • LAUREN MILLER (LAND ACKNOWLEDGEMENT) • JENNA ANAST (GROUNDING)
11:25 - 11:55	OPENING ROUNDTABLE <ul style="list-style-type: none"> • SHANE CALVIN • CHEF FRESH • LOURDES TORRES
12 - 12:45	FOCUS QUESTION 1
12:45 - 1:15	LUNCH BREAK (E3 RADIO W/ DJ ALL THE WAY KAY)
1:20 - 2:05	FOCUS QUESTION 2
2:05 - 2:15	AFTERNOON BREAK
2:20 - 3:05	FOCUS QUESTION 3
3:05 - 3:20	GROUNDING W/ JENNA ANAST
3:20 - 3:30	CLOSING & NEXT STEPS W/ KIM HUNT

DAY 1 SPEAKERS

Jenna Anast is a Black, fluid, queer, adoptee born on the West side of Chicago and raised in Elmwood Park, IL. She has spent her adult life planting roots across Chicago, the Bay area, and globally. She is a performing and multimedia artist, radical educator, pleasure activist, community organizer, profound lover, host with the most, crafty comedian and warrior for social justice. Follow their journey @journeyswithJenna.com and on all of the things.

Shane Calvin is a Restorative Justice practitioner at Circles and Ciphers. At Circles and Ciphers, Shane is the lead facilitator at LGBTQ Circle of Color every 1st and 3rd Thursday of each month between 3:30 and 5:30. Shane is heavily involved in the arts as a producer, singer-songwriter and artist.

Chef Fresh is the founder of Fresher Together LLC. Fresher Together is a collaborative food project for healing, economic development, training and retreat. Fresh is fighting for accessible quality affirming health care for all centering POC, queer, GNC, trans, and fat folks. She is deeply passionate about food programming being commonplace in healthcare and healthcare free of body shaming and honoring the principles of H.A.E.S (Health At Every Size).

Kim L. Hunt (she/her) is the Executive Director of the Pride Action Tank (PAT), a project of AIDS Foundation Chicago, where she also serves as the Senior Director of Policy & Advocacy Operations. Hunt is the recipient of numerous honors and awards and serves on multiple boards and advisory councils. She is a founding co-host of OUTSpoken LGBTQ Storytelling, a monthly show in the Lakeview neighborhood of Chicago.

Lauren Miller (she/her) MSc, MSW, LSW is the Community Violence Clinical Advocate for the Ant-Violence Project, for the Center on Halsted. Lauren identifies as African American and Mvskoke (pronounced Muscogee) Creek, as well as Queer.

Lourdes Torres, is Professor of Latin American and Latino Studies and Critical Ethnic Studies at DePaul University. Board member of Woods fund. Authored Third World Women and the Politics of Feminism, and Tortilleras: Hispanic & U.S. Latina Lesbian Expression.

E3 Radio is an online radio station playing queer & independent music in high rotation. Our three pillars are to educate, empower, & entertain. E3 Radio is Queer Radio Done Right. Check them out at: <https://e3radio.fm/>

DAY 2 AGENDA

TIME	ACTIVITY (LEAD)
5:30 – 5:35	WELCOME (KIM H)
5:35 – 5:45	SPEAKER INTRODUCTION (KIM H) OPENING REMARKS (AISHA)
5:45 – 6:15	DISCUSSION OF THEMES FROM DAY 1 (KIM F)
6:15 – 6:25	PERFORMANCE
6:25 – 6:45	DISCUSSION OF THEMES FROM DAY 1 CONT'D
6:45 – 6:55	PAUSE FOR THE SURVEY
6:55 – 7ish	CLOSING, NEXT STEPS AND CHAT QUESTION

DAY 2 SPEAKERS

Aisha N. Davis, Esq. is an LGBTQ+ advocate serving as the Director of Policy at AIDS Foundation Chicago. After attending Washington & Lee University in Lexington, VA, she attended Columbia Law School and the University of London’s School of Oriental and African Studies for her JD and LLM, respectively. As an avid student of intersectionality, Aisha has worked on civil rights, human rights, and equity issues throughout her legal career, including work with Amnesty International, the Human Rights Foundation, Columbia Law School’s Center for Intersectionality and Social Policy Studies, the African American Policy Forum, Lambda Legal, Loevy & Loevy, and Howard Brown Health. Since her move to Chicago,

Aisha has continued this mission through as the President of the Board of Directors of Affinity Community Services, a member of the Board of Directors of the Public Health Institute of Metropolitan Chicago, and with her work with the Pride Action Tank.

Kim Fountain, PhD is the Chief Administrative Officer at Center on Halsted and on the board of the National Asian Pacific American Women’s Forum. You can read her full bio on the CoH website, but I have to share something that many of you may not know about Kim. She is a cultural anthropologist who focuses on issues of violence within and against the LGBTQ communities.

DAY 3 AGENDA

TIME	ACTIVITY/SPEAKER
10:00	<p>WELCOME & INTENTION</p> <ul style="list-style-type: none"> • KIM L. HUNT, PRIDE ACTION TANK • LAUREN MILLER, CENTER ON HALSTED • NIKKI PATIN, ARTIST
10:25	<p>FIRESIDE CHAT: WHY SHOULD PUBLIC POLICY MATTER TO ME?</p> <ul style="list-style-type: none"> • AISHA N. DAVIS, ESQ., BLACK TO THE FUTURE ACTION FUND • KIM L. HUNT, PRIDE ACTION TANK • TIMOTHY S. JACKSON, AIDS FOUNDATION CHICAGO
10:55	<p>KEYNOTE SPEAKER</p> <ul style="list-style-type: none"> • STATE SENATOR MIKE SIMMONS (7TH DISTRICT)
11:20	<p>ISSUE DISCUSSION ROUND 1*</p> <ul style="list-style-type: none"> • ECONOMIC SECURITY - SHARMILI MAJMUDAR, WOMEN EMPLOYED • EDUCATION - MIKE ZIRI, EQUALITY ILLINOIS • HEALTH & WELLNESS - KENNY MARTIN-OCASIO, AUNT MARTHA'S HEALTH & WELLNESS • HOUSING - ADAM FLORES, ILLINOIS DEPARTMENT OF HUMAN RIGHTS
11:55	<p>ISSUE DISCUSSION ROUND 2*</p> <ul style="list-style-type: none"> • ECONOMIC SECURITY - SHARMILI MAJMUDAR, WOMEN EMPLOYED • EDUCATION - MIKE ZIRI, EQUALITY ILLINOIS • HEALTH & WELLNESS - KENNY MARTIN-OCASIO, AUNT MARTHA'S HEALTH & WELLNESS • HOUSING - ADAM FLORES, ILLINOIS DEPARTMENT OF HUMAN RIGHTS
12:30	LUNCH

TIME	ACTIVITY/SPEAKER
1:20	ISSUE DISCUSSION ROUND 3* <ul style="list-style-type: none"> • ECONOMIC SECURITY – SHARMILI MAJMUDAR, WOMEN EMPLOYED • EDUCATION – MIKE ZIRI, EQUALITY ILLINOIS • HEALTH & WELLNESS – TIMOTHY WANG, HOWARD BROWN HEALTH • HOUSING – ADAM FLORES, ILLINOIS DEPARTMENT OF HUMAN RIGHTS
1:55	ISSUE DISCUSSION ROUND 4* <ul style="list-style-type: none"> • ECONOMIC SECURITY – SHARMILI MAJMUDAR, WOMEN EMPLOYED • EDUCATION – MIKE ZIRI, EQUALITY ILLINOIS • HEALTH & WELLNESS – TIMOTHY WANG, HOWARD BROWN HEALTH • HOUSING – ADAM FLORES, ILLINOIS DEPARTMENT OF HUMAN RIGHTS
2:30	BREAK
2:40	ADVOCACY TOOLBOX <ul style="list-style-type: none"> • COLEMAN GOODE, AIDS FOUNDATION CHICAGO
3:10	ADVOCATE NETWORKING BREAKOUTS
3:30	Q & A + NEXT STEPS

DAY 3 SPEAKERS

Aisha N. Davis, Esq. is an LGBTQ+ advocate serving as the Policy Director for the Black to the Future Action Fund. After attending Washington & Lee University in Lexington, VA, she attended Columbia Law School and the University of London’s School of Oriental and African Studies for her JD and LLM, respectively. As an avid student of intersectionality, Aisha has worked on civil rights, human rights, and equity issues throughout her legal career, including work with Amnesty International, the Human Rights Foundation, Columbia Law School’s Center for Intersectionality and Social Policy Studies, the African American Policy Forum, Lambda Legal, Loevy & Loevy, Howard Brown Health, and

AIDS Foundation Chicago. Since her move to Chicago, Aisha has continued this mission as the President of the Board of Directors of Affinity Community Services, a member of the Board of Directors of the Public Health Institute of Metropolitan Chicago, and with her work with the Pride Action Tank.

Adam Flores (he/him) is the Director of Legislative Affairs for the Illinois Department of Human Rights, where he also provides staff support to the Illinois Commission on Discrimination and Hate Crimes. Prior to joining IDHR, Adam worked for several government offices, including the Chicago City Council Committee on Finance and the Office of the

Illinois State Treasurer. He serves as a co-chair for the Equality Illinois Emerging Leaders Circle and the Gephardt Institute for Civic and Community Engagement Alumni Council. A native of Chicago, Adam graduated from Washington University in St. Louis and The University of Chicago Harris School of Public Policy.

Coleman Goode (he/they) is originally from Texas where he studied Music Education at Texas Tech University before moving to Illinois in 2002. Prior to joining AFC, Coleman was the Chief of Staff for Illinois State Representative Greg Harris. He brings 8 years of policy work experience and has developed a passion for helping marginalized communities including but not limited to communities of color, LGBTQ+, sex workers and homeless youth achieve full health equity. Coleman also brings to his work the shared experience of homelessness, living with mental illness and recovery from substance abuse. He has been living with HIV since 2006 and seeks to build institutions that not only recognize Black humanity but maximizes the individual and collective liberties of Black people. One quote that drives Coleman in his community work is the idea that “Until all of us are free none of us are!!”

Kim L. Hunt (she/her) is the Executive Director of the Pride Action Tank (PAT), a project of AIDS Foundation Chicago, where she also serves as the Senior Director of Policy & Advocacy Operations. Hunt is the recipient of numerous honors and awards and serves on multiple boards and advisory councils. She is a founding co-host of OUTSpoken LGBTQ Storytelling, a monthly show in the Lakeview neighborhood of Chicago.

Timothy S. Jackson (he/him) works as the Director of Government Relations for AIDS Foundation Chicago (AFC). His work at AFC includes developing and managing the organization’s government relations activities specializing in HIV-related state legislative

matters regarding appropriations, health care reform, HIV decriminalization, LGBTQ+ issues, housing, and addressing health disparities through a racial equity lens.

As a Black gay man living with HIV for nearly twelve years, Timothy’s career is centered on advocating on behalf of people living with HIV, amplifying the voices of those most impacted and addressing the effect HIV has on the communities where his identities intersect. Timothy is a lobbyist, a policy wonk, a foodie, a creative, a man of faith, but most of all, a fierce advocate.

Sharmili Majmudar (she/her) serves as the Executive Vice President of Policy and Organizational Impact at Women Employed. Since 1973, WE has been opening doors, breaking barriers, and creating fairer workplaces for women – and the organization is widely recognized for its innovative and relentless work to improve women’s economic status and remove barriers to economic equity in Chicago, in Illinois, and at a national level. Sharmili oversees Women Employed’s policy and programs designed to close the wealth gap at the intersection of race and gender.

Majmudar has been committed to advancing gender equity through an intersectional lens for over 25 years. Majmudar’s writing has appeared in several online and print publications, and she has been a frequent radio and television guest, commenting on issues of gender equity and gender-based violence. Prior to joining WE in 2017, Majmudar worked in the gender-based violence movement for two decades, helping thousands of survivors of domestic and sexual violence heal and rebuild their lives, building allies and alliances to prevent violence, and working with institutions like universities, schools, government, hospitals, and businesses to develop inclusive prevention policies and response protocols.

Majmudar has previously served on the boards of Chicago Metropolitan Battered

Women's Network, the Crossroads Fund, and on the national advisory committee for Transforming Silence Into Action, a gathering of advocates addressing intimate partner violence in Asian Pacific Islander LGBTQ communities. She was a founding member of Mango Tribe, a multi-city Asian/Pacific Islander American (APIA) women and genderqueer interdisciplinary performance ensemble.

Kenny Martín-Ocasio (he/him) serves as Senior Vice President of Community Integration at Aunt Martha's Health & Wellness. He has worked in the area of human services (substance abuse, mental health, domestic violence), and child welfare for over 34 years, and has dedicated his career to working towards the professional, social, economic, and educational advancement of minorities, especially Latinos and the LGBTQ community. He has served as president of the DuPage Hispanic Task Force, co-chair of the Latino Consortium, member of the Illinois Latino Agenda, the Latino Youth Action Coalition, and in the Cook County President's Latino Advisory. For over eleven years Kenny served a board member of the Association of Latinos(as) Motivating Action (ALMA), fighting for the equal rights of the Latino LGBT community. Kenny has been recognized for his leadership by HONOR 41 and by Illinois Treasurer Michael Frerichs, and at the invitation of A WIDER BRIDGE, represented ALMA in an LGBTQ mission trip to Israel. Kenny continues to serve as a volunteer for ALMA taking their advocacy efforts statewide, engaging other groups in the mission and work for equality. Kenny earned a Bachelor's in Arts, Special Education and a Master of Science in Health Services Administration from Northeastern Illinois University.

Lauren Miller (she/her) MSc, MSW, LSW is the Community Violence Clinical Advocate for the Ant-Violence Project, for the Center on Halsted. Lauren identifies as African American and Mvskoke (pronounced Muscogee) Creek,

as well as Queer.

Featured in The Guardian, Chicago Tribune, HBO's Def Poetry Jam and on international television and radio, writer, producer, designer, and survivor Nikki Patin has been advocating, performing and educating for over 20 years. She has performed at the National Black Theater in Harlem, Brooklyn Museum, Links Hall, Black Artists Retreat, EXPO Chicago and many other spaces throughout the U.S., New Zealand, and Australia. In 2014, she made history when she addressed the United Nations in Geneva, Switzerland on behalf of Black women survivors of sexual violence in the U.S. Nikki Patin holds an MFA in Creative Non-Fiction from the University of Southern Maine, is a recipient of a 3Arts Make A Wave award in music and was recently named one of "30 Writers to Watch" by the Guild Literary Complex. Patin is the Community Engagement Director for the Chicago Alliance Against Sexual Exploitation (www.caase.org) and the founder and Executive Producer of Surviving the Mic (www.survivingthemic.org), a survivor-led organization that crafts brave and affirming space for survivors of trauma. Her work can be found at nikkipatin.com.

State Senator Mike Simmons' (he/him) roots run deep in the Illinois 7th State Senate District. He was born in Lincoln Square, the son of a single black mother and an Ethiopian refugee father. His mother, Ramona, who opened her own business, Salon Pastiche, in Rogers Park at 31 years old and ran it for 25 years, raised him and his sister. His father, Mulugetta, was also a small business owner and ran a bar, the Wild Hare, in Lakeview for 25 years. Mike Simmons family was one of the first Black families to integrate Lincoln Square after the U.S. Supreme Court mandated that public housing be built on Chicago's Northside.

With his lived experiences and equity mindset, Mike Simmons has committed his life to advocacy and public service. He is dedicated to amplifying the voices of seniors,

refugees, the transgender community, people experiencing financial instability, single mothers, and other silenced voices in our democracy.

He is the first black person to serve the 7th District, the first openly gay member of the Illinois Senate, and the third openly gay, black state senator in the nation. Mike Simmons is a trailblazer for the 7th District and statewide. He believes in opening doors for people who have historically been treated unjustly by the government.

Mike Simmons has delivered justice for his community. He secured funding for the Ceasefire violence interruption program in Uptown, worked with local organizers in Uptown, Edgewater, and Rogers Park to pass affordable housing ordinances, and fought on behalf of English language learners and their families as a member of the Brennemann Elementary School Council (2010-2016).

Simmons recently served as Deputy Director of My Brother's Keeper Alliance, an initiative of the Obama Foundation, a group seeking to break down the barriers to opportunity standing before boys and young men of color.

Mike Simmons has been honored with awards such as: Crain's Chicago 40 under 40 award (2020), Craines Chicago Notable LGBTQ Executives (2019), Leadership Greater Chicago (2016), IMPACT Leadership Development Program (2016), Windy City Times 30 under 30 (2012), served on the Brennemann Elementary School Council from 2010-2014, Board Member of Equality Illinois (2010-2016), and a Co-Founder of the New Leaders Council Chicago.

Tim Wang (he/him) is the Director of Policy and Advocacy at the Center for Education, Research, and Advocacy at Howard Brown Health, a federally qualified health center in Chicago, IL. Tim's work centers on advancing health equity for LGBTQ people, under- and uninsured people, and other marginalized

communities at the city, state, and national level. Tim has extensive experience in policy and advocacy work with nonprofit organizations and community health centers. Tim has previously worked on research studies funded by the Centers for Medicare and Medicaid Services and the Centers for Disease Control and Prevention. Tim received his Master of Public Health degree from Brown University in Providence, RI.

Mike Ziri (he/him) is the Director of Public Policy at Equality Illinois, the state's civil rights organization for LGBTQ people. Mike spearheads an aggressive legislative agenda in Springfield, builds and strengthens relationships with officials and political leaders throughout Illinois and in Washington, D.C., and develops policy initiatives. He is motivated to build a better Illinois by values of justice, inclusion, equality, and equity.

E3 Radio is an online radio station playing queer & independent music in high rotation. Our three pillars are to educate, empower, & entertain. E3 Radio is Queer Radio Done Right. Check them out at: <https://e3radio.fm/>

APPENDIX B: SUMMIT NOTES

DAY 1

To access a compilation of the notes, please follow this URL: <https://prideactiontank.org/wp-content/uploads/2022/01/Co-Creating-Futures-Day-1-Note-Compilation-klh-analysis.docx>

DAY 2

To access the slide deck for Day 2, please follow this URL: <https://prideactiontank.org/wp-content/uploads/2022/01/Co-Creating-Futures-Day-1-Themes.pdf>

For additional presentation prep notes, you can follow this URL: <https://prideactiontank.org/wp-content/uploads/2022/01/BIPOC-Summit-Day-2-Data-Presentation-Prep.docx>



APPENDIX C: TRAINING MATERIALS

TRAINING MATERIALS OVERVIEW

In support of the summit series, two trainings were designed for facilitation and notetaking guidance to orient a common practice throughout the summit. Community facilitators and note takers were trained by Jacqueline Boyd of The Care Plan. Our note takers and facilitators were:

- **Kelvin Johnson**
- **Gizelle Lewis**
- **Amanda Paul**
- **Erwin Saenz**
- **Paige Savarese**
- **Bailey Williams**
- **Jason Carson Wilson**
- **Aurora Adachi Winter**

To access the training deck, please click on the following URL: <https://prideactiontank.org/wp-content/uploads/2022/01/2021-AFC-FacilitationNotetaker-Training.pdf>

CO-CREATING FUTURES SUMMIT TRAINING ADVERTISEMENT



Pride Action Tank and AIDS Foundation Chicago are seeking Facilitators and Notetakers for the Co-Creating Futures Summit.

NOTETAKER & FACILITATOR TRAINING

Saturday, July 24, 2021

9:00 a.m. – 12:00 p.m.

Stipend: \$75

DAY 1 OF THE SUMMIT

Saturday, July 31, 2021

11:00 a.m. – 3:30 p.m.

Stipend: \$125

Payments for stipends will be processed after DAY 1 of the summit.

Expectations

To ensure that we are creating a safe and brave space during the summit, all Facilitators and Notetakers must identify as BIPOC and LGBTQ+ and complete a training. A Facilitator/Notetaker guide will be provided during the training as well as a template for notetaking.

The preference is that training will be taken on July 24th, 9 a.m. – 12 p.m.; however, the training will be recorded for those who absolutely cannot make it and must be viewed before the summit. If you cannot attend the training on the 24th, please contact Jackie Thaney at the email below.

Facilitators and Notetakers should expect to carry out their roles in three 45-minute sessions during the summit on July 31st. Notetakers will be expected to send their notes by the deadline discussed during the training. A Facilitator/ Notetaker pair will be assigned to breakouts.

APPENDIX D: POST-EVENT SURVEY

DATA REPORTS

To view the data reports for each day, please click the following URLs:

DAY 1: <https://prideactiontank.org/wp-content/uploads/2022/01/BIPOC-Summit-Survey-Results-Day-1.docx>

DAY 2: <https://prideactiontank.org/wp-content/uploads/2022/01/BIPOC-Summit-Survey-Results-Day-2.docx>

DAY 3: <https://prideactiontank.org/wp-content/uploads/2022/01/BIPOC-Summit-Survey-Results-Day-3.docx>

SURVEY QUESTIONNAIRE

This survey was distributed to participants at the end of each day of the summit series.

1. Please rate your satisfaction with the event overall

- Very Dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Very satisfied

2. Please rate how well you feel the event met your expectations based on the description

- Far short of expectations
- Short of expectations
- Met expectations
- Exceeds expectations
- Far exceeds expectations

3. How likely are you to recommend this event to others in the future?

- Very unlikely
- Somewhat unlikely
- Somewhat likely
- Very likely

4. What aspect(s) of the event did you enjoy?

5. What aspect(s) of the event do you feel could be improved?

6. What did you learn from this event? What are your main takeaways?

7. What, if anything, challenged your thinking?

8. What topics would you like to see discussed at future events?

9. Are there ways the event could have been more accessible to you?

10. Please share any additional comments/thoughts you have about the event and future

Thank you for your participation in Co-Creating Futures post-event survey! If you would like to enter a raffle for a \$50 gift card, click here or please copy and paste the drawing link below into your browser. This raffle is completely optional, and you do not have to participate if you would prefer not to. The link is separate from the survey and your email address will not be stored with your survey responses. Only members of the research team will have access to this information, and your email address will only be used for the purpose of the raffle.

https://aidschicago.iad1.qualtrics.com/jfe/form/SV_414Qs5xqjuavid0



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