

PHILADELPHIA COMMISSION ON HUMAN RELATIONS

- - - - -  
October 25, 2016  
- - - - -

COMMISSIONERS PRESENT:

THOMAS H. EARLE, ESQUIRE, CHAIRPERSON  
RABBI REBECCA ALPERT  
REGINA AUSTIN, ESQUIRE  
WEI CHEN  
D'ONTACE KEYES  
SARAH E. RICKS  
OMAR WOODARD

ALSO PRESENT:

RUE LANDAU, ESQUIRE  
Executive Director

HELD AT: Liberty Resources  
112 North 8th Street  
Philadelphia, Pennsylvania 19107

REPORTED BY: Susan A. Hurrey, RPR

1 - - - - -

2 (Whereupon, the Philadelphia Commission  
3 on Human Relations hearing began at 7:06 p.m.)

4 - - - - -

5 MR. EARLE: Let's get started, please.  
6 I would like to let people know that the police are  
7 not keeping any particular person out. It's purely  
8 a matter of capacity.

9 (Inaudible.)

10 MR. EARLE: Well, try to get here a  
11 little earlier.

12 (Inaudible.)

13 MR. EARLE: I'm not disciplining you.  
14 It's a --

15 SPEAKER: Okay. Now, do you want this  
16 to go smoothly or do you want to start some  
17 bullshit?

18 MR. EARLE: We're going to proceed.  
19 Okay. 6:00 p.m. to 8:00.

20 SPEAKER: You're going to proceed with  
21 respect. You got that?

22 MR. EARLE: That's mutual.

23 SPEAKER: Yes, but you're going to  
24 respect us and we'll respect you.

1                   MR. EARLE: We will respect you. We're  
2 not excluding anybody, just to correct you for the  
3 record.

4                   I'd like to welcome everybody. My name  
5 is Thomas Earle. I'm the Chair of the Commission  
6 of the Philadelphia Commission on Human Relations  
7 and I'm here with seven of eight -- excuse me?

8                   SPEAKER: He said you should learn  
9 human relations.

10                  MR. EARLE: If we can just proceed in a  
11 civil way.

12                  SPEAKER: You got to speak up. You're  
13 not going to tell us to be civil because you're a  
14 white man. So you need to shut up and let us  
15 speak.

16                  MR. EARLE: Actually, I'm Mexican  
17 American, but okay.

18                  SPEAKER: That's fine.

19                  SPEAKER: So is my partner of nine  
20 years.

21                  MR. EARLE: Really not relevant right  
22 now. I'm here with seven of my eight fellow  
23 commissioners, Rebecca Alpert, Regina Austin, Wei  
24 Chen, D'Ontace Keyes, Sarah Ricks and Omar Woodard.

1 Commissioner Shalimar Thomas is unable to join us  
2 tonight.

3 Collectively, we are a richly diverse  
4 group; black, white, Latino, Asian, immigrants,  
5 LGBT, straight, cisgender, Jewish, Christian,  
6 Muslim, Buddhist, older, younger, disabled and we  
7 recognize our differences and the racism and  
8 discrimination that we sometimes face. I'd like to  
9 call this evening's PCA charter hearing to order by  
10 a brief overview of the Commission and the history  
11 of the Commission.

12 Since its inception in 1951, the  
13 Philadelphia Commission on Human Relations has been  
14 charged with enforcing the civil rights and  
15 ordinances that prohibit discrimination and  
16 promoting equality and understanding among the  
17 City's diverse population. Under our Fair  
18 Practices Ordinance, Chapter 9-100 of the  
19 Philadelphia Code, the Commission's jurisdiction  
20 extends to discrimination in employment, housing,  
21 use of public accommodations, including the  
22 delivery of City services in over 16 protected  
23 categories or classes. Among the protected  
24 categories covered by the various provisions of the

1 ordinance are race, ethnicity, sex, sexual  
2 orientation, gender identity, religion, national  
3 origin, ancestry, age, disability, domestic  
4 violence, and domestic violence victim status. The  
5 Commission also enforces the City's Ban the Box  
6 Law, a unique law that makes it illegal for  
7 employers to inquire about a job applicant's  
8 criminal records until after a conditional offer of  
9 employment has been made.

10           In terms of intergroup relations,  
11 members of the Commission and its Community  
12 Relations division work in Philadelphia's  
13 neighborhoods throughout the City to resolve  
14 conflicts and to build positive relationships among  
15 people of different backgrounds. Commission staff  
16 work with community leaders, neighborhood  
17 organizations, local businesses, labor, schools and  
18 the police and use a variety of conflict resolution  
19 techniques from counseling to formal mediations.  
20 Throughout our work, we also connect community  
21 members to resources because we know that access to  
22 resources and knowledge on a nondiscriminatory  
23 basis is essential to the creation and maintenance  
24 of thriving diverse and integrated communities.

1 Each year the PCA Charter investigates  
2 approximately 300 cases of alleged discrimination  
3 and Ban the Box cases, resolves 350 neighborhood  
4 conflicts and conducts over 200 prevention and  
5 outreach activities.

6           We are holding this hearing tonight  
7 pursuant to our powers under the Home Rule Charter,  
8 the Fair Practice Ordinance and our governing  
9 regulations. Tonight the Commission is interested  
10 in hearing from you, the community, about your  
11 experiences with racism and discrimination in the  
12 LGBT community and your ideas for ways to improve  
13 relations in the community. To be clear, we are  
14 not deciding a pending complaint that has been  
15 filed with our Commission. This is not a trial or  
16 a court hearing. Instead, we are here to listen to  
17 you, gather information and the information is  
18 being documented by a court reporter. Once we have  
19 gathered this information and all of the written  
20 testimony that might be received, we will issue a  
21 report with findings and recommendations. If you  
22 do not want to speak tonight, you still can submit  
23 testimony in writing for the next full week.  
24 Instructions on how to do that are on the table

1 right outside this conference room.

2           Before we start, let's review some  
3 quick ground rules to make things go as smoothly as  
4 possible. First, as a courtesy to everybody, we  
5 ask that you put your cell phones on silent so we  
6 don't hear ringers. We have a lot of speakers who  
7 are already lined up or signed up, and to give all  
8 speakers a fair opportunity we will time limit your  
9 comments to three minutes each. Please stay on  
10 topic, keeping in mind the mandate of the  
11 Commission. If you want to talk to staff from our  
12 office, or if you want to file a complaint, a  
13 formal complaint, the staff will investigate it and  
14 we have that information also on the table outside.

15           Many speakers signed up in advance and  
16 we will attempt to hear from them first and others  
17 who have signed up here tonight. We then will open  
18 up the floor to others, if time permits. There's  
19 no intent on the Commission to exclude anybody. We  
20 ask that you please speak with respect and  
21 sensitivity to everyone else. We understand that  
22 tensions and concerns have been rising in the LGBT  
23 community and we are here to try to help. Again,  
24 please stay on topic, keeping in mind the mandate

1 of the Commission. We do not want to hear about  
2 personnel concerns in the Mayor's office or issues  
3 outside of our jurisdiction of the Commission.  
4 Also, some people in the room may have  
5 discrimination cases already filed with our  
6 Commission and we ask that you do not speak to the  
7 specifics of your case. At the Commission there is  
8 a wall of silence between the staff who conducts  
9 the investigations and us, the commissioners, who  
10 ultimately may hear your cases in a hearing and  
11 decide them. We do not have any knowledge of who,  
12 if anyone here tonight, has filed a case. And we  
13 do not want you to potentially prejudice your case  
14 by speaking about it tonight.

15           The Commission has information on the  
16 table in the hallway. If you need additional  
17 information about the work of the Commission and  
18 how to contact us, please check out our Website and  
19 also the literature that's been provided outside.

20           Finally, there's also a support team  
21 from DBHIDS available this evening to provide  
22 emotional support if anyone needs to speak to  
23 someone or is in need of resources. The team can  
24 be identified by their light blue lanyards. The



1 team is here because the community members asked  
2 for the support. The team members identify as  
3 LGBTQ people of color.

4 Now, to get started, we're going to  
5 have Rue Landau, our Executive Director, who has  
6 put a tremendous effort into organizing this  
7 hearing call the first person to testify.

8 MS. LANDAU: Okay, everybody, again, I  
9 just want to thank you all for coming. I want to  
10 thank our wonderful staff for all the help that  
11 they did. I'd like to tell you there's -- we're  
12 very happy to see there's a lot of bar owners in  
13 the room, the Mayor has joined us in the back,  
14 there's council people here and staff from council  
15 people's offices. So know that we are listening.

16 I had some calls today from some elders  
17 who asked for something that I think would be very  
18 helpful now. We really do apologize for how many  
19 people are in the room. But the elders ask that we  
20 take one moment for a moment of silence so we all  
21 can get centered, ready to do the hard work that we  
22 can do and try to make solutions and good progress  
23 for our community. So if you pray, if you just  
24 want to meditate or just take a moment, let's take

1 a moment now.

2 (Pause.)

3 MS. LANDAU: Thank you, everyone.

4 There is one wireless mic in the back and I'm going  
5 to get a second one. (Inaudible) is back there.

6 She's got one wireless mic. I will get another one  
7 back there and there's a third mic up here.

8 The first person to speak is Gary  
9 Hines. I'm going to call three names at a time so  
10 you can get ready. Gary Hines, Sandy Smith, and  
11 the next is supposed to be Michael Hinson. If he's  
12 not here, it's Chris Bartlett. Thank you.

13 GARY HINES: Good evening, everybody.  
14 Can you hear me? Hello everybody. My name is Gary  
15 Hines. I'm a long-term community activist in  
16 Philadelphia, not only in the LGBT community but  
17 also in the West Philadelphia and Germantown  
18 sections of the City. I have been a Board member  
19 at the William Way Community Center, a co-chair of  
20 the Liberty City LGBT Democratic Club, connected to  
21 the Black Gay Men's Leadership Council, Philly  
22 Black Pride and the COLOURS Organization. I  
23 currently sit on the advisory board of Philadelphia  
24 FIGHT and was appointed as a commissioner on the

1 Mayor's Commission on African American Males. So  
2 that's my background.

3 I was called -- I was asked to open up  
4 this dialogue today because I belong to a group  
5 called Men of All Colors Together. Men of All  
6 Colors Together has been around since 1981, and  
7 back in 1986 they created a report along with  
8 several other community organizations at the time,  
9 including the Philadelphia Gay and Lesbian Task  
10 Force, the Human Relations Commission back in that  
11 time period. And so 30 years ago, they worked on a  
12 project on this same situation we're going through  
13 right now, bar discrimination. So the Mayor's  
14 Commission on Sexual Minorities also played a role  
15 in that and my late sister was on that committee.  
16 I see some of the elders here that were on that  
17 committee, including Mr. Smith in front of me.

18 But anyway, what I wanted to say about  
19 this is that I want to just describe what MACT is  
20 for those of you who don't know. So Men of All  
21 Colors Together is a multi-racial, multi-cultural  
22 gay organization that fosters supportive  
23 environments and fights discrimination of all forms  
24 in the LGBTQA communities. The group started in

1 1981 in San Francisco and has been in existence for  
2 over 30 years here in Philadelphia. The group has  
3 various committees and has worked with city  
4 government, Human Relations Commission, all LGBT  
5 organizations in the City to fight all forms of  
6 racism, sexism, homophobia, agism, transphobia, and  
7 all the other isms in today's society.

8           So as I mentioned, in 1986, after  
9 several complaints given to the Human Relations  
10 Commission and other City officials, there was  
11 discrimination being documented in bars, in clubs  
12 around the City, in Center City in particular. And  
13 so this report was produced and basically it was a  
14 survey. It was a survey that they went around and  
15 basically asked the bar owners and door people what  
16 were their policies for admission, things like  
17 that. I don't happen to have a copy of the report,  
18 but it's going to be available in PDF for folks to  
19 access, I think, through the Human Relations  
20 Commission's Website and to speak more on --  
21 actually, I wasn't part of the group back in 1986.  
22 I didn't join until the mid-90s. But Sandy Smith  
23 was actually here and helped to develop that  
24 report, so I'd like to turn it over to Sandy.

1 MS. LANDAU: Way to stick to the  
2 three-minute time limit.

3 SANDY SMITH: Thank you. I will try to  
4 keep this as brief as I can. But thank you for the  
5 introduction, Gary. My name a Sandy Smith. I have  
6 been a resident of this City for 34 years, though  
7 I'm not a native. I hail from Kansas City,  
8 Missouri. But shortly after moving here in 1983, I  
9 joined, along with my then partner, what was then  
10 known as Black and White Men Together, now Men of  
11 All Colors Together Philadelphia. It was one of  
12 about eight organizations that together formed the  
13 coalition on lesbian and gay bar policies to  
14 respond to charges of persistent discrimination at  
15 the gay and lesbian bars in what was not yet known  
16 as the Gayborhood at the time.

17 Anyway, basically there was a group of  
18 about, I'd say, eight to 12 people, including my  
19 partner and I, who formed the committee that did  
20 the actual study and survey. It consisted of two  
21 parts over about a two-year time span. We  
22 interviewed, or attempted to interview, either the  
23 owner or the manager of every known lesbian and gay  
24 bar in the City at the time to ascertain what their

1 policies were with regard to admission of patrons,  
2 cover charges, employment, how positions were  
3 advertised, and any other aspects of the operation  
4 that may have pertained. Then we followed this up  
5 by sending out teams of observers, either  
6 singularly or in pairs to actually just attend --  
7 go to the establishment unannounced, spend about an  
8 hour or two there at random times and record what  
9 the breakdown of patrons was, whether people were  
10 asked for I.D., if so, was it being done  
11 consistently. What the breakdown of staff were,  
12 were there any publicly-posted policies, a dress  
13 code, an I.D. policy. What we found -- well, first  
14 of all, we must say, most of the bar owners,  
15 including at least one I know who is here tonight,  
16 cooperated with the survey. A few were holdouts.  
17 And one of the interesting ones is that -- one of  
18 the holdouts was the manager of the bar where  
19 iCandy now sits. That bar changed hands while the  
20 survey was underway, so we did not consider our  
21 findings valid for it under new ownership.

22                   What we found though was we -- we could  
23 not find -- we found very few easily identifiable,  
24 you know, definite acts of clear discrimination.

1 What we did find was what we call a pattern of  
2 exclusivity, which is -- this was where basically  
3 certain establishments created an atmosphere or  
4 tried to do things that, you know, made it more  
5 comfortable for some people to be there and less  
6 comfortable for others. There were some places  
7 that, for instance, inconsistently applied stated  
8 I.D. policies. One of them at the time was one of  
9 the most popular clubs in the neighborhood. There  
10 were some places that charged a cover for people  
11 with Pennsylvania driver's licenses and didn't for  
12 those with out-of-state ones.

13 MR. EARLE: Mr. Smith, I'm sorry, I  
14 just want to let you know, we're at three minutes.  
15 But you can wrap up.

16 SANDY SMITH: Yes. Anyway, one reason  
17 that it's hard sometimes to prove discrimination is  
18 you don't have a smoking gun like we have in this  
19 instance. You know, people tend to self-segregate,  
20 people tend to try to create, as I said, certain  
21 environments. But we did recommend at the time  
22 that uniform policies be adopted by all the bars,  
23 that all the bars basically, you know, encourage  
24 patronage by anybody and that community groups

1 avoid holding public events, meetings and the like  
2 in places that did not adopt our policies.

3 (Applause.)

4 CHRIS BARTLETT: Good evening to the  
5 community. Good evening to the commissioners. My  
6 name is Chris Bartlett and I'm the Executive  
7 Director of the William Way LGBT Community Center.

8 MICHAEL HINSON: Good evening. My name  
9 is Mike Hinson. I'm the founder and former  
10 Executive Director of the COLOURS organization and  
11 the City's first liaison to LGBT communities for  
12 the Mayor.

13 CHRIS BARTLETT: And our testimony, we  
14 want to share two key ideas from our recent  
15 history, that evolving coalitions of LGBT and  
16 allied Philadelphians have worked and will continue  
17 to work within and outside government to grow  
18 resources for our communities and to counter racial  
19 and other disparity, and we believe that there are  
20 practical actions to be taken by both government  
21 and nongovernmental entities to move us even  
22 further along in confronting racism in our  
23 communities.

24 MICHAEL HINSON: When I joined the



1 administration of then Mayor John F. Street in  
2 2001, my role was to ensure that City services,  
3 programs and policies were accessible and sensitive  
4 to the needs of the City's LGBT communities. I was  
5 also tasked with assembling an LGBT advisory board  
6 on which Chris served. I forgot to mention that  
7 Chris and I have been working as colleagues and  
8 friends for over 25 years. Mayor Street and others  
9 at the time gave me and members of the advisory  
10 board great leeway to tackle some of the toughest  
11 issues facing the LGBT community at the time.  
12 Because of our thoughtful selection of advisory  
13 board members, which included folks from many  
14 different geographic and cultural communities,  
15 we're able to view and tackle our work in a way  
16 that allows us to ensure long-lasting policy and  
17 program change with broad impact. One major  
18 achievement during this time was the addition of  
19 protections for gender identity into the City  
20 charter. It was our strong belief then and now  
21 that transgender individuals must be given the full  
22 acknowledgement and protection of the law. Without  
23 hesitation, Mayor Street agreed. Michael Williams  
24 wrote the charter addition and City Council, with

1 leadership from then Councilman DeCiccio, passed  
2 this protection.

3           CHRIS BARTLETT: We also worked in  
4 partnership with PHMC to complete the City's first  
5 LGBT census which identified LGBT citizens in every  
6 neighborhood of the City and pointed out the health  
7 disparities faced by these LGBT Philadelphians, and  
8 especially LGBT Philadelphians of color. This  
9 census allowed us to argue for additional funding  
10 for community-based organizations and especially  
11 those like COLOURS, GALAEI, and ASIAC that were led  
12 by and served LGBT people of color. Finally, we  
13 found resources for a study of LGBT youth which  
14 served in part to address how to create safe spaces  
15 for these youth mainly of color, many of whom  
16 congregated on 13th Street.

17           We share these two examples to make the  
18 point that collective work and responsibility is a  
19 shared principle. It requires us to listen to  
20 those experiencing challenges that prevent them  
21 from having the same protections and benefits as  
22 any other group and together develop sustainable  
23 solutions. Many of the voices we will hear today  
24 are people who have strong reason to be concerned

1 and these concerns should and must be addressed.

2           MICHAEL HINSON: That leads me to share  
3 some of the ways we concretely address racism in  
4 our LGBT communities both in bars, in non-profits  
5 and elsewhere. I myself have numerous examples of  
6 facing racism even within my official role. For  
7 example, while serving the Street administration, I  
8 was out on a ride-along one evening with the then  
9 chief inspector for the police department and  
10 several individuals from City government. We met  
11 up with one bar owner in the Gayborhood and he  
12 invited us to have dinner with him at his  
13 establishment. As we entered his establishment  
14 with the owner, a white gay man, I was carded by  
15 his employee, even though I was clearly with the  
16 owner, the chief inspector and several City  
17 government officials. This unfortunately was the  
18 norm then and it is the norm now as a similar  
19 incident happened to me a couple months ago at  
20 iCandy. Sadly, overt and covert racism continues  
21 in both old and new ways. To address these issues,  
22 I have protested businesses in the Gayborhood,  
23 challenged organizations that serve people of color  
24 to hire people of color in leadership positions,

1 held town hall meetings with neighborhood  
2 associations, wrote articles and policies and added  
3 a law to the City Charter. It is the nature of  
4 such change that we must be ever vigilant for the  
5 successes of many years ago can easily, easily be  
6 reversed. We must count on new generations of  
7 leaders to point out the setbacks and hold us  
8 accountable for getting back on track. This is  
9 what is going on in our communities now and it is a  
10 welcomed conversation.

11 (Applause.)

12 CHRIS BARTLETT: And beyond the  
13 conversations, we need action. Given the current  
14 challenges our communities face, we offer the  
15 following recommendations as a way forward. One,  
16 that a joint statement or letter from the Human  
17 Relations Commission and the office of the Mayor be  
18 issued to businesses in the Gayborhood reminding  
19 them about the protections available to  
20 Philadelphians and our visitors as detailed in the  
21 City Charter. This letter should provide targeted  
22 and specific language about the law, the  
23 responsibilities of business owners to adhere to it  
24 and the penalties for not doing so. Training

1 should be offered to the Independence Business  
2 Alliance, to its members and others regarding the  
3 protections available to Philadelphians and our  
4 visitors as detailed in the City Charter. This  
5 training should specifically focus on how to  
6 implement the law from a practical viewpoint.

7           MICHAEL HINSON: The Human Relations  
8 Commission should test businesses to gain better  
9 understanding of the extent of discrimination that  
10 may be taking place and offer remedies, including  
11 penalties for discrimination actions found. And  
12 that a non-city hotline should be made available to  
13 solicit additional information about discriminatory  
14 practices taking place in our communities. The  
15 data from this hotline can be used to shape the  
16 future training for government private  
17 organizations and businesses throughout the City.  
18 Thank you.

19           CHRIS BARTLETT: Thank you.

20           (Applause.)

21           MS. LANDAU: Thank you very much. The  
22 next three people are Jimmi Shrode, Le Thomas,  
23 Ricky Peterson, if he's here and if not, Hazel  
24 Edwards. There are also mics in about the middle

1 there and in the back if you can't make your way up  
2 here. Is Jimmi Shrode here? Come on up, Hazel.

3 JIMMI SHRODE: Hi. My name is Jimmi  
4 Shrode and I'm on the Board of Liberty Resources  
5 and I'm also an out, proud member of the gay  
6 community and been out for 30-some years. What I  
7 wanted to tell you was back when I was a young man  
8 in my 20s, there was a lot of rampant  
9 discrimination against people with color in the  
10 bars where people were actually asked to provide  
11 several forms of I.D. to prove that they were of  
12 the age to be able to get in the bar, even though  
13 most of the people were actually very  
14 self-evidently not 18 year olds trying to sneak in  
15 and get a drink. What we did back then was, there  
16 was the Philadelphia Lesbian and Gay Task Force.  
17 Sorry, yes. And so they did a thing where a lot of  
18 people volunteered to take survey forms and to go  
19 into the bars and to begin to try to track and  
20 record incidents of racism like this. And that was  
21 something that we had done. And basically it was  
22 something like how you used to hang kind of close  
23 to the door with a drink in my hand and just kind  
24 of casually keep looking over my shoulder. Then I

1 had a little slip of paper which I would write  
2 things down and then we would turn it in later. So  
3 that's something that I just wanted to offer as a  
4 suggestion. Mostly I'm here to listen and to learn  
5 from a lot of people. Thank you for your time.

6 (Applause.)

7 MICAH RODRIGUEZ: Hello. My name is  
8 Micah Rodriguez and I'm here with my colleagues.

9 GIANA GRAVES: My name is Giana.

10 HAZEL EDWARDS: And my name is Hazel.

11 MICAH RODRIGUEZ: Okay. So we're  
12 standing here today representing the Justice  
13 League, a project of the Attic Youth Center's  
14 education and outreach department, the Bryson  
15 Institute. The Justice League's goal is to address  
16 the ongoing injustice faced by queer youth of color  
17 within the systems that continue to negatively  
18 impact our lives, which is why today we stand in  
19 front of you not just representing ourselves, but  
20 of the members of the much larger black and brown,  
21 queer and trans youth community. Before we begin,  
22 I'd like to share a quote from Augusto Boal which  
23 goes: All human relationships should be of a  
24 dialogic nature: Among men and women, races,

1 families, groups and nations. Dialogue should  
2 prevail. In reality, all dialogues have the  
3 tendency to become monologues, which create the  
4 relationship oppressors - oppressed.

5 I share this quote because it is  
6 extremely important to commence the conversation to  
7 dismantle, reconstruct and ultimately rebuild these  
8 systems. To actually do what they were initially  
9 intended to do through collective dialogue as we  
10 heal from centuries of monologues.

11 HAZEL EDWARDS: I would like to share  
12 my section of our statement as a member of the  
13 Justice League, as a member of the black and brown  
14 youth community, and also as the only out  
15 transgender youth commissioner for the City of  
16 Philadelphia.

17 (Applause.)

18 HAZEL EDWARDS: Young people have  
19 immense power, yet youth in the City of  
20 Philadelphia, and particularly within the LGBTQ  
21 community, are being taken for granted. Far too  
22 many nonprofit structures in the City rely on black  
23 and brown youth for funding and yet do not hire us.  
24 When black and brown adults are given positions in



1 these nonprofits, they're often entry level,  
2 underpaid, tokenized and fired within the first few  
3 months. Even as a client, I walk into these  
4 nonprofits that claim to support me and yet the  
5 leadership doesn't reflect me. The programming  
6 options only reflect the parts of me that are well  
7 funded through the City. We receive subpar care  
8 for our physical and emotional health, yet for so  
9 long black and brown members of the LGBTQ community  
10 felt that we had to stay silent for the protection  
11 of a larger community. Far too long we have been  
12 silent about nonprofit structures built to support  
13 us that actually diminish us. We attend meetings,  
14 listening sessions and sit on panels to educate  
15 adults and youth-serving systems about our  
16 experiences and we do this all too often for free.

17 A few months ago I sat on a panel about  
18 LGBTQ youth homelessness. I shared my experience  
19 living on the street and navigating the shelter  
20 system as a transwoman of color. After the panel  
21 was over, I was standing outside and one of the  
22 participants jokingly said to me, I'm going to need  
23 you to get off the streets now. She was implying  
24 that me as a transwoman of color standing on the

1 sidewalk in Center City is unsafe, and while she is  
2 right, she never asked if I had anywhere else to  
3 be. I had just spent an hour and a half explaining  
4 my story and she still has not internalized that I  
5 was going to be sleeping on a park bench that  
6 night. She then went on to ask me for a  
7 recommendation for a good gay bar and I had also  
8 already said in my story that I'm under 21. The  
9 reality is is that one interaction sums up my  
10 entire experience in the Gayborhood. White, queer  
11 cisgender adults assume that the bars that they  
12 find are safe to be and adults ask us to speak, so  
13 rarely do they listen.

14 (Applause.)

15 GIANA GRAVES: I'd like to start off by  
16 saying even after everything that has come to light  
17 as of lately, that I don't hate you. I am not  
18 angry. Honestly, I'm hurt. Walking through my  
19 daily life as a queer transwoman of color, I  
20 experience racism, transphobia and misogyny. I go  
21 into bars and clubs in the Gayborhood to escape the  
22 danger I face in the world as a transgender person,  
23 a woman, and a person of color. Since I turned 21,  
24 I've seen popular bars such as iCandy as a place to

1 escape, a place to pretend that I am safe in this  
2 world, if just for a couple of hours. But lately I  
3 have seen and heard things that haven't settled  
4 well with me. I am a person of color, yes. But I  
5 am also a person of color with a light complexion.  
6 Having a light complexion doesn't give me immunity  
7 from racism, but it does give me privilege and  
8 access. For example, once when at a bar in the  
9 Gayborhood, a bartender started a conversation with  
10 me. Later he rolled his eyes when a group of  
11 visibly black queer folks began to enter the venue.  
12 He turned to me clear as day and stated great, now  
13 this riffraff. Another time a bouncer turned a  
14 blind eye to my visible track leggings, but asked a  
15 black man behind me to leave because his pants were  
16 in violation of the dress code.

17           The reality is that within the  
18 Gayborhood, people of color are being targeted and  
19 held to a different standard than white and  
20 white-passing people such as myself. Wealthy white  
21 gay men see the Gayborhood as a place to start a  
22 business and earn revenue, but forget that this is  
23 a place that people go to escape homophobia,  
24 biphobia, transphobia and yes, even racism, only to

1 discover that it's not just alive here, but  
2 thriving. Over the summer I would get excited to  
3 go to places like iCandy and see all my favorite  
4 bartenders, friends and community members. Now I  
5 dread knowing that if I was to enter one of these  
6 establishments, I would likely be thrown into a  
7 casually racist conversation from staff because  
8 they think I'm white. I dread knowing that  
9 cisgender people will likely invalidate my gender  
10 identity. I dread that because I am a transwoman  
11 of color even walking down the street in the  
12 Gayborhood is unsafe. This space was supposed to  
13 be somewhere to go to feel safe, but for many of  
14 us, the Gayborhood is not a safe space. Just  
15 simply walking down the street in the Gayborhood, I  
16 have been profiled by police for simply existing in  
17 a space that is supposed to be for me. The reality  
18 is, I'm afraid. Afraid that when I walk through  
19 the Gayborhood, I'll be aggressively misgendered by  
20 police in the Gayborhood. I have had police make  
21 sexual advances at me, assume that I was a sex  
22 worker because of my identities and because when I  
23 was frisked, I had multiple condoms on me.

24 MICAH RODRIGUEZ: Today, we hope to

1 impart that no person should be made to feel like  
2 their lives doesn't matter within the systems that  
3 are put in place to make us feel like we have  
4 access to safety within the nonprofit organizations  
5 whose mission are to support, to empower and to  
6 protect, not to tokenize and exploit. Black and  
7 brown queer folks should be asked to do -- I'm  
8 sorry. Black and brown folks shouldn't be asked to  
9 do your work for you. No person should be made to  
10 feel like their lives do not matter at businesses  
11 whose mission are to support LGBTQ communities, not  
12 to marginalize LGBTQ people of color. And these  
13 business owners should be held accountable. No  
14 person should be made to feel like their lives do  
15 not matter when the mission of the Philadelphia  
16 Police Department is to demonstrate excellence in  
17 policing by working in partnership with the  
18 community, not to instill fear in these  
19 communities, given by the police department  
20 directive 4.15. Does not save black transwomen  
21 from a deeply engrained intersection of racism and  
22 transphobia. Once again, we hope that as we  
23 commence this conversation it is not just more the  
24 same but a true opportunity for dialogue, growth

1 and rebirth.

2 (Applause.)

3 MS. LANDAU: Are Le Thomas and Ricky  
4 Peterson here?

5 LE THOMAS: I'll speak from back here.  
6 Good evening, everyone. My name is Le Thomas,  
7 President of Philadelphia Black Pride and also the  
8 newly appointed Commissioner on the Mayor's office  
9 for African American Males. I speak to you on  
10 behalf of Philadelphia Black Pride in our efforts  
11 to try to move the conversation forward from a  
12 series of town halls that we conducted in 2015. It  
13 is by no means the answer and it's not our job. We  
14 were just doing our work that we have continued to  
15 do throughout our years as an organization.

16 So on August 2015, Philadelphia Black  
17 Pride begun the development of a town hall series  
18 that would address the reports of racism within the  
19 LGBT social and community-based establishments of  
20 Philadelphia against black and brown individuals.  
21 Few of our published accounts in local news and  
22 community-driven petitions for action, Philadelphia  
23 Black Pride consulted with community organizers and  
24 stakeholders to develop the town hall objectives.

1 One, gain community insight on climate of  
2 incidents; develop a strategy of fewer incidents in  
3 inclusive spaces; and three, implement a system of  
4 accountability.

5 On October 14, 2015, the first town  
6 hall meeting was held at the William Way Center,  
7 gaining insight from 70-plus attendees. 85 percent  
8 of the entities were black. It was really  
9 important to the process to allow the space for the  
10 community to be heard.

11 On December 2, 2015, anchored by the  
12 notes from the town hall which are found on our  
13 Website at Phillyblackpride.org, Philly Black Pride  
14 facilitated the development of strategy with an  
15 attendance of 35 people, about 50 percent white  
16 stakeholders and allies. The plan components were  
17 a reporting system for incidents of racial bias or  
18 systematic bullying in the LGBTQ social and  
19 community-based establishments. A challenge for  
20 LGBTQ social and community-based establishments to  
21 pledge to operate according to the principals of  
22 equity, continuous practice of equal access,  
23 invited feedback and safety. Pledge to participate  
24 in a proposed training that will focus on the

1 consistent implementation of antidiscrimination  
2 rules and policy in establishments. And lastly, a  
3 practice of ongoing visibility, accountability and  
4 consequences for cooperating and noncooperative  
5 establishments that serves LGBTQ communities.

6 We also listed solutions or possible  
7 solutions, which I won't go into detail, which is  
8 also found on the Website in the effort of time,  
9 but you can find it there. And I also submit this  
10 in support of moving the community forward so that  
11 we don't spend another 30 years having the same  
12 conversation.

13 (Applause.)

14 MS. LANDAU: So one quick announcement  
15 before I call the next three people. There are two  
16 overflow rooms now. Even if you sound like you're  
17 yelling in this room, the louder we talk in the  
18 mics the better they can hear us in the other  
19 rooms. So talk as loud as you can and directly  
20 into the mic.

21 The next three are Tyrone Smith -- as  
22 long as Ricky Peterson isn't here, the next three  
23 are Tyrone Smith, Ernest Owens and Deja Lynn  
24 Alvarez.



1 TYRONE SMITH: Good evening. For me as  
2 an elder in this community and on a very personal  
3 level, I had to talk to my great nephew about  
4 racism in the community in which we both walk and  
5 breathe. This is insane to me. You know, we took  
6 on the challenge of AIDS and HIV and all of us,  
7 black folks, white folks, straight, all of us came  
8 together. But here in 2016, the insidiousness of  
9 racism has raised its head and I have to believe  
10 within my heart that we as a people in Philadelphia  
11 will kill this enemy. We will rebuke it. We will  
12 kill it because we're better and more than that.  
13 This Commission, the commission for gay and lesbian  
14 issues was put together by Wilson Goode when he was  
15 our mayor. So we have the vehicles to take this  
16 thing to its end. And so we have got to get more  
17 involved. You know, I'm old. I'm in my 70s, and  
18 to have to confront this again in my life when I  
19 have lived through the dog-biting days, when I have  
20 lived through the two bathrooms, I'll be damned if  
21 I want to see it again. I have faith in the youth  
22 in Philadelphia who are black and brown that this  
23 will end.

24 (Applause.)

1                   ERNEST OWENS: Very powerful words.  
2 Hello. My name is Ernest Owens. I'm here as a  
3 community member, but I have been experiencing this  
4 and covering this for over a year. Before I was a  
5 journalist in this City, I was just a student in  
6 college that used to go to Woody's because it was,  
7 you know, the teen night, the college night. And I  
8 would go there and I would see my body exploited in  
9 ways in which it was -- it was beyond. The  
10 experience of, you know, going into these spaces  
11 and being consistently asked for I.D. when I would  
12 see other people that were white go in without  
13 having I.D., being told about dress codes and all  
14 of these different things. And I hope today I'm  
15 not violating any dress code. But I say all that  
16 to say that I have been -- you know, I'm not at all  
17 someone who has been silent about this, but my  
18 voice has always been attempted to be silenced. So  
19 to those people who have not spoken up and there  
20 are today -- I salute you all, but I want to tell  
21 you as someone who has been trying to do it the  
22 right way, I was a communications fellow at City  
23 Hall voicing this to elected officials when I was  
24 in college. And time and time again it was not

1 glamorous enough, it was not hot enough. Talking  
2 about racism was not political enough to a lot of  
3 these people. And when I began to report on it and  
4 try to, you know, bring other people to the table,  
5 there were government agencies that called my  
6 employers and said they were concerned about my  
7 position. They found me divisive and they used  
8 these forms of intimidation to attempt to silence  
9 my voice and addressing these issues to the public.  
10 My First Amendment right was silenced in addressing  
11 these issues.

12 Many people who are not here today try  
13 to speak to their employers and try to speak to  
14 government agencies and they feel like they cannot  
15 because of their jobs. Representatives from the  
16 Mayor's office, from the Office of LGBT Affairs  
17 have called organizations that I have been a part  
18 of and have told them, you know, they were  
19 concerned about my placement. That they wanted to  
20 know what I was going to be saying. The National  
21 LGBTQ Task Force did a Racial Justice Institute  
22 here in Philadelphia. Okay. I mean, other groups  
23 have been addressing racism in our City at a  
24 capacity that surpasses what we're doing right now.

1 This is 2016. We should not be having these kind  
2 of forums. Why are they taking place now when this  
3 issue has been going on for 30 years? It was never  
4 on the agenda. Okay. People have been speaking  
5 and their voices have been silenced and  
6 intimidated. But I was very fortunate to work in a  
7 position where the First Amendment right is the  
8 only right I get to have. And in many cases,  
9 whether there was protestors or there were people  
10 demonstrating, there has been intimidation from law  
11 enforcement, from government agencies to stop these  
12 people from talking.

13           When I did the Racial Justice  
14 Institute, I did a workshop to bring government  
15 agencies together. NAACP came, Philadelphia Gay  
16 Pride, Black Pride came, the Philadelphia  
17 Commissioner's office came, a lot of other people  
18 came. The Office of LGBT Affairs did not come. In  
19 fact, someone from their office called that  
20 organization the day before complaining about my  
21 placement there as a way to try to intimidate me  
22 from being able to exercise my First Amendment  
23 right to speak. These forms of intimidation happen  
24 in these government agencies on a regular basis,

1 the continual calling of employees. Organizations  
2 I'm a part of. I'm a part of the Board of Equality  
3 of Pennsylvania. A government agency called that  
4 organization about me in a capacity because I was  
5 speaking about racism in the LGBT community.

6 MR. EARLE: Mr. Owens, just letting you  
7 know, we're at three minutes. Take a moment.

8 ERNEST OWENS: I'll be quick. In a  
9 nutshell, understand that the bars are not the only  
10 problem. They're not the only problem. There are  
11 government agencies in place, individuals in place  
12 that are also part of the system. Their campaign  
13 dollars and contributions go to support these  
14 elected officials. It is not just the bar owners.  
15 They're only one slice of the problem. There is a  
16 nonprofit industrial complex that goes to this  
17 Gayborhood and beyond this Gayborhood. Government  
18 agencies in place that are meant to silence  
19 vulnerable people of color. I'm privileged to be a  
20 Penn student, a Penn grad with a nice education,  
21 but there's not many people like this or look like  
22 me that have the ability and the courage to speak.  
23 So understand that those who are not speaking are  
24 not speaking because they don't have a story to

1 tell but are scared to lose other needs. So those  
2 in positions of power of color and otherwise that  
3 know these issues are taking place, hold these  
4 people accountable. Thank you.

5 (Applause.)

6 DEJA LYNN ALVAREZ: I'm Deja Lynn  
7 Alvarez. I am a former sex worker, an addict and  
8 now a very proud transwoman and the director of the  
9 first and only LGBT-specific shelter and recovery  
10 facility in this state. It took me a very long  
11 time to get to the point where I could proudly say  
12 all of that to myself, let alone in a room full of  
13 people. I have been in the community of  
14 Philadelphia for 25-plus years, and the racism in  
15 that Gayborhood and the discrimination in that  
16 Gayborhood has been going on since the first day I  
17 touched down in Philadelphia at about 15 years old.  
18 I experienced it in different ways. Although I am  
19 of mixed heritage, Mexican, Serbian, German and  
20 Irish and I am proud of every single one of those  
21 heritages, I experienced it as a transwoman. I  
22 experienced it as a transwoman that was hanging out  
23 in the Gayborhood downtown. I experienced it in  
24 the bars, but even worse, I experienced it from the

1 police. I was beat up, jailed, harassed, called  
2 names, chased, locked up for absolutely no reason  
3 for years and I was afraid to fight back.

4 In 1995, going into 1996, I finally  
5 fought back and I stood up and I sued the City of  
6 Philadelphia and I won. One of my biggest  
7 perpetrators is in this room now still carrying a  
8 badge and gun, but I'm no longer afraid. I am no  
9 longer afraid because in this City now there are  
10 some laws that protect transwomen. For the first  
11 time in history, transwomen have been put to the  
12 forefront, particularly transwomen of color. We  
13 have been granted rights, equality and protections.  
14 For the very first time, we no longer walk behind  
15 the rest of the LGB community. We now stand  
16 alongside of them.

17 It's been a long, hard journey for a  
18 lot of us, a whole lot of us, and there's still a  
19 lot going on, 25-plus years later and we're up here  
20 talking about this still. I still get complaints  
21 from members of the trans community of the  
22 disrespect and the harassment from some police  
23 officers. Again, the difference is now we have an  
24 avenue we can take and we need to start taking

1 advantage of some of these avenues, like the  
2 Philadelphia Commission on Human Relations. We  
3 need to start stepping up. We have to start filing  
4 our complaints and letting them know we're not  
5 going to take this no more, because as long as we  
6 continue to be silent and not tell our individual  
7 stories, we're playing into these systems that are  
8 set up to keep us down. And as long as we do that,  
9 then we start fighting with each other. And as  
10 long as we're fighting with each other, we're  
11 expending all of our energy, all of it fighting  
12 each other instead of fighting those that want to  
13 keep us where we have always been. We can't do  
14 that anymore. We can't. We now need to start  
15 fighting back. We have got some momentum here.  
16 Let's all take full advantage of that. Let's take  
17 full advantage of this hearing as being the first  
18 step to finally changing all the shit that needs to  
19 be changed, not just in the Gayborhood but in the  
20 City of Philadelphia and the surrounding counties,  
21 because guess what, in the State of Pennsylvania  
22 outside of these Philadelphia walls, we still  
23 aren't safe. We still don't have policies and  
24 protections in place. When I get phone calls from



1 transwomen from Delaware County, there's nothing we  
2 can do because there's no law there to protect  
3 them. So let's stop fighting each other, get going  
4 on this fight, come together, take advantage of  
5 people like Rue Landau and Nelly and Mayor Jim  
6 Kenney who have been progressive when it comes to  
7 LGBT rights. I'm not saying they're getting  
8 everything right, but I know for me, for me as a  
9 transwoman, I know for the first time that when I  
10 see a police officer -- when I have to call them,  
11 when they're coming into that shelter that I am now  
12 the director of, I'm not afraid when they come in.  
13 And when they come in with an attitude, I  
14 straighten their ass out. And when they don't  
15 straighten it out, I let them know I'll call the  
16 Mayor, I'll call your deputy commissioner, I'll  
17 call your commissioner. Hell, I'll call your  
18 lieutenant because I do the roll calls now.

19 MR. EARLE: Ms. Alvarez, your three  
20 minutes has passed. If you could just take another  
21 moment to wrap up. Thank you.

22 DEJA LYNN ALVAREZ: Sure. So again, I  
23 just stress, we have got to come together. We can  
24 disagree on shit all day long. It's okay to

1 disagree. But at the end of the day, all of our  
2 missions should still be the same. All of our  
3 missions are the same. It is to end discrimination  
4 in every form. Whether it's racial, whether it's  
5 sexual orientation, gender identity, disability,  
6 whatever the discrimination is, we have got to band  
7 together, and until we do that, we're not going to  
8 be able to end this.

9 (Applause.)

10 RICK WHITE: Wow, to come after those  
11 three speakers. Wow. That's incredible. My name  
12 is Rick White. I'm not an activist. I'm not a  
13 healthcare worker or anything like that. I am a,  
14 quote unquote, down-low bisexual gay male. All  
15 right. So this is major for me to step in front of  
16 this mic in front of this audience and say I am a  
17 down-low bisexual gay male.

18 So first and foremost, I want to  
19 compliment the Commission for being here, for the  
20 Mayor who I see is still here listening to  
21 everybody's voices. That's rare. I mean, he'll  
22 send his deputies, but he's still here listening.  
23 So we have to give him -- and for the press that is  
24 -- the reason why I'm here is what, maybe three

1 weeks ago I was watching Channel 3 or -- Channel 29  
2 it was, and I saw them disrupting the house  
3 meeting. I'm like wow, that's what's up. The  
4 young people, young bucks are taking over. They're  
5 doing something that I wished I could do, you know.  
6 But I'm an old head, so I'm not about to be out  
7 there disrupting no City Council meeting. But I  
8 felt all of what they were saying, you know what I  
9 mean. Being an old head going through Woody's and  
10 feeling uncomfortable being in there so you don't  
11 go anymore. The only place I felt really safe was  
12 Key West. So I digress. So I gave the props to  
13 the press, because if I didn't see the news thing,  
14 I wouldn't feel activated. I wouldn't be motivated  
15 to actually come here, to call Rue's office and ask  
16 could I speak and come out and be out here like  
17 this. So I have to compliment the Black and Brown  
18 Workers Coalition for -- I have to compliment --  
19 acknowledge you. Acknowledge you. Elders, I'm old  
20 head, elders, acknowledge what you're doing, how  
21 you're doing it. Maybe not all the ways that  
22 you're coming to the public about it, but that  
23 you're protesting, that you're being active, being  
24 proactive. And I want to remind you, just like in

1 any movement, this is a movement, Martin Luther  
2 King had a philosophy and that's the philosophy we  
3 want to take, not the Malcom X way. We want to do  
4 it in a peaceful dialogue way. So I just want to  
5 remind black and brown collective to be at the  
6 table, be at the table not so proactive and not  
7 protesting that way, but bring God into the space.  
8 All right.

9           So that's the reason why I came to kind  
10 of voice my opinion and to share that the reason  
11 why I don't go out to the bars, to Woody's and  
12 other places like that is from years of experience  
13 being uncomfortable in them. So I stopped coming  
14 out. So that's why I felt it's so important that  
15 the bar owners and for the bar owners that are here  
16 -- could the bar owners stand up that are here that  
17 are representing? Come on. You can -- because  
18 they are here at the table. They're listening to  
19 the dialogue. So we have to recognize them for  
20 even taking that step. Okay? All right? So now  
21 that they know our grievances, now that they know  
22 what's up, we have to acknowledge that. All right.  
23 So hopefully they're listening.

24           Last but not least, Ernest Owens for

1 writing that wonderful piece two years ago in the  
2 Metro that put the bars on point. I mean, I was  
3 like yeah, I experienced that. And for my elder,  
4 Mr. Tyrone Smith, for going to church and reminding  
5 us that we're not supposed to go through this now  
6 in 2016. But if it wasn't for the coalition,  
7 bringing this -- being so active, being so public  
8 that this Commission and this meeting with all  
9 these people is happening. So bar owners, thank  
10 you for being here, for acknowledging and listening  
11 to our complaints, listening to what we have  
12 experienced throughout the years and be willing to  
13 change and to do something better. We have to give  
14 you props for that. So thank you all. Thank you  
15 very much.

16 MR. EARLE: Thank you, Mr. White.

17 (Applause.)

18 MS. LANDAU: Next up, Asa Khalif, who  
19 is speaking on behalf of Black Lives Matter and  
20 then speaking on behalf of three young people who  
21 could not get off of work. Freddy Shelley, if you  
22 are in the house, and Jarrod King, if you are in  
23 the house. If not, Prentice Bush is next.

24 ASA KHALIF: Thank you, Rue. And thank

1 you for all your hard work, my friend. I truly  
2 appreciate it. You're the only City official, very  
3 rare, that can calm me down. We love you, Rue.  
4 Thank you for your service.

5 MR. EARLE: Asa, real quick, just  
6 because you're speaking for, I believe, three other  
7 people, you'll have at least nine minutes. Six  
8 minutes?

9 MS. LANDAU: Well --

10 MR. EARLE: Three minutes per person,  
11 so you got time.

12 ASA KHALIF: I appreciate it. Thank  
13 you. And that will be Prentice Bush next and this  
14 gentleman here, Pedro. I'm sorry, Pedro. I'm  
15 getting old too. All right. Thank you very much.

16 Good evening, everyone. My name is Asa  
17 Khalif and I am head of Black Lives Matter,  
18 Pennsylvania Chapter here in Philadelphia. I first  
19 would like to -- because I know that my brother who  
20 just spoke quoted Martin Luther King and said we  
21 didn't need Malcom X, but I'm a follower of my dear  
22 teacher Malcom X and I am unapologetically proud to  
23 say that. I would like to say in his quote, nobody  
24 can give you freedom. Nobody can give you equality

1 or justice or anything. If you're a man, you just  
2 take it. Malcom X.

3 Now that we honored our ancestors,  
4 let's get to it. First of all, the bar owners  
5 didn't do us any justice by coming. They were  
6 subpoenaed to come. Okay. So let's not have a  
7 kumbaya moment. Let's just keep it fucking real.  
8 You got here because you were subpoenaed by this  
9 woman's office. Okay. And I know half of you  
10 racist motherfuckers don't even want to be here.  
11 So we call you out for what it is. And we're going  
12 to shut you down again if you don't change your  
13 wicked ways.

14 Secondly, I would like to take this  
15 time because we have a lot of individuals who are  
16 no longer with us. A lot of individuals who we  
17 have lost by illness, murder, homelessness, mental  
18 illness. We want to honor them today, but I want  
19 to specifically talk on one individual in 2014.  
20 His name was Prince. We called him Prince X  
21 lovingly. He was a man among men and he truly was  
22 a humble, humble soul in his lifestyle. Prince had  
23 an illness that unfortunately took him out. And I  
24 got a call from him. He had been sick for several

1 times, for a long time, and he got a kick start and  
2 he was doing well physically. He called me and I'd  
3 just got out of jail for some damn protest we were  
4 doing up in Atlanta. But he called me and he says  
5 are you out. I said yeah, I'm out. I said you  
6 sound good, you sound real good. He says I feel  
7 good, Brother Asa. He said I feel good, my friend.  
8 I said we got to celebrate, you know. I said where  
9 do you want to go. So we called the crew up, you  
10 know, our college -- we were all Temple alumni. So  
11 we called everybody up. Hey, Prince is feeling  
12 well, let's go and celebrate. And we said well,  
13 where do you want to go. And he says well, you  
14 know, I'm a Woody's kid. And we were all kind of  
15 like oh, my God, because we already knew.

16 So we said okay, Prince, this is your  
17 day, you're feeling well. We picked him up. We  
18 brought him to Woody's where he wanted to be. He  
19 wasn't drinking. Just wanted to be in the  
20 atmosphere. That was his spot. We respected it.  
21 Prior to going inside the club you felt it. We  
22 already experienced it. Where's your I.D.? Here's  
23 our I.D. These I.D.s look fake. Okay. Do you  
24 have a machine where we can run it? Yeah, but it



1 still looks fake. Okay. Are you sure you are who  
2 you are. You don't look like this person. One of  
3 my friends said, you know, I was in drag when I  
4 took it. And he wasn't in drag. It was just, you  
5 know, we were trying to lighten it for Prince  
6 because we could have set it off, you know. But we  
7 didn't want to do that because -- yeah, you know  
8 how it go. We could have set it off easily. But  
9 it wasn't about us, it was about our friend who  
10 needed our support. He wanted to go to Woody's.  
11 35 minutes waiting for his fruit punch by a rude  
12 bartender who felt that he could disrespect black  
13 and brown people simply because we were black and  
14 brown people. And to see Prince's levels of  
15 enthusiasm and levels of joy diminish as he was  
16 diminished as a person of color by policies that  
17 were set up by Woody's with a history, generational  
18 history of racism and prejudice and discrimination  
19 towards black and brown people in this community.  
20 Well, he finally got his fruit punch, and long  
21 story short, we took him home and he said it was  
22 the best night he had and we were happy for that.  
23 He called me a few hours later in tears and said I  
24 don't know physically if I'm ever going to be able

1 to go out and hang with you guys like that again.  
2 And it's pretty sad that on this night where I was  
3 feeling so good, a racist type of atmosphere  
4 reminded me just how much hate and bigotry is in  
5 the community that I'm supposed to be safe at. So  
6 three months later, Prince passed away and he is in  
7 the room -- excuse me, he's in the room, his spirit  
8 is in the room definitely. We called on him now.  
9 I feel his spirit all around me. As I told Rue, I  
10 wanted to make sure that his story was told. He's  
11 not here to see this. But his name will go on  
12 record because his life mattered. As a black man  
13 of color, his life mattered. Prince's life  
14 mattered and we speak his name, we say his name and  
15 we celebrate his name, and I want my brother to  
16 know that you have now been vindicated and you have  
17 been validated.

18 Black lives matter. And if you need  
19 any type of reassurance of that, listen to the  
20 testimonies. I can talk to you, brothers. I love  
21 black and brown people. Doesn't mean I hate white  
22 people. Doesn't mean that. But I love our people  
23 and I love the fact that we can disagree among each  
24 other, but yet we can come together in a united

1 front because we are magic. And just like Prince  
2 was magic. Just like he was magic. So I offer  
3 this testimony in his name and again, I want to  
4 thank my friend Rue for setting this up.

5 I want to put you racist bigots on  
6 notice. iCandy, you already should pack. We are  
7 going to hit you economically. We are going to hit  
8 you -- you've seen the video. You know damn well  
9 we don't care about going up into your space. You  
10 said you didn't want any niggers? Well, the  
11 niggers are coming and we're going to continue to  
12 boycott you, we're going to continue to protest you  
13 until you pack your shit and get the hell out of  
14 our community.

15 So, again, I thank you. I thank you  
16 all. Thank you for allowing me to speak. Let's  
17 come together, people. Let's come together.  
18 Regardless how you identify, this should always be  
19 a safe space for us and our allies. I love you  
20 black and brown people. I love all of my white  
21 allies who came out. I see some of you here  
22 smiling, standing in solidarity. I love you too.  
23 And we're going to have a shot on all of us after  
24 this thing is over because I think we're all going

1 to need it. So thank you so much. Black lives  
2 matter and let's remember Prince. God bless you.

3 (Applause.)

4 PRENTICE BUSH: Hi. I kind of wrote  
5 things down because I have a million thoughts, but  
6 I'm going to start by saying that the anger that  
7 came in your direction is just righteous anger from  
8 a place that I live in. I just cried tears that I  
9 haven't felt in a long time because it's 2016, and  
10 when I was 16 this man took me in and taught me how  
11 to be an activist. And at 41, almost 42, I'm still  
12 having to be an activist in a place that should be  
13 open and loving to me because I am open and I love  
14 it.

15 Let me just start by saying I have been  
16 made both the villain and a hero of my LGBT story.  
17 I am a threat to the bars but I am a gold mine to  
18 the nonprofits. We forget that we are a community  
19 of many and that many have varied looks and lives.  
20 Today is about how race affects us and breaks it  
21 apart. We black and brown people are marginalized  
22 for being gay, lesbian, bisexual and trans. We  
23 walk into a community meant to embrace and enrich  
24 us as LGBT people, only to find that we still are

1 just black, just colored, or as a recording  
2 announced, just niggers. How can we command  
3 respect and acceptance for the world if we can't  
4 extend it to each other. Are we all often -- we  
5 are all often lumped together. Well, today is  
6 about race and my race is black.

7 Racism in the LGBT community affects me  
8 disproportionately. The many isms are inhumane and  
9 need attention. We often lose focus by trying to  
10 lump them all together. Today I speak with the  
11 hope of a singular message. That black people will  
12 no longer be demonized, criminalized or just  
13 ignored by the LGBT community at large. This is  
14 not a rejection to anyone or of any cause or  
15 denouncement. This is however about race and the  
16 racial divide and racism that affects LGBT folk.  
17 If we organize and facedown each ism as the whole  
18 and separate monster that each are, we can be  
19 effective. If we continue to be unfocused and  
20 scattered, we will continue to be marginalized. It  
21 is a masterful trick of an oppressor to use  
22 division among the marginalized and oppressed.  
23 Yes, united we stand, but united with our  
24 singularity and clarity and focus we will stand --

1 we will -- I'm sorry, yes, united we stand, but  
2 united without singularity and clarity and focus we  
3 still fall.

4 My best friend Anthony Alfie McCullough  
5 was murdered for being gay and black. Killed by  
6 two white men in the Gayborhood and he laid dead in  
7 the street for hours uncovered, uncared for. I  
8 have been ignored, over sexualized, accused of  
9 criminal behavior such as tip stealing and other  
10 petty annoyances because I am black. Ignored by  
11 bartenders and accosted by doormen and security.  
12 These things happen to me and continue to happen to  
13 young men to come behind me. I have heard this  
14 uproar met with concerns for women and the concerns  
15 of people with disabilities and the recovery  
16 community. Well, the sober community has many LGBT  
17 folk events and support. Could there be more?  
18 Yeah. LGBT people of color will fall into folk  
19 with disabilities and folk that identify as addicts  
20 or alcoholics or just folk who choose sobriety. I  
21 know that many people have agendas and needs and  
22 concerns, but this is about racial inequalities and  
23 disenfranchisement and marginalization. It is --

24 MR. EARLE: You're at your three

1 minutes. Please take a few more moments.

2 PRENTICE BUSH: Gotcha. Okay. Thank  
3 you. It is time to own the movement and the social  
4 ill and needs to be addressed, not in spite of but  
5 also not in kind with other movements. We have to  
6 stand as black and brown people together. We have  
7 to stand as gay, lesbian, bisexual, trans and  
8 questioning people of color together. We have to  
9 move together, speak together, and we have to put  
10 our money where our mouth is because I will end  
11 with this. There is nothing that the owner of  
12 iCandy can do, say, give or be to me. There is  
13 nothing that he can say, do, be or give to me. He  
14 can be gone. Not a cent.

15 (Applause.)

16 PEDRO SANTIAGO: Hello, everyone. I  
17 just wanted to say that my name is Pedro Santiago  
18 and I am a gay individual who is not only a gay  
19 individual but a gay individual living with HIV in  
20 this community. And it's very hard every day to go  
21 out in community and see that many people put us  
22 down not only for just being gay but being for  
23 those who are in our HIV community who live every  
24 day, because not only am I HIV, but I am also HIV

1 and still surviving the many other things of just  
2 not only being HIV but also being a homeless HIV  
3 individual in this gay community. And I just feel  
4 as though that many organizations in our community  
5 are not always here to help us because they say  
6 they're helping us, but they're not.

7           Here it is, we have Philadelphia FIGHT,  
8 one of the organizations on our front who are  
9 supposed to be supportive of those who are HIV and  
10 supportive individuals, but here it is they just  
11 use us and they use us in many ways. They use us  
12 being volunteers for these programs. They use us  
13 for doing so many things, but you're not seeing the  
14 fear of living as this individual that I am. I'm  
15 22 in this community, and I think that there is so  
16 much more that can be done in this community if you  
17 really put your mind to it. And what I mean by  
18 putting your mind towards it is that if you really  
19 think about what people say, you will actually see  
20 that they're more than just this individual that  
21 you decide to put down. But they're also an  
22 individual that is very positive minded, they're  
23 also someone who is still trying to go to school,  
24 surviving with this every day.



1                   I found out that I was HIV positive  
2 when I was 19 and I found this out by going out  
3 there and getting an HIV test every month because  
4 of the fact that most of these HIV organizations,  
5 they say oh, your -- the test is coming back  
6 positive, it's coming back negative, it's coming  
7 back positive, it's coming back negative. But here  
8 it is, you're not actually asking me what is it  
9 that you need to make sure that you're doing what  
10 you need to do. All you say is take your medicine,  
11 take this, take this. But at the end of the day, I  
12 feel as though if you really want to know what we  
13 need to do, is we need to let -- you need to ask us  
14 and not only ask us, but educate us as a community  
15 that HIV is still something that people live with.  
16 And not only do I live with it, but I'm pretty sure  
17 there's many of us out here that live with it. And  
18 here it is, it's hard for to us to overcome it  
19 because you don't ask us what we need in this  
20 community. You just demand that we do it.

21                   (Applause.)

22                   FREDDY SHELLEY: Hello, everyone. My  
23 name is Freddy Shelley. I'm here to read a  
24 statement from Jeff Sotland who couldn't be with us

1 tonight. Jeff Sotland is one of the co-owners of  
2 Tabu. And for the record, this is Jeff's wording,  
3 so if this goes longer than three minutes, I'll  
4 submit the written statement.

5 I apologize that I cannot be here to  
6 speak for Tabu on the issues facing our community.  
7 Having attended both the town hall meeting at  
8 William Way Community Center and meeting at the  
9 African American Museum, I really want to be a part  
10 of this discussion. I have asked Freddy Shelley,  
11 who was once the first general manager of Tabu  
12 whose efforts and outreach and branding helped to  
13 set a tone of inclusivity at Tabu and helped to  
14 develop it into the space it is today.

15 I had to sit and think for some quite  
16 sometime about what I wanted to say because I'm not  
17 a fan of revisiting history and deciding how to  
18 move forward. However, I think it would be  
19 disrespectful to the entire community if I and Tabu  
20 as a whole did not acknowledge the unacceptable  
21 conduct that has been going on in our city and  
22 within our community, not just in recent events but  
23 for sometime. Before I begin, I'd like to point  
24 out that the non-working staff of Tabu is here

1 tonight, as well as some of our performers and  
2 promoters. They have read these words and have  
3 been active with questions and comments. I believe  
4 it is safe to say that they support this statement  
5 in its entirety. As a lawyer, community board  
6 member and co-owner of Tabu Lounge and Sports Bar,  
7 I hope my words are accepted as not only a  
8 statement of my thoughts, but those of the entire  
9 Tabu family as we call for more education,  
10 communication and change. I do not speak for other  
11 bars, restaurants or business, but my hope is that  
12 they endorse and support this statement.

13           While I have heard statements such as  
14 this is not my fight, I believe it is time for  
15 everyone to speak out to eradicate this problem and  
16 to open the door to dialogue. So what do we do?  
17 We must all come to the table working together with  
18 any individual or organization such as GALAEI,  
19 Black Pride, Black and Brown Workers Collective or  
20 any of the other organizations that want to  
21 effectuate change. Everyone must be willing to  
22 work together to embrace this idea.

23           The LGBT community has been a  
24 marginalized community that has seen great advances

1 over the last few years, but we need to dedicate  
2 energy and resources toward demanding that all  
3 members of the LGBT community be given equality  
4 amongst ourselves and in the allied community.  
5 Queer people of color should feel comfortable  
6 looking to their brethren who may not be a color  
7 and rely on their support. By no means am I  
8 proposing that QPOC need their non-QPOC brethren to  
9 make progress, but I am stating without  
10 qualification that debate and advocacy is stronger  
11 when we work together as a whole.

12 Over the last several weeks I have  
13 watched people threaten violence, defend racial  
14 discrimination and racist comments and even promote  
15 criminal actions to members of our community.  
16 This cannot continue or be allowed. We need to  
17 come together and bring all our resources to bear.  
18 Some people here refute this idea and suggest some  
19 members of the community need to get out of the way  
20 and allow for immediate change, whether it's in  
21 City government, Gayborhood stakeholdership or  
22 those who should sit at the table. To those  
23 individuals, I would like to say we are stronger  
24 together than we are apart. I am by no means using

1 words such as relax or patience or wait. I think  
2 those three words have been used, exhibited and  
3 lived for many years. The words I am using are  
4 community, now, and impact. We as a community need  
5 to come together now and make an impact.

6 MR. EARLE: Freddy, your three minutes  
7 are elapsed. Take a moment. I don't want to kill  
8 the statement, but just take a few moments to wrap  
9 up.

10 FREDDY SHELLEY: Absolutely. Thank you  
11 so much. So I'm going to skip to Jeff's four  
12 points rules. One, let's sit and talk instead of  
13 mandate and set realistic demands. Two, put a  
14 realistic timeline in place. Three, six, nine,  
15 twelve months for different demands. Instant  
16 gratification, while not realistic, we should be  
17 able to and we can develop a system to follow up  
18 and confirm that changes are really occurring and  
19 that this is not just window dressing. Set  
20 standards of conduct for businesses, nonprofits,  
21 dress codes or representation. Push for better  
22 representation of board people and leadership. Go  
23 public with unanimous support and the assistance of  
24 the Philadelphia Human Relations commissioner for

1 enforcement and the Office of LGBT Affairs for  
2 advocacy. What I promise for myself on behalf of  
3 Tabu, we will never suggest we understand what it's  
4 like to be in your shoes. We will never suggest  
5 that we understand how you feel by the actions of  
6 others. But we will always stand by our commitment  
7 to the community to provide a safe and fun space,  
8 welcoming to everyone. We will work with you to  
9 make our community stronger, more inclusive,  
10 happier and vibrant. We are here and we are not  
11 going anywhere.

12 (Applause.)

13 MS. LANDAU: Thank you. Next up,  
14 Jarrod King, if you're here, Malcolm Kenyatta,  
15 Julie Chovanes and Antoine Johnson.

16 MALCOLM KENYATTA: It's very good to  
17 see everybody, but obviously not for this reason.  
18 Today feels really good. And it feels really good  
19 because people that have been enduring this type of  
20 discrimination finally get a chance to say  
21 something, but my fear is that when I look across  
22 this room I see folks in the choir. I see folks  
23 that understand and know and that are allies for so  
24 many of these issues. It feels good right now that

1 we're in here. We're venting. That so many people  
2 can finally say I wasn't making this up. This is  
3 real. This ain't Santa Claus. Racism is real.  
4 It's happening. It's happening every single day  
5 and as an LGBT community, as a community that  
6 understands what it means to be marginalized, we  
7 have a profound and unique responsibility to never  
8 inflict that same marginalization upon others.  
9 From Stonewall, to the civil rights movement, to  
10 the Black and Brown Workers Coalition, you look at  
11 a moment of historic change and a black LGBT person  
12 was right there. When it was time to fight the  
13 epidemic of HIV and AIDS, black people were  
14 standing right there. And now it's time. I sat on  
15 Facebook right after this happened, I'm not going  
16 to any more forums. I make an exception tonight.  
17 But a part of the reason I said that is black  
18 people don't need a forum. I don't need a forum.  
19 I don't need bias training. It's for more my white  
20 friends.

21 The next step of this is not  
22 necessarily filing something with the Human  
23 Relations Commission, though we should. But what  
24 do I file? What do I file about the hundred cuts

1 of subtle racism that we have to endure every  
2 single day? What do I file when I go to the bar  
3 and the bartender looks at me and goes to someone  
4 else? What do I file? And so the onus in my view  
5 is that A, we have to walk forward with the spirit  
6 of honesty. And the honest thing is, what we heard  
7 on that video, there are folks that heard him say  
8 that before. And I think the fear is that there  
9 are some white folks in this room that are saying I  
10 might have said that before. And so if he is a  
11 racist, if he is a bigot, what am I? And that  
12 fear, that fear can immobilize us. But if you are  
13 here and you are a person that has privilege, does  
14 not mean that everything in your life is right, but  
15 privilege means that you can look on T.V. and  
16 readily see a representation of yourself.  
17 Privilege is the fact that none of the bars in the  
18 Gayborhood are owned by a person of color. Not  
19 one. That's privilege. And so I don't hate you  
20 for your privilege, but I judge you on how you use  
21 it. And so what I ask and what I care about is not  
22 what happens in this room, it's not what happens in  
23 this room, because the real fight is what happens  
24 when the T.V. cameras are off and when we go home.



1 The real fights are in our living room with our  
2 friends, with our family who we know says things  
3 just like we heard on that video every single day  
4 and we love them and we hold them close and we say  
5 oh, he's not that bad. So for every white person,  
6 the next step is on you. Thank you.

7 (Applause.)

8 ANTOINE JOHNSON: My name is Antoine  
9 Johnson and I have been part of this community for  
10 15 years. I have experienced the police walking on  
11 the street. But for me there's a way in my mind  
12 that I need to be part of the establishment. So  
13 I'm going to come from a black person that was in  
14 the establishment understands how this all worked.  
15 I dated the right people. I attended the right  
16 events. I got on the boards. I met people. This  
17 one right here saved my life. My first time ever  
18 in Center City living at 10th and Spruce walking  
19 down the street. She's like boy, you need help.  
20 And from that day, we became friends. And up until  
21 last year, we were connected when we were putting  
22 together a homeless shelter for the LGBT youth.  
23 Okay. So that right here is a perfect example of  
24 what it's like to grow up in the community, strive,

1 thrive and help others. But that didn't stop the  
2 cops from stopping me the next time. Okay. And I  
3 understand what it's like to be a black person in  
4 this City, but I also understand what it's like to  
5 be on the other side of it. And so what I see is  
6 the black people who are angry and upset. There  
7 are programs and there are people that we can talk  
8 to, but if we continue to yell and scream and curse  
9 and trap white people against the wall, whether  
10 cops have to be called to help them out, when we go  
11 up to protests at meetings, it's not helping us any  
12 bit because next thing you know we are just a  
13 hashtag on the Internet. That's a real fact. You  
14 may not like it. You may disagree with me 110  
15 percent, but we can't do that. Being a hashtag is  
16 not good for our families. It's not good for our  
17 friends. And what has it gotten us in this country  
18 thus far? More protests and more black lives down  
19 and out.

20                   So I'm asking, if we communicate with  
21 Nelly and Rue and all these people, we can get  
22 things done. Kemar is a perfect example of someone  
23 who has communicated and they're helping. Am I  
24 wrong or am I right? I hate to single you out, but

1 this is something that I know to be a fact. And  
2 what we need to do is change the language that is  
3 in our media. That is the most important thing.  
4 Not all black people are criminals. Not all black  
5 people are poor. Not all black people live in the  
6 city. Not all black people don't go to college.  
7 That is not the truth. And not all black people  
8 are angry and not all black people are out to hurt  
9 you. When we realize that and we talk about this  
10 stuff, things will definitely change. I have to  
11 say this, this is very important. Nelly is a very  
12 good friend of mine, and the attacks that have been  
13 put upon Nelly as a person who came to this office  
14 are outrageous. This woman is for this community,  
15 everyone in this community. She runs to help us.  
16 You may not see it, but she's working. If you  
17 believe in God, you may pray every day, but your  
18 blessings are happening in his time and he's doing  
19 the work, but you may not see the work being done.  
20 And I think she is 100 percent behind closed doors  
21 working for this community.

22                   And the last point that I have to make.  
23 There are people in this room who are afraid to  
24 speak out and speak to the black and brown people

1 because they're afraid to be called racist. You  
2 cannot have a conversation about race if you  
3 intimidate people to have the conversation about  
4 race. When people call -- I mean, this is not a  
5 conversation for discussion. What I'm saying is if  
6 black people and white people can speak without  
7 fear, this will get fixed.

8 (Applause.)

9 JULIE CHOVANES: Hi. My name is Julie  
10 Chovanes. I am a resident of the City and I have  
11 lost where I am in my notes. Sorry. I have lived  
12 in the Philadelphia area all my life and I reside  
13 in the Mt. Airy/Chestnut Hill area now. I am also  
14 Executive Director and Legal Program Director of  
15 Trans-Help, a nonprofit whose mission is to pursue  
16 basic civil rights and social services for trans  
17 people, as well as LGB people through federal  
18 litigation, education and outreach. I was asked by  
19 some clients and other LGBT people of color to  
20 relate their experiences to the Commission. They  
21 can't come here. They can't come here because  
22 they're afraid of repercussions. Some of them are  
23 gay black males who work and visit the Gayborhood  
24 bars -- work in and visit the Gayborhood bars.

1 Others of them -- and this is our most challenged  
2 population in Philadelphia are the transwomen of  
3 color who work, used to work, or clients or  
4 patients of even the nonprofits in the City. Each  
5 of their experiences has been bad. These aren't my  
6 experiences. I'm a privileged white woman from the  
7 suburbs. These aren't my experiences. But they  
8 asked me here because they're too fearful to be  
9 here in this room that's supposed to be one of  
10 support, in a room that's supposed to one about  
11 solving the issues, but the issues are too real for  
12 them even to show up. It's subtle and blatant  
13 racism and I would be a bad lawyer, I would be a  
14 really bad lawyer to try to convey in public in  
15 three minutes what they have told me because I  
16 found it really hard. I found it really hard as a  
17 person and as a lawyer to convey the humiliation  
18 and harm that occurs every day, every day to LGB  
19 people of color in our community. I also find it  
20 sad that those who underwent humiliation and harm  
21 themselves back when I was young in the early  
22 years, now turn around and inflict it on those who  
23 need their help and concern and respect.

24                   When I was first asked to do this, I

1 almost refused. I don't like to take cases I know  
2 I'm going to lose. I know some of the bars and  
3 business owners here in the Gayborhood, I have been  
4 told that some of them showed up in response to  
5 subpoenas and they all may have sent people. But  
6 the best we can do for some of those people is to  
7 have the brave ones here and the other ones hide.  
8 That's not good either. And the system is not  
9 working if that's the best we can do. Racism has  
10 been rampant here. Racism has been rampant as long  
11 as there has been a Gayborhood or even before that.  
12 And I'm older than some of you in this room and was  
13 in the Philadelphia community back then. In fact,  
14 I Googled it and one of the first hits was a Philly  
15 Gay News article in 1986 about racism in the gay  
16 community. And it's not a cultural difference.  
17 It's not my music is different than a black  
18 person's music or my way of behaving. We all know  
19 how to behave with basic human consideration, love.  
20 And the only cultural difference I see is that the  
21 white people are on the inside looking out and the  
22 people of color are on the outside looking in from  
23 the streets in the Gayborhood and many other places  
24 in our City. Although Mayor Kenny, Jim --

1 MR. EARLE: Julie, your three minutes  
2 have lapsed, but please take a few more moments.

3 JULIE CHOVANES: Okay. Sorry, my back  
4 is towards you guys. Although Mayor Kenny and  
5 Nelly and others in the administration are keenly  
6 aware of the issue, and in Mayor Kenny's case I  
7 know has worked for years, and Nelly's case more  
8 recently has also worked for years. They can only  
9 do so much. They can't change it overnight. And  
10 there are simple solutions, like finally releasing  
11 the police records of our sister Nizah who died in  
12 Philadelphia 12 years ago. This Commission or the  
13 legal system can't change this system either. With  
14 all due respect, there are too many stories, too  
15 much injustice for the system to cope. It's not  
16 here, it's not going away. To change, we need to  
17 bring in these new voices. Those young, those  
18 still idealistic enough to know how to change the  
19 world. I see some of them in the Gayborhood. I  
20 certainly have heard some of them tonight among the  
21 most inspired people I have ever heard. We need  
22 those young people. We need them to call the  
23 situation to hand. We need them to call each of us  
24 to solve the situation, otherwise in 35 years

1 Philly Gay News or, God forbid, Ernest Owens will  
2 be writing about this again. Thank you.

3 MS. LANDAU: Next up is Kemar Jewel,  
4 Terrell Green and Sappho. And there are  
5 microphones in the back, yes.

6 KEMAR JEWEL: Good evening, everyone.  
7 So my name is Kemar Jewel. And the reason why I'm  
8 here is because I love the Philadelphia Gayborhood.  
9 When I was 15 years old, my parents put me out on  
10 the street and they Attic Youth Center and the  
11 Philadelphia Gayborhood took me in. Because of the  
12 Philadelphia Gayborhood, I have been able to get my  
13 first apartment, I have been able to graduate high  
14 school, I have been able to graduate college, I  
15 have been able to tour around the world. I have  
16 been able to do so many thing because of the  
17 Philadelphia Gayborhood and I will always show up  
18 for the Philadelphia Gayborhood.

19 So I wanted to say that in today's  
20 society when we hear the word racism, our minds  
21 usually default to extreme measures such as  
22 lynching, KKK members and bar owners screaming  
23 nigger across the room. Although those are  
24 definitely forms of racism, there are more common



1 ones that happen right in front of our eyes almost  
2 every day. I'm talking about covert racism.  
3 Covert racism is a form of discrimination that is  
4 disguised and subtle. It is concealed in the  
5 fabric of society and hurts individuals through  
6 often unnoticed and passive methods. To me,  
7 pleasing how people of color look, act, feel and  
8 say is covert racism. On Saturday, September 17,  
9 2016, I became another victim of covert racism in  
10 the Philadelphia Gayborhood. I tried to gain  
11 entrance to Woody's and I was denied entry because  
12 I was wearing sweatpants and sneakers, and I was  
13 told that I was not in dress code according to the  
14 bouncer who was white. When I asked since when has  
15 there been a dress code, he responded by saying for  
16 a long time. Which is clearly a lie because I have  
17 been going to Woody's for seven years since I was  
18 going to college night. I have always been in  
19 similar attire and I have never had that issue.  
20 When I asked another bouncer who was black what was  
21 actually going on, that bouncer told me that  
22 they're actually being strict and refusing certain  
23 people because the owner who was white was actually  
24 in the building that night.

1                   When I think back that to tonight, two  
2 things come to mind. One, honestly, Woody's is not  
3 even that fab to even have a dress code. Number  
4 two -- it's not. I live in New York. I go to fab  
5 bars. Woody's is not a fab bar. Number two, why  
6 are venues that are supposed to be inclusive and  
7 create safe spaces for queer and marginalized  
8 people now trying to regulate what people,  
9 especially people of color, can and cannot wear.  
10 In 2016, sweatpants, track pants and other athletic  
11 attire have become everyday attire for folks. For  
12 me, athletic wear has become engrained in my style,  
13 my presentation and how I express gender identity,  
14 and also let us be clear, God created black people  
15 and black people created style. And I just feel  
16 like trying to police queer people is just going  
17 against what these spaces were originally for and  
18 it needs to stop now.

19                   To the queer leaders of color in the  
20 room, thank you. Thank you for showing up again  
21 and again and again and again and again physically,  
22 emotionally and mentally to fight for what is  
23 right. To the Mayor, Congress people,  
24 commissioners, bar owners, organizational leaders

1 and other high-ups in the room, please know that  
2 queer people of color are sick and tired of being  
3 sick and tired, and I ask that you use your powers  
4 and your privilege to end this cycle and also  
5 listen to what queer people of color need in this  
6 community. To end, I want to leave you with a  
7 quote which is one of my favorite quotes. It is  
8 from Archbishop Desmond Tutu and it goes, if you  
9 are neutral in situations of injustice, you have  
10 already chosen the side of the oppressor. If an  
11 elephant has its foot on the tail of a mouse and  
12 you say that you are neutral, the mouse will not  
13 appreciate your neutrality. Thank you.

14 (Applause.)

15 TERRELL GREEN: Hello, everyone. Hi.  
16 You look wonderful. My name is Terrell Green and I  
17 personally want to thank Nelly for reaching out to  
18 me and, you know, really encouraging me to share my  
19 story today. I am a Philadelphia native, educated  
20 in Philly public schools. I now work at Philly  
21 public schools as an arts educator with arts  
22 organizations in the City and I work with PHMC  
23 programs.

24 Growing up, my mother repeated two

1 things -- repeated to me all the time that I had  
2 two strikes against me, that I was black and a man.  
3 So when came out at 17, she said and now you have  
4 your third. Mom said it and the world showed it.  
5 I don't want to spend this crucial time rehashing  
6 the past, going down a laundry list of traumatic  
7 racist events, though they are very important to go  
8 down when the trauma is already set. Or I could  
9 talk about a time when I ordered a medium rare  
10 burger at Tabu and my white waiter turned to me and  
11 said I thought you people liked your meat well  
12 done. Or I could talk about solutions. So I want  
13 to talk about solutions. First by saying equality  
14 isn't a political practice but a human practice.  
15 So in knowing I'm human, remove your invisible and  
16 irrational fear of me and one other thing, please  
17 stop clutching your purses when we make eye contact  
18 on the street and smile instead. I'm going to  
19 smile back, I promise. Now, here's a laundry list  
20 of solutions. Create legislation that questions  
21 employers on their lack of trans people of color on  
22 their staff. Sanction LGBTQ businesses that have  
23 no trans people of color on their staff. We have  
24 done it to discuss the gap in pay amongst genders,

1 we can do it for race too. A health and literacy  
2 center providing mental and physical health  
3 services, literacy enrichment programs and job  
4 training and placement for LGBTQ people of color.  
5 Employing LGBTQ people of color in leadership roles  
6 at organizations receiving state and local grant  
7 funding to provide services for the LGBTQ community  
8 of color. Provide funding for LGBTQ artists of  
9 color to produce, teach and perform art to heal --  
10 to help break and heal our community. Lastly, I  
11 work in the Philadelphia schools and the charter  
12 schools and I -- this conversation will be  
13 happening in 25 years if we do not have an LGBTQ  
14 inclusivity training program in all public and  
15 charter schools in Philadelphia. Thank you.

16 (Applause.)

17 SAPPHO FULTON: Hi, I'm Sappho. How  
18 are you? I'm a lesbian identified woman of color  
19 and I don't think you see a lot of us up here  
20 tonight. Anyway so, yeah, we get nervous, we get  
21 nervous in these spaces sometimes because we feel  
22 like our voices don't matter. Sometimes we are  
23 actually invisible in the Gayborhood, the lesbian  
24 piece of it. So I want to introduce myself. I am

1 one of the larger promoters in the women of color  
2 spaces. We have in existence in the City of  
3 Philadelphia, everything that is here in the  
4 Gayborhood we have that outside of Center City.  
5 Like for years I want to just say this -- first of  
6 all, I want to say that I came up from Petey Girls,  
7 the Swan Club, the Olympic Ballroom, old school.  
8 So -- Olympic Ballroom, Mademoiselles, and when we  
9 came to the -- Sisters and Hepburns, and Hepburns.  
10 And when we came to Sisters, we needed membership,  
11 we needed membership to get into Sisters. So we  
12 didn't argue too much about marginalization and  
13 separation. We didn't feel comfortable and we  
14 wanted to dance. All we wanted to do was just  
15 dance and be free. And be safe and feel safe in  
16 those spaces. So we created spaces outside of this  
17 Gayborhood or Center City area. Williams Way,  
18 William, if you don't know, look in Williams Way  
19 desk and look at the history of what it was created  
20 here by white male privilege. It was a space  
21 created to find homes and resources for gay white  
22 men. We have created a space around that and the  
23 racism is entrenched in the thread of this area.  
24 Listen. We don't -- women do not have a -- we have

1 never owned a bar down here. Never. When we come  
2 in these spaces, they overcharge us to come in  
3 these spaces. Listen. And then they don't show  
4 up. This is what we look like now. I let her come  
5 up here with me because I love Philly. I do. When  
6 we go in Woody's, when we go in Woody's, they have  
7 white men dancing with panties on. I like to see  
8 women of color or women dancing. They don't even  
9 invite us in. When we come from systems and ask  
10 for money, we don't even have -- we don't even get  
11 -- we are not even offered support for things that  
12 we have. We're not. I ask permission to have an  
13 event here during Pride weekend. Because we know  
14 our place. We have respect. We do. It is what it  
15 is, you know, and we were given that. We don't  
16 think -- I think maybe 75 -- maybe 50 people showed  
17 up on a Pride weekend night. So we don't even get  
18 the support when we get here. So I am an owner of  
19 a nonprofit, but also now that I have told you that  
20 I'm a lesbian, an old lesbian, you know, I'm also  
21 doing my work. As Audre Lorde would say, are you  
22 doing your work. You all know of me and you all  
23 have seen me because I have made my presence known  
24 because my silence will not protect me. And I hold

1 my collective accountable and make them speak up  
2 and I say stand up and own your space. We  
3 shouldn't be having this conversation in 2016.  
4 Susan, I thank you. Nelly, I thank you. For the  
5 Brown Women's -- Nelly, I thank you. Franny, I  
6 thank you. I thank you for doing your work, women.  
7 Listen. If the Brown Women's Collective hadn't  
8 jumped up in City Hall that day, we wouldn't even  
9 have probably been here. I apologize, Nelly, if  
10 you caught the brunt end of it, but I thank God  
11 that Nelly had a backbone that can handle that  
12 shit.

13 MR. EARLE: Sappho, your three minutes  
14 have lapsed, but take a few moments to wrap up.  
15 Thank you.

16 SAPPHO FULTON: So I just want to say  
17 that I'm asking that you all open up some space for  
18 us and I ask that you hold us accountable. And  
19 don't discriminate if we don't always articulate or  
20 sound like your white constituents, because some of  
21 us talk with a slur. We become afraid. We don't  
22 admit it because we ain't no chumps. But we become  
23 afraid, we become afraid to always speak up in  
24 these spaces. I'm trembling. But I do want to say



1 that I am doing my work. I'm going to, you know,  
2 tell a little story. One of my bosses is back  
3 there where I intern at for two days a week. I  
4 work in Philadelphia, FIGHT. I'm interning there.  
5 And I'm also the clinical director. The clinical  
6 director, you heard that part, at the new LGBTQ  
7 Home For Hope. I'm in the background. You all  
8 ain't seen me. I'm in the background having those  
9 private, personal conversations and nurturing those  
10 souls that you all have tore up. I'm also there  
11 when we have these brown transwomen that come down  
12 the stairs and want to come to Mazzoni and can't  
13 come in Mazzoni because we're afraid that they're  
14 not going to be safe when they come in Mazzoni  
15 Center. They're not going to be safe. That's what  
16 they're told. They're not feeling the part of  
17 welcome by the clinical staff in Mazzoni. They can  
18 come get T shots, they can come get estrogen, but  
19 they don't feel safe in the background. They told  
20 me to get off the mic. All right. Look me up on  
21 Facebook, Sappho Fulton. Drop the mic.

22 (Applause.)

23 MS. LANDAU: Lou Berrios, Chris Stro  
24 Kyle and Naomi Leapheart.

1                   LOU BERRIOS: How is everybody doing  
2 today? So it's crazy because just today I found  
3 out that I was only going to have three minutes to  
4 speak. I couldn't write up on paper with so much  
5 that I have to say not only -- I hear everybody  
6 speaking about clubs, but not that, but nonprofit.  
7 Nobody understands the power nonprofits have in  
8 Gayborhood. Because you can work there, you can do  
9 the work and be their token person and when they're  
10 done, they don't let you go. They go around  
11 telling people why they shouldn't hire you and it  
12 stops brown people from getting new jobs. You  
13 know, like I said, there's so much I want to speak  
14 on, but there's a larger issue that I have to speak  
15 on because I have some participants where I worked  
16 at, formerly was working at, who wanted to step up  
17 and speak, right, but like we know, we have -- as  
18 people, as black and brown people, we have  
19 depression, anxiety, on top of it, we are  
20 intimidated, right. So they were all for it. They  
21 want to come up here and tell their story about a  
22 gentleman who works at a nonprofit. Who pays these  
23 young girls who are homeless and all they know is  
24 sex work. Pays them young girls small dollars, 10,

1 \$15.00, a pack of cigarettes to have sex. And not  
2 only do I sit there and I talk to them and say I  
3 got your back -- I don't have to work at a  
4 nonprofit to do the work I know I'm supposed to do.  
5 I don't have to sit in nobody's job to sit out  
6 there in Center City and have lunch with my youth.  
7 I don't. And I still do this every single day.  
8 I'm on 15th Street. You will see me on 15th and  
9 Market, right, because I'm with my friends. I'm  
10 with my people, my family, my community. And to go  
11 back to this, I have these young women come up and  
12 speak to people who sit in high-end places, sit in  
13 their job and they go and they say yeah, this  
14 individual did this, this individual takes me to  
15 the basement. They get rid of him and bring him  
16 back. How do you expect our people to stand up and  
17 speak if you all do stuff like this? So yeah, I do  
18 want to talk about racism in Gayborhood, but also  
19 more in nonprofit. And there's so many nonprofits  
20 in Center City that do the same thing. You heard  
21 it, they don't feel safe. Our people do not feel  
22 safe. Gayborhood is a place that you can come and  
23 feel safe because your neighborhood does not accept  
24 you because you are a person of color, you are gay,

1 lesbian, trans. So why can't you come to this  
2 neighborhood and feel safe? And, you know, I have  
3 my stories about Woody's, iCandy, but I just don't  
4 go there because I'm the type of person, I don't  
5 care. I don't need an army to tell you you doing  
6 wrong because that's who I am. And I fell back for  
7 a long time, I did. For the past couple months I  
8 did fall back and didn't say anything. But when I  
9 went past the Youth Health and Empowerment Project  
10 and seen that this gentleman was still working  
11 there after one of my youth came to me and confided  
12 in me to protect them, I just don't know what to  
13 say. And it's -- I bring this here today because  
14 it has a lot to do about racism, you know. I say  
15 not a thing. Young black women, trans, straight,  
16 there's no protection for young black women. For  
17 black women period, there's no protection. And  
18 when they step up to tell their story, there's no  
19 protection. Because here goes this multi-billion  
20 dollar organization making money and I don't care  
21 if you know that I'm talking about you. You can  
22 run and tell that, you know what I mean? No, no,  
23 no. I'm not done. I'm not done. I'm not done.

24 MR. EARLE: Your three minutes have

1 lapsed.

2                   LOU BERRIOS: All right. Yeah. First  
3 of all --

4                   MR. EARLE: Not to silence you --

5                   LOU BERRIOS: Like I was saying. Like  
6 I was saying. Like I was saying. I'm here because  
7 I'm here to say Philadelphia FIGHT knowing this  
8 information, people in this community knowing this  
9 information has yet to do anything. You know, I  
10 know that my youth escaped these organizations to  
11 go to these bars and deal with the same shit and  
12 it's wrong. It is so wrong. I am a person that I  
13 have -- I have the privilege to actually stand up  
14 here and speak and don't care about no three  
15 minutes because I don't. Because I'm a person  
16 who's from Philadelphia, born and raised here, born  
17 and raised here. I'm a gay man who in front of my  
18 house, I got you, in front of my house got beat up  
19 by the Philadelphia Police Department because I was  
20 gay. Because my partner was gay. He's put in the  
21 hospital. I come -- I'm going to be honest to  
22 these people, to Human Relations, I got nothing. I  
23 lost my case. With all the evidence out there, I  
24 lost my case. How is that? I'm glad you won,

1 baby. I'm glad. I didn't win. And it's crazy  
2 because I didn't want your money. I don't want the  
3 City's money. I want them to see what happened to  
4 me and what happens to a lot of people and they're  
5 not able to get up and speak. So yeah, again, I'm  
6 going to be in front of this commission because I'm  
7 taking this job to court. I'm taking this job  
8 straight. You did me dirty. You did me wrong.  
9 You violated me and now I got to sit in front of  
10 the same people to tell my story and I just -- I  
11 don't care about his three minutes, but I don't  
12 care about that. Somebody going to hear me and I  
13 hope that everybody in this room is able to get up  
14 and speak. Thank you.

15 (Applause.)

16 MR. EARLE: Thank you. Folks, we're  
17 approaching 8:00, but we're going to go a few  
18 minutes beyond it because we got off to a little  
19 bit of a late start. So we're going to try to get  
20 through as many people as possible over the next  
21 five to 10 minutes. So please try to keep it to  
22 three minutes. I know it's difficult, but we want  
23 to give a chance to people to speak.

24 CHRISTOPHER KYLE: How you all doing?

1 My name is Christopher Kyle. I go by Stro Kyle.  
2 Some of you all know me on social media. I'm  
3 speaking on behalf of what Lou just mentioned,  
4 which is there's a much broader problem outside of  
5 the Gayborhood. There's also an issue with  
6 nonprofit and the connection between nonprofit and  
7 the Gayborhood.

8 So I want to start off with my name is  
9 Christopher Kyle. I've worked as a community  
10 activist and promoter in Philadelphia for about  
11 seven years now. I have observed and have been  
12 exhausted by politics in both nonprofit and  
13 nightlife. There is a problematic relationship  
14 with the two who have created an uncomfortable and  
15 even dehumanizing environment for queer people of  
16 color. This realization began with working at  
17 Mazzoni Center starting in 2009. From day one I  
18 expressed my concerns over the way Mazzoni exploits  
19 queer people of color to receive HIV prevention  
20 funding and testing. As a department, there were  
21 no actual community engagement, no real outreach  
22 efforts, no real interest in supporting or helping  
23 the lives of queer people of color living with HIV.  
24 I have many confrontations with Mazzoni's

1 management regarding the disrespectful, racist,  
2 hostile attitude towards myself and other people of  
3 color. I was constantly and unfairly subjected to  
4 harassment, ridicule, and threats of termination.  
5 A number of supervisions led to fierce shouting  
6 matches that the entire floor of the department  
7 could hear. I was told that I needed this job and  
8 that I can't afford to lose it. With this being my  
9 first real job I felt extremely vulnerable.  
10 Considering I was an integral part of connecting  
11 the Afro-queer community to Mazzoni Center and  
12 exceeding my work expectations on numerous  
13 occasions, no other person was subjected to this  
14 type of treatment. I fought and speak up on a  
15 constant basis for Mazzoni to engage the queer  
16 people of color community and to be more culturally  
17 sensitive and to rectify this toxic work  
18 environment. With virtually nothing being done, in  
19 my final year I have filed a formal complaint of  
20 racism, intimidation and threats made by  
21 management. HR did a thorough investigation,  
22 interviewing everyone in my department who all  
23 confirmed that they have witnessed this harassment.  
24 Nothing was done. There was no disciplinary



1 action. And at this point work became traumatized  
2 and emotionally draining. After being burned out,  
3 I decided to leave and was taken by open arms to  
4 the Attic Youth Center. What I came to realize is  
5 that nightlife has a very similar view towards  
6 black and brown people. We are simply commodities  
7 for profit. We are not allowed to celebrate our  
8 identities or our culture within the Gayborhood.  
9 One example would be a time when I reached out to  
10 Franny Price. Requesting through Mazzone Center I  
11 put together an event coinciding with Outfest that  
12 celebrates Afro-queer culture and diversity. I was  
13 told that not only would she not allow it, but that  
14 I should consider not thinking divisively but  
15 coming up with events that wouldn't make everyone  
16 uncomfortable. In other words, I heard no black  
17 events. She also stated that we already have gay  
18 pride and that was enough. I was living with her  
19 ability to tell me how and when to celebrate my  
20 culture. She also stated that if I took my events  
21 outside of the blocks of the Gayborhood, it would  
22 not be supported. The reason being, it would take  
23 money away from the bars and clubs in the  
24 Gayborhood. Which in my opinion is highly

1 problematic considering most queer people of color  
2 venture away from the Gayborhood due to the ongoing  
3 racism and cannot take part in profit. The biggest  
4 LGBT community (inaudible). I later went on to  
5 promote at Tabu where my first event was Beards N  
6 Queers Celebration. This was my own personal event  
7 and I didn't have any affiliations with Mazzoni or  
8 anything else. This was my own personal event.  
9 Once this event began to generate buzz, I began  
10 receiving racist direct messages by white people  
11 calling my event a nigger party and all sorts of  
12 accusations of being ghetto and every other  
13 stereotype that you can think of. I was bombarded  
14 for weeks leading up to this event, none of which I  
15 paid attention to. This is a community that the  
16 Gayborhood continues to breed. There is a  
17 deeply-rooted issue beyond just racism but actual  
18 dilution. The fact that it's taken 40 years to  
19 even get to this hearing proves that. If the  
20 Gayborhood gave queer people of color the  
21 opportunity, they would realize just how strong and  
22 resilient we are, how much volume we bring outside  
23 of what's in our wallets, our pants and our blood  
24 samples.

1 (Applause.)

2 MR. EARLE: Chris, you're at three  
3 minutes, but take a few more moments, please.

4 CHRIS KYLE: My experiences of being in  
5 this community have been traumatizing, to say the  
6 least. Not only for myself but for many people  
7 that I truly love and care about. But I continue  
8 to fight until I get to the epicenter of what  
9 influences change. This needs to be the last  
10 generation of young black queers having to a fight  
11 within the community that should be welcoming and  
12 safe to them. Thank you.

13 (Applause.)

14 NAOMI LEAPHEART: Good evening. I know  
15 it's late so I won't be long. My name is Naomi  
16 Leapheart and I work for the National LGBTQ Task  
17 Force. I'm proud to be here as a part of the task  
18 force. We had earlier this fall the Queer and  
19 Racial Justice Institute, whereby we named what has  
20 not been named in this room and that's whiteness.  
21 It is the disease of whiteness. And one of the  
22 things that we talked about in that room was how  
23 whiteness is not cut or diluted by queerness. So  
24 much of the narrative has been well, because I

1 experienced as a white queer person discrimination  
2 and prejudice in this nation that is hostile to  
3 LGBTQ people, that I am not responsible to do the  
4 work of dismantling white supremacy. This is not  
5 -- the burden of this is not on people of color, as  
6 has been said before. Our labor is exploited. Our  
7 blood samples are exploited. Our dollars are  
8 exploited and I'm tired of being in rooms where our  
9 pain is on display. It is a violence. It is a  
10 violence to us to parade our pain around like porn.  
11 That's what it is. It's voyeuristic. The stories  
12 have been told. The books have been written. The  
13 studies have shown. The research has suggested.  
14 The town halls have been convened. I'm tired as an  
15 out queer black minister of being in a space where  
16 the moral responsibility of this City, of this  
17 Commission is refused. You have a moral  
18 responsibility. Don't take the job, don't run the  
19 nonprofit, don't manage the budget, don't sign your  
20 name, don't get the liquor license if you're not  
21 willing to take moral -- I'm talking about moral  
22 responsibility. Not just political responsibility.  
23 Not just economic responsibility, because we can't  
24 be bought either. But moral responsibility to do

1 what is right by people. Don't be on the wrong  
2 side of history. When the story gets told, don't  
3 be on the wrong side of history because our blood  
4 runs through the streets. The blood as my sacred  
5 text says cries up from the ground. And you can't  
6 unring a bell and you can't unsee what you have  
7 seen here tonight. You cannot say you didn't hear.  
8 It will be tweeted, it will be Facebooked. You  
9 cannot say you did not hear. And that means that  
10 we have a moral responsibility. I want to say that  
11 on behalf of the task force. I want to be the  
12 liaison to the recourses that the task force is for  
13 the continued organizing in our community. I live  
14 in Philadelphia. I have been in Philadelphia for  
15 17 years. And I am committed to using my role in  
16 this national organization to support the  
17 organizing work that is done on the ground here.  
18 So please use us, please use the task force as a  
19 resource. None of us is free until all of us are  
20 free. None of us is protected until all of us are  
21 protected. Let's not be on the wrong side of  
22 history. Good night.

23 (Applause.)

24 MR. EARLE: Thank you, Naomi.

1 Rue, who do we have next?

2 MS. LANDAU: Dominique London, Earl  
3 Fowlkes and Thomas Rankin.

4 DOMINIQUE LONDON: Good evening. My  
5 name is Dominique London. I am the co-founder --  
6 excuse me, the proud co-founder of the Black and  
7 Brown Workers Collective. The Black and Brown  
8 Workers Collective formed as a response to the  
9 racism and other forms of oppression that exists  
10 within the Gayborhood. We were founded in February  
11 of 2016. Our existence frames our testimony today.  
12 Currently there is no business in the Gayborhood  
13 owned by a person of color. Every bar is owned by  
14 a white gay cisman. This is a clear indicator of  
15 severely entrenched systematic racism. On several  
16 occasions, members of our collective have been  
17 profiled at the door and inside of these  
18 establishments in the following ways. Profiled for  
19 fitting the description by police officers in the  
20 establishment, particularly iCandy. One member was  
21 taken outside and harassed when they asked why they  
22 were being asked to produce I.D. after already  
23 being let into the bar. Standing at the bar for  
24 incredible lengths of time to be served a drink as

1 white LGBT that arrived to the counter after were  
2 served. The no Tims policy at iCandy is another  
3 clear indicator of a racialized antiblack policy  
4 that disproportionately impacts black and brown  
5 LGBTQ people. Not being able to enter these  
6 establishments because of a restricted and  
7 racialized dress code is discrimination and  
8 maintains a hostile and unsafe environment towards  
9 black and brown LGBTQ people. Being in the  
10 presence of white LGBTQ people who feel it is  
11 acceptable to appropriate black and brown culture  
12 for fun and entertainment is also micro-aggressive  
13 subtle forms of racism that impact overall wellness  
14 for LGBTQ people of color in the Gayborhood.

15           The BBWC has been organizing against  
16 racism in the Gayborhood since February of this  
17 year. We know that systematic racism is not just  
18 restricted to the bars, but also extends to the  
19 workplaces of black and brown LGBTQ folk. Often  
20 after these long work days and racist  
21 micro-aggressions in the workplace, happy hour  
22 happens in these racist bar establishments. Our  
23 call to action frames the issues of systematic  
24 racism in workplaces for LGBTQ black and brown

1 people in the Gayborhood.

2           The following data has been collected  
3 over the course of the past six months through  
4 one-on-one in-depth interviews with LGBTQ people of  
5 color. For the protection of these community  
6 members, we have omitted the names and any  
7 identifiers. One worker notes the economic  
8 disparities in the HIV AIDS fields located in the  
9 Gayborhood and this is a quote. There's obviously  
10 something I have that you need. Why aren't you  
11 compensating me for this, and the way that you are  
12 dealing with these white people to the degree where  
13 they are able to put down a payment on a house.  
14 I'm still living in an apartment. That can put  
15 into perspective for you when I say these things  
16 about unequal pay, I don't mean a couple of  
17 dollars. I mean literally a down payment for a  
18 house versus an apartment.

19           Here goes another one. An elder speaks  
20 of their experiences in the Gayborhood when they  
21 first started working here. This is a quote. I  
22 had a youth helping me with the research with my  
23 research, and at night the organization gave him  
24 prevention materials and he would go out to the



1 bars and club and pass them out and talk about  
2 things. The organization said that they would pay  
3 him. That was my understanding, that this kid was  
4 going to be paid. I waited four weeks. It turned  
5 into six. It turned into eight and into 12.

6 This is another. A bilingual worker  
7 speaks to the difficulty of being bilingual in the  
8 HIV AIDS sector. This is a quote. My ability to  
9 speak Spanish as a native speaker and not having  
10 learned it in school, having culture attached to my  
11 language, it was difficult because that did not --  
12 they didn't take my experience as something  
13 credible because I did not go to a university.

14 Here's another. A black man speaks to  
15 his experiences. When I have to be there as a  
16 brother, they don't like the type of rapport, the  
17 type of interaction. They see it as a threat to  
18 them. They see it as militant or as something that  
19 they should be afraid of. So they use these terms,  
20 this paperwork in these instances that they deem to  
21 be something to get me fired.

22 And this is the last one. A worker  
23 speaks. One white manager started as a supervisor  
24 for the staff after that and then she became a

1 director of a department under this grant mostly --  
2 most recently. I am still in the same position  
3 that I have been in for years. She started after  
4 me.

5 MR. EARLE: Done Dominique, your three  
6 minutes are elapsed, but take a few moments to wrap  
7 up, please.

8 DOMINIQUE LONDON: Yes, please.

9 MR. EARLE: Thank you.

10 DOMINIQUE LONDON: When we realize that  
11 we must manifest requires tools that we create  
12 instead of those imposed on us by white supremacist  
13 cis patriarchal capitalist systems, there is an  
14 internal dying that is required so that what is  
15 necessary to birth becomes possible. Destruction  
16 equals rebirth. Allow what no longer serves you to  
17 destroy itself. The rebirth will follow. The  
18 rebirth will follow.

19 (Applause.)

20 MR. EARLE: Thank you, Dominique.  
21 We'll have one last speaker and then we'll have a  
22 couple closing remarks and some words of thanks  
23 from Rue.

24 EARL FOWLKES: My name is Earl Fowlkes

1 and I am the present CEO of the Center for Black  
2 Equity. I'm also the chair of the Human Rights  
3 Commission in Washington D.C. and a native  
4 Philadelphian who was born a few blocks from where  
5 we're standing today. The racism that caused me to  
6 leave has brought me back here again tonight and  
7 I'm not going to repeat. When I first went to bars  
8 in the Gayborhood I had a passport with me, not  
9 because I was going abroad, because I needed two  
10 I.D.s to get into the bar, and sometimes my student  
11 I.D. and my driver's licenses wasn't enough. But  
12 we fast forward. The same discussions that I had  
13 with my friends many years ago are still taking  
14 place. And as opposed to rehashing experiences of  
15 racism which we have all heard, we all know, I want  
16 to offer some solutions based on my experience  
17 working with -- especially when I was here with  
18 COLOURS as an administrator and working with  
19 Philadelphia Black Pride and my connections to the  
20 City and what I have seen around the country.  
21 There's several things I want to recommend.

22           First of all, that bars and businesses  
23 that have patterns of discrimination should have  
24 their license suspended and their license taken

1 away from them. That includes their partners,  
2 whether they're active or not. You have to hit  
3 people economically and I encourage people to  
4 boycott from the outside, but the City has a  
5 responsibility and government has a responsibility  
6 to fight racial discrimination. Number one.

7           Number two, very few businesses in the  
8 Gayborhood. The City of Philadelphia needs to use  
9 the economic power and the economic development to  
10 encourage and to walk people of color who are  
11 business people, want to open a business in Center  
12 City to help them out and that includes loans at  
13 low interest, that includes technical assistance.  
14 Those are things so that we can have something in  
15 Center City.

16           The other part of it is dealing with  
17 nonprofits. The City of Philadelphia and the  
18 Commonwealth of Pennsylvania gives out millions of  
19 dollars to nonprofit. First of all, some of that  
20 money needs to be directed to nonprofits of color  
21 so that they can continue to provide valuable  
22 services to LGBT people of color in this town.

23           Number two, those who do receive money,  
24 the larger organizations, if they don't have

1 appropriate levels of leadership of color, they  
2 should have their funding reduced.

3           And the final thing I want to recommend  
4 is that the Commission and the Mayor's LGBT office  
5 launch a City-wide campaign to instruct people and  
6 to educate people how when things -- some of the  
7 things that have taken place today, how people  
8 address them and how they go through the system to  
9 make complaints so they can have support, including  
10 free legal support, so they can have their claims  
11 heard and so they can actually have them addressed.  
12 Thank you very much.

13           (Applause.)

14           MR. EARLE: Folks, I'd like, just for  
15 the record, and I would really like to extend a  
16 huge applause to this court reporter who has been  
17 working nonstop over the past two-and-a-half years.  
18 But the Commission in preparation for this hearing  
19 did issue 11 subpoenas to all of the bars in the  
20 Gayborhood and all -- there are eight owners of  
21 those 11 bars and all eight owners did attend the  
22 hearing. And we're appreciative of their  
23 compliance with the subpoena. And we will be  
24 reviewing their policies, their dress codes,

1 antidiscrimination policies as part of our report.  
2 All of the testimony that we gathered here today  
3 will be reviewed, along with the transcript. And  
4 as Rue would like to point out, we don't -- we  
5 can't keep going all night, but we will continue  
6 for the next week to accept testimony at the  
7 Commission. You can stop by the office or visit  
8 our Website or call and/or mail in your testimony  
9 so that it's counted.

10 A question in the back.

11 SPEAKER: I have a question. These  
12 instructions, are they available in Spanish?

13 SPEAKER: And also, can you guys --  
14 don't forget your documented youth, queer people  
15 that are in the City, and don't forget the Latinos  
16 that are in the City that are also queer and also  
17 have to work and speak up. Nobody could talk on  
18 behalf of them.

19 SPEAKER: Now, why wasn't this  
20 available to the Latino community in Spanish? How  
21 are you guys inclusive when you're excluding a  
22 large segment of the City population?

23 MR. EARLE: Rue, would you --

24 SPEAKER: I didn't see it in Spanish.

1 MS. LANDAU: Right. I would appreciate  
2 that. All of our information that we have from our  
3 office is in Spanish. We have many Spanish  
4 speakers as well.

5 SPEAKER: You should have publicized it  
6 in Spanish. I don't give a fuck how many people in  
7 your office speak Spanish.

8 MS. LANDAU: Heard. Thank you very  
9 much. I hear it.

10 SPEAKER: You better implement it too.

11 MR. EARLE: All of our materials are  
12 available in Spanish and several other languages.  
13 So please take advantage of them. And I want to  
14 thank everybody for your cooperation and please  
15 have a good evening.

16 (Hearing concluded 8:25 p.m.)

17 - - -

18

19

20

21

22

23

24

1                                    C E R T I F I C A T I O N

2  
3                                    I hereby certify that the  
4 proceedings, evidence and objections noted, are  
5 contained fully and accurately in the notes taken  
6 by me on the hearing of this matter, and that this  
7 copy is a correct transcript of the same.

8  
9  
10  
11                                    \_\_\_\_\_  
12                                    SUSAN A. HURREY, R.P.R.  
13                                    NOTARY PUBLIC

14  
15  
16  
17  
18                                    (The foregoing certification of  
19 this transcript does not apply to any reproduction  
20 of the same by any means unless under the direct  
21 control and/or supervision of the certifying  
22 reporter.)



Philadelphia Commission On Human Relations  
October 25, 2016

<b>A</b>	<b>action</b> 20:13 30:22 89:1 95:23	<b>advantage</b> 40:1,16,17 41:4 103:13	54:20 <b>Alfie</b> 54:4 <b>alive</b> 28:1 <b>alleged</b> 6:2 <b>Alliance</b> 21:2 <b>allied</b> 16:16 60:4 <b>allies</b> 31:16 51:19,21 62:23 <b>allow</b> 31:9 60:20 89:13 98:16 <b>allowed</b> 18:9 60:16 89:7 <b>allowing</b> 51:16 <b>allows</b> 17:16 <b>alongside</b> 39:16 <b>Alpert</b> 1:10 3:23 <b>alumni</b> 48:10 <b>Alvarez</b> 32:24 38:6 38:7 41:19 41:22 <b>Amendment</b> 35:10 36:7 36:22 <b>American</b> 3:17 11:1 30:9 58:9 <b>ancestors</b> 47:3 <b>ancestry</b> 5:3 <b>anchored</b> 31:11 <b>and/or</b> 102:8 104:21 <b>anger</b> 52:6,7 <b>angry</b> 26:18 66:6 67:8 <b>announced</b> 53:2 <b>announcem...</b> 32:14 <b>annoyances</b> 54:10 <b>answer</b> 30:13 <b>Anthony</b> 54:4 <b>antiblack</b> 95:3	<b>antidiscrim...</b> 32:1 102:1 <b>Antoine</b> 62:15 65:8 65:8 <b>anxiety</b> 82:19 <b>anybody</b> 3:2 7:19 15:24 <b>anymore</b> 40:14 43:11 <b>anyway</b> 11:18 13:17 15:16 77:20 <b>apart</b> 52:21 60:24 <b>apartment</b> 72:13 96:14 96:18 <b>apologize</b> 9:18 58:5 80:9 <b>applause</b> 16:3 20:11 21:20 23:6 24:17 26:14 30:2 32:13 33:24 38:5 42:9 45:17 52:3 55:15 57:21 62:12 65:7 68:8 75:14 77:16 81:22 86:15 91:1 91:13 93:23 98:19 101:13,16 <b>applicant's</b> 5:7 <b>applied</b> 15:7 <b>apply</b> 104:19 <b>appointed</b> 10:24 30:8 <b>appreciate</b> 46:2,12 75:13 103:1 <b>appreciative</b> 101:22 <b>approaching</b> 86:17 <b>appropriate</b> 95:11 101:1 <b>approximat...</b> 6:2	<b>Archbishop</b> 75:8 <b>area</b> 68:12,13 78:17,23 <b>argue</b> 18:9 78:12 <b>arms</b> 89:3 <b>army</b> 84:5 <b>arrived</b> 95:1 <b>art</b> 77:9 <b>article</b> 70:15 <b>articles</b> 20:2 <b>articulate</b> 80:19 <b>artists</b> 77:8 <b>arts</b> 75:21,21 <b>Asa</b> 45:18,24 46:5,12,16 48:7 <b>ascertain</b> 13:24 <b>ASIAC</b> 18:11 <b>Asian</b> 4:4 <b>asked</b> 9:1,17 11:3 12:15 14:10 22:10 26:2 27:14 29:7,8 34:11 58:10 68:18 69:8 69:24 73:14 73:20 94:21 94:22 <b>asking</b> 57:8 66:20 80:17 <b>aspects</b> 14:3 <b>ass</b> 41:14 <b>assembling</b> 17:5 <b>assistance</b> 61:23 100:13 <b>associations</b> 20:2 <b>assume</b> 26:11 28:21 <b>athletic</b> 74:10 74:12 <b>Atlanta</b> 48:4 <b>atmosphere</b> 15:3 48:20 50:3 <b>attached</b>	97:10 <b>attacks</b> 67:12 <b>attempt</b> 7:16 35:8 <b>attempted</b> 13:22 34:18 <b>attend</b> 14:6 25:13 101:21 <b>attendance</b> 31:15 <b>attended</b> 58:7 65:15 <b>attendees</b> 31:7 <b>attention</b> 53:9 90:15 <b>Attic</b> 23:13 72:10 89:4 <b>attire</b> 73:19 74:11,11 <b>attitude</b> 41:13 88:2 <b>audience</b> 42:16 <b>Audre</b> 79:21 <b>August</b> 30:16 <b>Austin</b> 1:11 3:23 <b>available</b> 8:21 12:18 20:19 21:3 21:12 102:12,20 103:12 <b>avenue</b> 39:24 <b>avenues</b> 40:1 <b>avoid</b> 16:1 <b>aware</b> 71:6	83:11,16 84:6,8 99:6 102:10 <b>backbone</b> 80:11 <b>background</b> 11:2 81:7,8 81:19 <b>backgrounds</b> 5:15 <b>bad</b> 65:5 69:5 69:13,14 <b>badge</b> 39:8 <b>Ballroom</b> 78:7,8 <b>Ban</b> 5:5 6:3 <b>band</b> 42:6 <b>bar</b> 9:12 11:13 12:15 13:13,24 14:14,18,19 19:11 22:12 26:7 27:8 37:14 44:15 44:15,16 45:9 47:4 59:6 64:2 72:22 74:5 74:24 79:1 94:13,23,23 95:22 99:10 <b>bars</b> 12:11 13:15 15:22 15:23 19:4 22:10,19 26:11,21,24 37:9 38:24 44:11 45:2 52:17 59:11 64:17 68:24 68:24 70:2 74:5 85:11 89:23 95:18 97:1 99:7 99:22 101:19,21 <b>bartender</b> 27:9 49:12 64:3 <b>bartenders</b> 28:4 54:11 <b>Bartlett</b> 10:12 16:4
						<b>B</b>	
						<b>baby</b> 86:1 <b>back</b> 9:13 10:4,5,7 11:7,10 12:21 20:8 22:1,7,15 30:5 39:3,5 40:15 57:5 57:6,7,7 69:21 70:13 71:3 72:5 74:1 76:19 81:2 83:3	

16:6,13 18:3 20:12 21:19 <b>based</b> 99:16 <b>basement</b> 83:15 <b>basic</b> 68:16 70:19 <b>basically</b> 12:13,15 13:17 15:2 15:23 22:21 <b>basis</b> 5:23 36:24 88:15 <b>bathrooms</b> 33:20 <b>BBWC</b> 95:15 <b>bear</b> 60:17 <b>Beards</b> 90:5 <b>beat</b> 39:1 85:18 <b>began</b> 2:3 27:11 35:3 87:16 90:9 90:9 <b>begun</b> 30:17 <b>behalf</b> 30:10 45:19,20 62:2 87:3 93:11 102:18 <b>behave</b> 70:19 <b>behaving</b> 70:18 <b>behavior</b> 54:9 <b>belief</b> 17:20 <b>believe</b> 16:19 33:9 46:6 59:3,14 67:17 <b>bell</b> 93:6 <b>belong</b> 11:4 <b>bench</b> 26:5 <b>benefits</b> 18:21 <b>Berrios</b> 81:23 82:1 85:2,5 <b>best</b> 49:22 54:4 70:6,9 <b>better</b> 21:8 32:18 33:12 45:13 61:21 103:10	<b>beyond</b> 20:12 34:9 37:17 86:18 90:17 <b>bias</b> 31:17 63:19 <b>biggest</b> 39:6 90:3 <b>bigot</b> 64:11 <b>bigotry</b> 50:4 <b>bigots</b> 51:5 <b>bilingual</b> 97:6 97:7 <b>biphobia</b> 27:24 <b>birth</b> 98:15 <b>bisexual</b> 42:14,17 52:22 55:7 <b>bit</b> 66:12 86:19 <b>black</b> 4:4 10:21,22 13:10 23:20 24:13,22,24 25:9 27:11 27:15 29:6 29:8,20 30:7,10,16 30:20,23 31:8,13 33:7,22 36:16 43:17 44:5 45:19 46:17 49:12 49:13,19 50:12,18,21 51:20 52:1 52:21 53:1 53:6,11 54:5,10 55:6 59:19 59:19 63:10 63:11,13,17 65:13 66:3 66:6,18 67:4,4,5,6,7 67:8,24 68:6,23 70:17 73:20 74:14,15 76:2 82:18 84:15,16,17 89:6,16	91:10 92:15 94:6,7 95:4 95:9,11,19 95:24 97:14 99:1,19 <b>blatant</b> 69:12 <b>bless</b> 52:2 <b> blessings</b> 67:18 <b>blind</b> 27:14 <b>blocks</b> 89:21 99:4 <b>blood</b> 90:23 92:7 93:3,4 <b>blue</b> 8:24 <b>Boal</b> 23:22 <b>board</b> 10:18 10:23 17:5 17:10,13 22:4 37:2 59:5 61:22 <b>boards</b> 65:16 <b>body</b> 34:8 <b>bombarded</b> 90:13 <b>books</b> 92:12 <b>born</b> 85:16 85:16 99:4 <b>bosses</b> 81:2 <b>bought</b> 92:24 <b>bouncer</b> 27:13 73:14 73:20,21 <b>Box</b> 5:5 6:3 <b>boy</b> 65:19 <b>boycott</b> 51:12 100:4 <b>branding</b> 58:12 <b>brave</b> 70:7 <b>break</b> 77:10 <b>breakdown</b> 14:9,11 <b>breaks</b> 52:20 <b>breathe</b> 33:5 <b>breed</b> 90:16 <b>brethren</b> 60:6 60:8 <b>brief</b> 4:10 13:4 <b>bring</b> 35:4 36:14 44:7 60:17 71:17	83:15 84:13 90:22 <b>bringing</b> 45:7 <b>broad</b> 17:17 <b>broader</b> 87:4 <b>brother</b> 46:19 48:7 50:15 97:16 <b>brothers</b> 50:20 <b>brought</b> 48:18 99:6 <b>brown</b> 23:20 24:13,23,24 25:9 29:7,8 30:20 33:22 43:17 44:5 49:13,14,19 50:21 51:20 52:21 55:6 59:19 63:10 67:24 80:5 80:7 81:11 82:12,18 89:6 94:7,7 95:4,9,11 95:19,24 <b>brunt</b> 80:10 <b>Bryson</b> 23:14 <b>bucks</b> 43:4 <b>Buddhist</b> 4:6 <b>budget</b> 92:19 <b>build</b> 5:14 <b>building</b> 73:24 <b>built</b> 25:12 <b>bullshit</b> 2:17 <b>bullying</b> 31:18 <b>burden</b> 92:5 <b>burger</b> 76:10 <b>burned</b> 89:2 <b>Bush</b> 45:23 46:13 52:4 55:2 <b>business</b> 20:23 21:1 27:22 29:13 59:11 70:3 94:12 100:11,11 <b>businesses</b> 5:17 19:22	20:18 21:8 21:17 29:10 61:20 76:22 99:22 100:7 <b>buzz</b> 90:9 <hr/> <b>C</b> <hr/> <b>C</b> 104:1,1 <b>call</b> 4:9 9:7 10:9 15:1 32:15 41:10 41:15,16,17 41:17 43:15 47:11,24 59:9 68:4 71:22,23 95:23 102:8 <b>called</b> 11:3,5 35:5,17 36:19 37:3 39:1 47:20 48:2,4,9,11 49:23 50:8 66:10 68:1 <b>calling</b> 37:1 90:11 <b>calls</b> 9:16 40:24 41:18 <b>calm</b> 46:3 <b>cameras</b> 64:24 <b>campaign</b> 37:12 101:5 <b>capacity</b> 2:8 35:24 37:4 <b>capitalist</b> 98:13 <b>carded</b> 19:14 <b>care</b> 25:7 51:9 64:21 84:5,20 85:14 86:11 86:12 91:7 <b>carrying</b> 39:7 <b>case</b> 8:7,12,13 71:6,7 85:23,24 <b>cases</b> 6:2,3 8:5,10 36:8 70:1 <b>casually</b> 22:24 28:7 <b>categories</b> 4:23,24	<b>caught</b> 80:10 <b>cause</b> 53:14 <b>caused</b> 99:5 <b>celebrate</b> 48:8,12 50:15 89:7 89:19 <b>celebrates</b> 89:12 <b>Celebration</b> 90:6 <b>cell</b> 7:5 <b>census</b> 18:5,9 <b>cent</b> 55:14 <b>center</b> 10:19 12:12 16:7 26:1 31:6 58:8 65:18 72:10 77:2 78:4,17 81:15 83:6 83:20 87:17 88:11 89:4 89:10 99:1 100:11,15 <b>Center's</b> 23:13 <b>centered</b> 9:21 <b>centuries</b> 24:10 <b>CEO</b> 99:1 <b>certain</b> 15:3 15:20 73:22 <b>certainly</b> 71:20 <b>certification</b> 104:18 <b>certify</b> 104:3 <b>certifying</b> 104:21 <b>chair</b> 3:5 99:2 <b>CHAIRPE...</b> 1:10 <b>challenge</b> 31:19 33:6 <b>challenged</b> 19:23 69:1 <b>challenges</b> 18:20 20:14 <b>chance</b> 62:20 86:23 <b>change</b> 17:17 20:4 45:13	47:12 59:10 59:21 60:20 63:11 67:2 67:10 71:9 71:13,16,18 91:9 <b>changed</b> 14:19 40:19 <b>changes</b> 61:18 <b>Change</b> 90:6 <b>cell</b> 7:5 <b>census</b> 18:5,9 <b>cent</b> 55:14 <b>center</b> 10:19 12:12 16:7 26:1 31:6 58:8 65:18 72:10 77:2 78:4,17 81:15 83:6 83:20 87:17 88:11 89:4 89:10 99:1 100:11,15 <b>Center's</b> 23:13 <b>centered</b> 9:21 <b>centuries</b> 24:10 <b>CEO</b> 99:1 <b>certain</b> 15:3 15:20 73:22 <b>certainly</b> 71:20 <b>certification</b> 104:18 <b>certify</b> 104:3 <b>certifying</b> 104:21 <b>chair</b> 3:5 99:2 <b>CHAIRPE...</b> 1:10 <b>challenge</b> 31:19 33:6 <b>challenged</b> 19:23 69:1 <b>challenges</b> 18:20 20:14 <b>chance</b> 62:20 86:23 <b>change</b> 17:17 20:4 45:13	26:11 28:9 <b>cisman</b> 94:14 <b>citizens</b> 18:5 <b>city</b> 4:22 5:13 10:18,20 12:3,5,10 12:12,12 13:6,7,24 17:2,19,24 18:6 19:10 19:16 20:3 20:21 21:4 21:17 24:15 24:19,22 25:7 26:1 34:5,22 35:23 39:5 39:9 40:20 43:7 46:2 58:21 60:21 65:18 66:4 67:6 68:10 69:4 70:24 75:22 78:2 78:4,17 80:8 83:6 83:20 92:16 99:20 100:4 100:8,12,15 100:17 102:15,16 102:22 <b>City's</b> 4:17 5:5 16:11 17:4 18:4 86:3 <b>City-wide</b> 101:5 <b>civil</b> 3:11,13 4:14 63:9 68:16 <b>claim</b> 25:4 <b>claims</b> 101:10 <b>clarity</b> 53:24 54:2 <b>classes</b> 4:23 <b>Claus</b> 63:3 <b>clear</b> 6:13 14:24 27:12 74:14 94:14 95:3 <b>clearly</b> 19:15 73:16
--	---	--	--	---	--	---	---

Philadelphia Commission On Human Relations  
October 25, 2016

<b>client</b> 25:3	67:6 72:14	83:22 84:1	<b>committee</b>	58:8,19,22	<b>concerns</b> 7:22	70:19	69:17
<b>clients</b> 68:19	73:18	85:21	11:15,17	59:5,23,24	8:2 19:1	<b>considering</b>	<b>cooperated</b>
69:3	<b>color</b> 9:3 18:8	<b>comes</b> 41:6	13:19	60:3,4,15	54:14,14,22	88:10 90:1	14:16
<b>climate</b> 31:1	18:12,15	<b>comfortable</b>	<b>committees</b>	60:19 61:4	87:18	<b>consisted</b>	<b>cooperating</b>
<b>clinical</b> 81:5,5	19:23,24	15:5,6 60:5	12:3	61:4 62:7,9	<b>concluded</b>	13:20	<b>cooperation</b>
81:17	22:9 23:16	78:13	<b>commodities</b>	63:5,5 65:9	103:16	<b>consistent</b>	<b>cooperation</b>
<b>close</b> 22:22	25:20,24	<b>coming</b> 9:9	89:6	65:24 67:14	<b>concretely</b>	32:1	103:14
65:4	26:19,23	41:11 43:22	<b>common</b>	67:15,21	19:3	<b>consistently</b>	<b>cope</b> 71:15
<b>closed</b> 67:20	27:4,5,18	44:13 47:5	72:24	69:19 70:13	<b>conditional</b>	14:11 34:11	<b>cops</b> 66:2,10
<b>closing</b> 98:22	28:11 29:12	51:11 57:5	<b>Commonwe...</b>	70:16 75:6	5:8	<b>constant</b>	<b>copy</b> 12:17
<b>club</b> 10:20	37:19 38:2	57:6,6,7	100:18	77:7,10	<b>condoms</b>	88:15	104:7
48:21 78:7	39:12 49:16	89:15	<b>communicate</b>	83:10 85:8	28:23	<b>constantly</b>	<b>correct</b> 3:2
97:1	50:13 54:18	<b>command</b>	66:20	87:9,21	<b>conduct</b>	88:3	104:7
<b>clubs</b> 12:11	55:8 60:5,6	53:2	<b>communic...</b>	88:11,16	58:21 61:20	<b>constituents</b>	<b>council</b> 9:14
15:9 26:21	64:18 68:19	<b>commence</b>	66:23	90:4,15	<b>conducted</b>	80:20	9:14 10:21
82:6 89:23	69:3,19	24:6 29:23	<b>communic...</b>	91:5,11	30:12	<b>consulted</b>	17:24 43:7
<b>clutching</b>	70:22 73:7	<b>comments</b> 7:9	59:10	93:13 96:5	<b>conducts</b> 6:4	30:23	<b>Councilman</b>
76:17	74:9,19	59:3 60:14	<b>communic...</b>	102:20	8:8	<b>contact</b> 8:18	18:1
<b>co-chair</b>	75:2,5	<b>commission</b>	34:22	<b>community...</b>	<b>conference</b>	76:17	<b>counseling</b>
10:19	76:21,23	1:1 2:2 3:5	<b>communities</b>	18:10 30:19	7:1	<b>contained</b>	5:19
<b>co-founder</b>	77:4,5,8,9	3:6 4:10,11	5:24 11:24	31:19,20	<b>confided</b>	104:5	<b>count</b> 20:6
94:5,6	77:18 78:1	4:13 5:5,11	16:11,18,23	<b>community...</b>	84:11	<b>continual</b>	<b>counted</b>
<b>co-owner</b>	79:8 83:24	5:15 6:9,15	17:4,14	30:22	<b>confirm</b>	37:1	102:9
59:6	87:16,19,23	7:11,19 8:1	19:4 20:9	<b>compensati...</b>	61:18	<b>continue</b>	<b>counter</b> 16:18
<b>co-owners</b>	88:3,16	8:3,6,7,15	20:14 21:14	96:11	<b>confirmed</b>	16:16 23:17	95:1
58:1	90:1,20	8:17 11:1	29:11,19	<b>complaining</b>	88:23	40:6 51:11	<b>counties</b>
<b>coalition</b>	92:5 94:13	11:10,14	32:5	36:20	<b>conflict</b> 5:18	51:12 53:19	40:20
13:13 43:18	95:14 96:5	12:4,10	<b>community</b>	<b>complaint</b>	<b>conflicts</b> 5:14	53:20 54:12	<b>country</b>
45:6 63:10	100:10,20	20:17 21:8	5:11,16,20	6:14 7:12	6:4	60:16 66:8	66:17 99:20
<b>coalitions</b>	100:22	33:13,13	6:10,12,13	7:13 88:19	<b>confront</b>	91:7 100:21	<b>County</b> 41:1
16:15	101:1	40:2 42:19	7:23 9:1,23	<b>complaints</b>	33:18	102:5	<b>couple</b> 19:19
<b>code</b> 4:19	<b>colored</b> 53:1	45:8 63:23	10:15,16,19	12:9 39:20	<b>confrontati...</b>	<b>continued</b>	27:2 84:7
14:13 27:16	<b>Colors</b> 11:5,6	68:20 71:12	11:8 15:24	40:4 45:11	87:24	30:14 93:13	96:16 98:22
34:15 73:13	11:21 13:11	86:6 92:17	16:5,7	101:9	<b>confronting</b>	<b>continues</b>	<b>courage</b>
73:15 74:3	<b>COLOURS</b>	99:3 101:4	17:11 22:6	<b>complete</b> 18:4	16:22	19:20 90:16	37:22
95:7	10:22 16:10	101:18	23:21 24:14	<b>complex</b>	<b>congregated</b>	<b>continuous</b>	<b>course</b> 96:3
<b>codes</b> 34:13	18:11 99:18	102:7	24:21 25:9	37:16	18:16	31:22	<b>court</b> 6:16,18
61:21	<b>come</b> 22:2	<b>Commissio...</b>	25:11 28:4	<b>complexion</b>	<b>Congress</b>	<b>contributions</b>	86:7 101:16
101:24	26:16 36:18	4:19 12:20	29:18 30:23	27:5,6	74:23	37:13	<b>courtesy</b> 7:4
<b>coinciding</b>	41:4,12,13	<b>commissioner</b>	31:1,10	<b>compliance</b>	<b>connect</b> 5:20	<b>control</b>	<b>cover</b> 14:2
89:11	41:23 42:10	4:1 10:24	32:10 33:2	101:23	<b>connected</b>	104:21	15:10
<b>colleagues</b>	43:15,16	24:15 30:8	33:4 34:3	<b>compliment</b>	10:20 65:21	<b>convened</b>	<b>covered</b> 4:24
17:7 23:8	44:17 47:6	41:16,17	37:5 38:13	42:19 43:17	<b>connecting</b>	92:14	<b>covering</b> 34:4
<b>collected</b> 96:2	50:24 51:17	61:24	39:15,21	43:18	88:10	<b>conversation</b>	<b>covert</b> 19:20
<b>collective</b>	51:17 54:13	<b>Commissio...</b>	49:19 50:5	<b>components</b>	<b>connection</b>	20:10 24:6	73:2,3,8,9
18:18 24:9	59:17 60:17	36:17	51:14 52:18	31:16	87:6	27:9 28:7	<b>crazy</b> 82:2
44:5 59:19	61:5 65:13	<b>commission...</b>	52:23 53:7	<b>concealed</b>	<b>connections</b>	29:23 30:11	86:1
80:1,7 94:7	68:21,21	1:8 3:23 8:9	53:13 54:16	73:4	99:19	32:12 68:2	<b>create</b> 15:20
94:8,16	74:2 79:1,2	16:5 74:24	54:16 55:20	<b>concern</b>	<b>consequences</b>	68:3,5	18:14 24:3
<b>Collectively</b>	79:4,9	<b>commitment</b>	55:21,23	69:23	32:4	77:12 80:3	74:7 76:20
4:3	81:11,12,13	62:6	56:3,4,15	<b>concerned</b>	<b>consider</b>	<b>conversations</b>	98:11
<b>college</b> 34:6,7	81:14,18,18	<b>committed</b>	56:16 57:14	18:24 35:6	14:20 89:14	20:13 81:9	<b>created</b> 11:7
34:24 48:10	82:21 83:11	93:15	57:20 58:6	35:19	<b>consideration</b>	<b>convey</b> 69:14	15:3 74:14

74:15 78:16 78:19,21,22 87:14 <b>creation</b> 5:23 <b>credible</b> 97:13 <b>crew</b> 48:9 <b>cried</b> 52:8 <b>cries</b> 93:5 <b>criminal</b> 5:8 54:9 60:15 <b>criminalized</b> 53:12 <b>criminals</b> 67:4 <b>crucial</b> 76:5 <b>cultural</b> 17:14 70:16 70:20 <b>culturally</b> 88:16 <b>culture</b> 89:8 89:12,20 95:11 97:10 <b>current</b> 20:13 <b>currently</b> 10:23 94:12 <b>curse</b> 66:8 <b>cut</b> 91:23 <b>cuts</b> 63:24 <b>cycle</b> 75:4	57:11 63:4 64:2 65:3 65:20 67:17 69:18,18 73:2 80:8 83:7 87:17 <b>days</b> 33:19 81:3 95:20 <b>DBHIDS</b> 8:21 <b>dead</b> 54:6 <b>deal</b> 85:11 <b>dealing</b> 96:12 100:16 <b>dear</b> 46:21 <b>debate</b> 60:10 <b>December</b> 31:11 <b>DeCiccio</b> 18:1 <b>decide</b> 8:11 56:21 <b>decided</b> 89:3 <b>deciding</b> 6:14 58:17 <b>dedicate</b> 60:1 <b>deem</b> 97:20 <b>deeply</b> 29:21 <b>deeply-root...</b> 90:17 <b>default</b> 72:21 <b>defend</b> 60:13 <b>definite</b> 14:24 <b>definitely</b> 50:8 67:10 72:24 <b>degree</b> 96:12 <b>dehumanizi...</b> 87:15 <b>Deja</b> 32:23 38:6,6 41:22 <b>Delaware</b> 41:1 <b>delivery</b> 4:22 <b>demand</b> 57:20 <b>demanding</b> 60:2 <b>demands</b> 61:13,15 <b>Democratic</b> 10:20 <b>demonized</b>	53:12 <b>demonstrate</b> 29:16 <b>demonstrat...</b> 36:10 <b>denied</b> 73:11 <b>denouncem...</b> 53:15 <b>department</b> 19:9 23:14 29:16,19 85:19 87:20 88:6,22 98:1 <b>depression</b> 82:19 <b>deputies</b> 42:22 <b>deputy</b> 41:16 <b>describe</b> 11:19 <b>description</b> 94:19 <b>desk</b> 78:19 <b>Desmond</b> 75:8 <b>destroy</b> 98:17 <b>Destruction</b> 98:15 <b>detail</b> 32:7 <b>detailed</b> 20:20 21:4 <b>develop</b> 12:23 18:22 30:24 31:2 58:14 61:17 <b>development</b> 30:17 31:14 100:9 <b>dialogic</b> 23:24 <b>dialogue</b> 11:4 24:1,9 29:24 44:4 44:19 59:16 <b>dialogues</b> 24:2 <b>died</b> 71:11 <b>difference</b> 39:23 70:16 70:20 <b>differences</b> 4:7	<b>different</b> 5:15 17:14 27:19 34:14 38:18 61:15 70:17 <b>difficult</b> 86:22 97:11 <b>difficulty</b> 97:7 <b>digress</b> 43:12 <b>diluted</b> 91:23 <b>dilution</b> 90:18 <b>diminish</b> 25:13 49:15 <b>diminished</b> 49:16 <b>dinner</b> 19:12 <b>direct</b> 90:10 104:20 <b>directed</b> 100:20 <b>direction</b> 52:7 <b>directive</b> 29:20 <b>directly</b> 32:19 <b>director</b> 1:17 9:5 16:7,10 38:8 41:12 68:14,14 81:5,6 98:1 <b>dirty</b> 86:8 <b>disabilities</b> 54:15,19 <b>disability</b> 5:3 42:5 <b>disabled</b> 4:6 <b>disagree</b> 41:24 42:1 50:23 66:14 <b>disciplinary</b> 88:24 <b>disciplining</b> 2:13 <b>discover</b> 28:1 <b>discriminate</b> 80:19 <b>discriminat...</b> 4:8,15,20 6:2,11 8:5 11:13,23 12:11 13:14 14:24 15:17 21:9,11	22:9 38:15 42:3,6 49:18 60:14 62:20 73:3 92:1 95:7 99:23 100:6 <b>discriminat...</b> 21:13 <b>discuss</b> 76:24 <b>discussion</b> 58:10 68:5 <b>discussions</b> 99:12 <b>disease</b> 91:21 <b>disenfranch...</b> 54:23 <b>disguised</b> 73:4 <b>dismantle</b> 24:7 <b>dismantling</b> 92:4 <b>disparities</b> 18:7 96:8 <b>disparity</b> 16:19 <b>display</b> 92:9 <b>disproporti...</b> 53:8 95:4 <b>disrespect</b> 39:22 49:12 <b>disrespectful</b> 58:19 88:1 <b>disrupting</b> 43:2,7 <b>diverse</b> 4:3,17 5:24 <b>diversity</b> 89:12 <b>divide</b> 53:16 <b>division</b> 5:12 53:22 <b>divisive</b> 35:7 <b>divisively</b> 89:14 <b>documented</b> 6:18 12:11 102:14 <b>dog-biting</b> 33:19 <b>doing</b> 20:24 30:14 35:24 43:5,20,21	48:2,4 56:13 57:9 67:18 79:21 79:22 80:6 81:1 82:1 84:5 86:24 <b>dollar</b> 84:20 <b>dollars</b> 37:13 82:24 92:7 96:17 100:19 <b>domestic</b> 5:3 5:4 <b>Dominique</b> 94:2,4,5 98:5,8,10 98:20 <b>door</b> 12:15 22:23 59:16 94:17 <b>doormen</b> 54:11 <b>doors</b> 67:20 <b>down-low</b> 42:14,17 <b>downtown</b> 38:23 <b>drag</b> 49:3,4 <b>draining</b> 89:2 <b>dread</b> 28:5,8 28:10 <b>dress</b> 14:12 27:16 34:13 34:15 61:21 73:13,15 74:3 95:7 101:24 <b>dressng</b> 61:19 <b>drink</b> 22:15 22:23 94:24 <b>drinking</b> 48:19 <b>driver's</b> 15:11 99:11 <b>Drop</b> 81:21 <b>due</b> 71:14 90:2 <b>dying</b> 98:14	<b>Earle</b> 1:10 2:5,10,13 2:18,22 3:1 3:5,10,16 3:21 15:13 37:6 41:19 45:16 46:5 46:10 54:24 61:6 71:1 80:13 84:24 85:4 86:16 91:2 93:24 98:5,9,20 101:14 102:23 103:11 <b>earlier</b> 2:11 91:18 <b>early</b> 69:21 <b>earn</b> 27:22 <b>easily</b> 14:23 20:5,5 49:8 <b>economic</b> 92:23 96:7 100:9,9 <b>economically</b> 51:7 100:3 <b>educate</b> 25:14 57:14 101:6 <b>educated</b> 75:19 <b>education</b> 23:14 37:20 59:9 68:18 <b>educator</b> 75:21 <b>Edwards</b> 21:24 23:10 24:11,18 <b>effective</b> 53:19 <b>effectuate</b> 59:21 <b>effort</b> 9:6 32:8 <b>efforts</b> 30:10 58:12 87:22 <b>eight</b> 3:7,22 13:12,18 97:5 101:20 101:21 <b>either</b> 13:22 14:5 70:8	71:13 92:24 <b>elapsed</b> 61:7 98:6 <b>elder</b> 33:2 45:3 96:19 <b>elders</b> 9:16,19 11:16 43:19 43:20 <b>elected</b> 34:23 37:14 <b>elephant</b> 75:11 <b>embrace</b> 52:23 59:22 <b>emotional</b> 8:22 25:8 <b>emotionally</b> 74:22 89:2 <b>employee</b> 19:15 <b>employees</b> 37:1 <b>employers</b> 5:7 35:6,13 76:21 <b>Employing</b> 77:5 <b>employment</b> 4:20 5:9 14:2 <b>empower</b> 29:5 <b>Empowerm...</b> 84:9 <b>encourage</b> 15:23 100:3 100:10 <b>encouraging</b> 75:18 <b>endorse</b> 59:12 <b>endure</b> 64:1 <b>enduring</b> 62:19 <b>enemy</b> 33:11 <b>energy</b> 40:11 60:2 <b>enforcement</b> 36:11 62:1 <b>enforces</b> 5:5 <b>enforcing</b> 4:14 <b>engage</b> 88:15
--	--	--	--	---	---	--	--

<b>engagement</b> 87:21	85:10	66:22 89:9	<b>experiencing</b> 18:20 34:3	49:1	41:4 56:7	<b>five</b> 86:21	12:5 22:11
<b>engrained</b> 29:21 74:12	<b>especially</b> 18:8,10 74:9 99:17	<b>examples</b> 18:17 19:5	<b>explaining</b> 26:3	<b>fall</b> 54:3,18 84:8 91:18	59:14 63:12 64:23 74:22	<b>fixed</b> 68:7	22:18 35:8
<b>enrich</b> 52:23	74:9 99:17	<b>exceeding</b> 88:12	<b>exploit</b> 29:6	<b>families</b> 24:1 66:16	81:4 85:7 91:8,10	<b>floor</b> 7:18 88:6	36:23 72:24 94:9 95:13
<b>enrichment</b> 77:3	<b>ESQUIRE</b> 1:10,11,16	<b>excellence</b> 29:16	<b>exploited</b> 34:8 92:6,7	<b>family</b> 59:9 65:2 83:10	100:6	<b>focus</b> 21:5 31:24 53:9	<b>fortunate</b> 36:6
<b>ensure</b> 17:2 17:16	<b>essential</b> 5:23	<b>exception</b> 63:16	<b>exploits</b> 87:18	<b>fan</b> 58:17	<b>fighting</b> 40:9 40:10,11,12	53:24 54:2	<b>forum</b> 63:18
<b>enter</b> 27:11 28:5 95:5	<b>establishme...</b> 14:7 19:13	<b>excited</b> 28:2	<b>express</b> 74:13	<b>far</b> 24:21 25:11 66:18	40:15 41:3	<b>folk</b> 53:16 54:17,18,19	<b>forums</b> 36:2 63:18
<b>entered</b> 19:13	<b>establishme...</b> 65:14 94:20	<b>exclude</b> 7:19	<b>expressed</b> 87:18	<b>fast</b> 99:12	<b>fight</b> 11:23 65:1	54:20 95:19	63:16
<b>entertainm...</b> 95:12	<b>establishme...</b> 15:3 28:6	<b>excluding</b> 3:2 102:21	<b>extend</b> 53:4 101:15	<b>favorite</b> 28:3 75:7	<b>file</b> 7:12 63:24,24	<b>folks</b> 12:18 17:13 27:11	<b>forward</b> 20:15 30:11
<b>enthusiasm</b> 49:15	30:19 31:19	<b>exclusivity</b> 15:2	<b>extends</b> 4:20 95:18	<b>fear</b> 29:18 56:14 62:21	64:2,4	29:7,8 33:7 33:7 62:22	32:10 58:18 64:5 99:12
<b>entire</b> 26:10 58:19 59:8	31:20 32:2 32:5 94:18	<b>excuse</b> 3:7 50:7 94:6	<b>extent</b> 21:9	68:7 76:16	<b>filed</b> 6:15 8:5 8:12 88:19	62:22 64:7 64:9 74:11	<b>fosters</b> 11:22 <b>fought</b> 39:5 88:14
88:6	95:6,22	<b>Executive</b> 1:17 9:5	<b>extreme</b> 72:21	<b>fearful</b> 69:8	<b>following</b> 40:3 63:22	86:16 101:14	<b>found</b> 14:13 14:22,23
<b>entirety</b> 59:5	<b>estrogen</b> 81:18	16:6,10	<b>extremely</b> 24:6 88:9	<b>February</b> 94:10 95:16	<b>final</b> 88:19 101:3	<b>follow</b> 61:17 98:17,18	18:13 21:11
<b>entities</b> 16:21 31:8	<b>ethnicity</b> 5:1	68:14	<b>eye</b> 27:14 76:17	<b>federal</b> 68:17	<b>finally</b> 8:20 18:12 39:4	<b>followed</b> 14:4 46:21	31:12 32:8 35:7 57:1,2
<b>entrance</b> 73:11	<b>evening</b> 8:21 10:13 16:4	<b>exercise</b> 36:22	<b>eyes</b> 27:10 73:1	<b>feedback</b> 31:23	40:18 49:20	<b>follower</b> 46:21	69:16,16
<b>entrenched</b> 78:23 94:15	16:5,8 19:8 30:6 33:1	<b>exhausted</b> 87:12		<b>feel</b> 28:13 29:1,3,10	62:20 63:2 71:10	<b>following</b> 20:15 94:18	82:2
<b>entry</b> 25:1 73:11	46:16 72:6 91:14 94:4	<b>exhibited</b> 61:2	<b>F</b>	29:14 35:14	<b>find</b> 14:23 15:1 26:12	20:15 94:18	<b>founded</b> 94:10
<b>environment</b> 87:15 88:18	103:15	<b>existence</b> 12:1 78:2 94:11	<b>F</b> 17:1 104:1	43:14 48:6	32:9 52:24 69:19 78:21	96:2	<b>founder</b> 16:9 <b>four</b> 61:11 97:4
95:8	<b>evening's</b> 4:9	<b>existing</b> 28:16	<b>fab</b> 74:3,4,5	48:7 50:9	<b>findings</b> 6:21 14:21	<b>foot</b> 75:11	<b>four</b> 61:11 97:4
<b>environments</b> 11:23 15:21	<b>event</b> 79:13 89:11 90:5	<b>exists</b> 94:9	<b>fabric</b> 73:5	56:3 57:12 60:5 62:5	22:16 35:21	<b>forbid</b> 72:1	<b>Fowlkes</b> 94:3 98:24,24
<b>epicenter</b> 91:8	90:6,8,9,11 90:14	<b>expect</b> 83:16	<b>face</b> 4:8 20:14 26:22	73:7 74:15 77:21 78:13	93:11,12,18	<b>force</b> 11:10 91:17,18	<b>frames</b> 94:11 95:23
<b>epidemic</b> 63:13	<b>events</b> 16:1 54:17 58:22	<b>expectations</b> 88:12	<b>Facebook</b> 63:15 81:21	78:15 81:19 83:21,21,23	<b>forefront</b> 39:12	93:11,12,18	<b>Francisco</b> 12:1
<b>equal</b> 31:22	54:17 58:22	<b>expending</b> 40:11	<b>Facebooked</b> 93:8	84:2 95:10	<b>foregoing</b> 104:18	<b>first</b> 7:4,16 9:7 10:8	<b>Franny</b> 80:5 89:10
<b>equality</b> 4:16 37:2 39:13	65:16 76:7	<b>experience</b> 25:18 26:10	<b>faced</b> 18:7 23:16	<b>feeling</b> 43:10 48:11,17	<b>foremost</b> 42:18	14:13 16:11 18:4 25:2	<b>Freddy</b> 45:21 57:22,23
46:24 60:3	89:15,17,20	26:20 34:10	<b>facedown</b> 53:17	50:3 81:16	42:18	31:5 35:10 36:7,22	58:10 61:6 61:10
76:13	<b>everybody</b> 3:4 7:4 9:8	44:12 97:12	<b>facilitated</b> 31:14	62:24	38:9,16	38:9,16	<b>free</b> 25:16 78:15 93:19
<b>equals</b> 98:16	10:13,14	99:16	<b>facility</b> 38:10	<b>fell</b> 84:6 fellow 3:22	39:10,14	39:10,14	93:20
<b>equity</b> 31:22 99:2	48:11 62:17	<b>experienced</b> 38:18,21,22	<b>facing</b> 17:11 19:6 58:6	<b>fellow</b> 3:22 34:22	40:17 41:9	40:17 41:9	101:10
<b>eradicate</b> 59:15	82:1,5	38:23,24	<b>fact</b> 36:19 50:23 57:4	<b>felt</b> 25:10 43:8,11	42:18 46:18	42:18 46:18	<b>freedom</b> 46:24
<b>Ernest</b> 32:23 34:1,2 37:8	86:13	45:3,12	64:17 66:13	44:14 48:21	47:4 58:11	47:4 58:11	<b>friend</b> 46:1 48:7 49:9
44:24 72:1	88:13	48:22 65:10	67:1 70:13	49:12 52:9 88:9	65:17 69:24	65:17 69:24	51:4 54:4 67:12
<b>escape</b> 26:21 27:1,23	88:13	92:1	90:18	<b>fewer</b> 31:2 <b>fields</b> 96:8	70:14 72:13	70:14 72:13	<b>friends</b> 17:8 28:4 49:3
<b>escaped</b>	85:23 104:4	<b>experiences</b> 6:11 25:16	<b>fair</b> 4:17 6:8 7:8	<b>fierce</b> 88:5 <b>fight</b> 10:24 12:5 39:3	76:13 78:5 85:2 88:9	76:13 78:5 85:2 88:9	
	<b>evolving</b> 16:15	68:20 69:5	<b>faith</b> 33:21 <b>fake</b> 48:23		90:5 96:21	90:5 96:21	
	<b>example</b> 19:7 27:8 65:23	69:6,7 91:4 96:20 97:15			99:7,22	99:7,22	
		99:14			100:19	100:19	
					<b>fitting</b> 94:19	<b>forms</b> 11:23	

63:20 65:2	70:15 72:1	<b>getting</b> 20:8	84:19 96:19	19:17 21:16	92:14	<b>health</b> 18:6	<b>heritage</b>
65:20 66:17	78:21 83:24	41:7 46:15	<b>going</b> 2:18,20	35:5,14	<b>hallway</b> 8:16	25:8 77:1,2	38:19
83:9 99:13	85:17,20,20	57:3 82:12	2:23 3:13	36:11,14,24	<b>hand</b> 22:23	84:9	<b>heritages</b>
<b>frisked</b> 28:23	89:17 94:14	<b>ghetto</b> 90:12	9:4 10:4,9	37:3,11,17	71:23	<b>healthcare</b>	38:21
<b>front</b> 11:17	<b>Gayborhood</b>	<b>Giana</b> 23:9,9	11:12 12:18	60:21 100:5	<b>handle</b> 80:11	42:13	<b>hero</b> 52:16
23:19 42:15	13:16 19:11	26:15	20:9 25:22	<b>grad</b> 37:20	<b>hands</b> 14:19	<b>hear</b> 7:6,16	<b>hesitation</b>
42:16 51:1	19:22 20:18	<b>girls</b> 78:6	26:5 34:10	<b>graduate</b>	<b>hang</b> 22:22	8:1,10	17:23
56:8 73:1	26:10,21	82:23,24	35:20 36:3	72:13,14	50:1	10:14 18:23	<b>Hey</b> 48:11
85:17,18	27:9,18,21	<b>give</b> 7:7 27:6	38:16 39:4	<b>grant</b> 77:6	<b>hanging</b>	32:18 72:20	<b>Hi</b> 22:3 52:4
86:6,9	28:12,14,15	27:7 42:23	39:19 40:5	98:1	38:22	82:5 86:12	68:9 75:15
<b>fruit</b> 49:11,20	28:19,20	45:13 46:24	41:3 42:7	<b>granted</b>	<b>happen</b> 12:17	88:7 93:7,9	77:17
<b>fuck</b> 103:6	37:17,17	46:24 55:12	43:9 45:4	24:21 39:13	36:23 54:12	103:9	<b>hide</b> 70:7
<b>fucking</b> 47:7	38:15,16,23	55:13 86:23	47:11 48:21	<b>gratification</b>	54:12 73:1	<b>heard</b> 27:3	<b>high</b> 72:13
<b>full</b> 6:23	40:19 54:6	103:6	49:24 51:7	61:16	<b>happened</b>	31:10 54:13	<b>high-end</b>
17:21 38:12	60:21 64:18	<b>given</b> 12:9	51:7,9,11	<b>GRAVES</b>	19:19 63:15	59:13 64:6	83:12
40:16,17	68:23,24	17:21 20:13	51:12,23,24	23:9 26:15	86:3	64:7 65:3	<b>high-ups</b> 75:1
<b>fully</b> 104:5	70:3,11,23	24:24 29:19	52:6 57:2	<b>great</b> 17:10	<b>happening</b>	71:20,21	<b>highly</b> 89:24
<b>Fulton</b> 77:17	71:19 72:8	60:3 79:15	58:21 61:11	27:12 33:3	45:9 63:4,4	81:6 83:20	<b>Hill</b> 68:13
80:16 81:21	72:11,12,17	<b>gives</b> 100:18	62:11 63:15	59:24	67:18 77:13	89:16 99:15	<b>Hines</b> 10:9,10
<b>fun</b> 62:7	72:18 73:10	<b>glad</b> 85:24	65:13 70:2	<b>Green</b> 72:4	<b>happens</b>	101:11	10:13,15
95:12	77:23 78:4	86:1	71:16 73:17	75:15,16	64:22,22,23	103:8	<b>Hinson</b> 10:11
<b>funded</b> 25:7	78:17 82:8	<b>glamorous</b>	73:18,21	<b>grievances</b>	86:4 95:22	<b>hearing</b> 2:3	16:8,9,24
<b>funding</b> 18:9	83:18,22	35:1	74:16 76:6	44:21	<b>happier</b>	4:9 6:6,10	19:2 21:7
24:23 77:7	87:5,7 89:8	<b>go</b> 2:16 7:3	76:18 81:1	<b>ground</b> 7:3	62:10	6:16 8:10	<b>hire</b> 19:24
77:8 87:20	89:21,24	14:7 22:18	81:14,15	93:5,17	<b>happy</b> 9:12	9:7 40:17	24:23 82:11
101:2	90:2,16,20	26:20 27:23	82:3 85:21	<b>group</b> 4:4	49:22 95:21	90:19	<b>historic</b> 63:11
<b>further</b> 16:22	94:10,12	28:3,13	86:6,12,17	11:4,24	<b>harassed</b> 39:1	101:18,22	<b>history</b> 4:10
<b>future</b> 21:16	95:14,16	32:7 34:6,8	86:19 97:4	12:2,21	94:21	103:16	16:15 39:11
	96:1,9,20	34:12 37:13	99:7,9	13:17 18:22	<b>harassment</b>	104:6	49:17,18
	99:8 100:8	43:11 44:11	102:5	27:10	39:22 88:4	<b>heart</b> 33:10	58:17 78:19
<b>G</b>	101:20	45:5 48:9	<b>gold</b> 52:17	<b>groups</b> 15:24	88:23	<b>held</b> 1:19	93:2,3,22
<b>gain</b> 21:8	<b>gender</b> 5:2	48:12,13	<b>good</b> 9:22	24:1 35:22	<b>hard</b> 9:21	20:1 27:19	<b>hit</b> 51:7,7
31:1 73:10	17:19 28:9	49:8,10	10:13 16:4	<b>grow</b> 16:17	15:17 39:17	29:13 31:6	100:2
<b>gaining</b> 31:7	42:5 74:13	50:1,11	16:5,8 26:7	65:24	46:1 55:20	<b>hell</b> 41:17	<b>hits</b> 70:14
<b>GALAEI</b>		55:20 56:23	30:6 33:1	<b>Growing</b>	57:18 69:16	51:13	<b>HIV</b> 33:6
18:11 59:18	<b>genders</b>	61:22 64:2	46:16 48:6	75:24	69:16	<b>Hello</b> 10:14	55:19,23,24
<b>gap</b> 76:24	76:24	64:24 66:10	48:6,7,7	<b>growth</b> 29:24	<b>harm</b> 69:18	23:7 34:2	55:24 56:2
<b>Gary</b> 10:8,10	<b>general</b> 58:11	67:6 74:4	50:3 62:16	<b>guess</b> 40:21	69:20	55:16 57:22	56:2,9 57:1
10:13,14	<b>generate</b> 90:9	76:7 79:6,6	62:18,18,24	<b>gun</b> 15:18	<b>hashtag</b>	75:15	57:3,4,15
13:5	<b>generation</b>	82:10,10	66:16,16	39:8	66:13,15	<b>help</b> 7:23	63:13 87:19
<b>gather</b> 6:17	91:10	83:10,13	67:12 70:8	<b>guys</b> 50:1	<b>hate</b> 26:17	9:10 56:5	87:23 96:8
<b>gathered</b> 6:19	<b>generational</b>	84:4 85:11	72:6 91:14	71:4 102:13	50:4,21	65:19 66:1	97:8
102:2	49:17	86:17 87:1	93:22 94:4	102:21	64:19 66:24	66:10 67:15	<b>hold</b> 20:7
<b>gay</b> 10:21	<b>generations</b>	96:24 97:13	103:15		<b>Hazel</b> 21:23	69:23 77:10	38:3 65:4
11:9,22	20:6	101:8	<b>Goode</b> 33:14	<b>H</b>	22:2 23:10	100:12	79:24 80:18
13:13,15,23	<b>gentleman</b>	<b>goal</b> 23:15	<b>Googled</b>	<b>H</b> 1:10	23:10 24:11	<b>helped</b> 12:23	<b>holding</b> 6:6
19:14 22:5	46:14 82:22	<b>God</b> 44:7	70:14	<b>hail</b> 13:7	24:18	58:12,13	16:1
22:16 26:7	84:10	48:15 52:2	<b>Gotcha</b> 55:2	<b>half</b> 26:3 47:9	<b>he'll</b> 42:21	<b>helpful</b> 9:18	<b>holdouts</b>
27:21 33:13	<b>geographic</b>	67:17 72:1	<b>gotten</b> 66:17	<b>hall</b> 20:1	<b>head</b> 33:9	<b>helping</b> 56:6	14:16,18
36:15 42:14	17:14	74:14 80:10	<b>governing</b> 6:8	30:17,24	43:6,9,20	66:11,23	<b>home</b> 6:7
42:17 52:22	<b>German</b>	<b>goes</b> 23:23	<b>government</b>	31:6,12	46:17	87:22 96:22	49:21 64:24
54:5 55:7	38:19	37:16 58:3	12:4 16:17	34:23 58:7	<b>heal</b> 24:10	<b>Hepburns</b>	81:7
55:18,18,19	<b>Germantown</b>	64:3 75:8	16:20 19:10	80:8	77:9,10	78:9,9	<b>homeless</b> 56:2
55:22 56:3	10:17			<b>halls</b> 30:12			
68:23 70:15							

65:22 82:23	63:24	<b>immunity</b>	94:14 95:3	<b>instruct</b>	<b>investigates</b>	<b>jobs</b> 35:15	<b>kick</b> 48:1
<b>homelessness</b>	<b>Hurrey</b> 1:24	27:6	<b>individual</b>	101:5	6:1	82:12	<b>kid</b> 48:14
25:18 47:17	104:12	<b>impact</b> 17:17	40:6 47:19	<b>instructions</b>	<b>investigation</b>	<b>John</b> 17:1	97:3
<b>homes</b> 78:21	<b>hurt</b> 26:18	23:18 61:4	55:18,19,19	6:24 102:12	88:21	<b>Johnson</b>	<b>kill</b> 33:11,12
<b>homophobia</b>	67:8	61:5 95:13	56:3,14,20	<b>integral</b>	<b>investigatio...</b>	62:15 65:8	61:7
12:6 27:23	<b>hurts</b> 73:5	<b>impacts</b> 95:4	56:22 59:18	88:10	8:9	65:9	<b>Killed</b> 54:5
<b>honest</b> 64:6		<b>impart</b> 29:1	83:14,14	<b>integrated</b>	<b>invisible</b>	<b>join</b> 4:1 12:22	<b>kind</b> 22:22,23
85:21	<b>I</b>	<b>implement</b>	<b>individuals</b>	5:24	76:15 77:23	<b>joined</b> 9:13	36:1 44:9
<b>honestly</b>	<b>I.D</b> 14:10,13	21:6 31:3	17:21 19:10	<b>intended</b> 24:9	<b>invite</b> 79:9	13:9 16:24	48:14 52:4
26:18 74:2	15:8 22:11	103:10	30:20 37:11	<b>intent</b> 7:19	<b>invited</b> 19:12	<b>joint</b> 20:16	55:5
<b>honesty</b> 64:6	34:11,13	<b>implementa...</b>	47:15,16	<b>interaction</b>	31:23	<b>jokingly</b>	<b>King</b> 44:2
<b>honor</b> 47:18	48:22,23	32:1	56:10 60:23	26:9 97:17	<b>involved</b>	25:22	45:22 46:20
<b>honored</b> 47:3	94:22 99:11	<b>implying</b>	73:5	<b>interest</b> 87:22	33:17	<b>journalist</b>	62:14
<b>hope</b> 28:24	<b>I.D.s</b> 48:23	25:23	<b>industrial</b>	100:13	<b>Irish</b> 38:20	34:5	<b>KKK</b> 72:22
29:22 34:14	99:10	<b>important</b>	37:16	<b>interested</b> 6:9	<b>irrational</b>	<b>journey</b>	<b>knew</b> 48:15
53:11 59:7	<b>iCandy</b> 14:19	24:6 31:9	<b>inequalities</b>	<b>interesting</b>	76:16	39:17	<b>know</b> 2:6
59:11 81:7	19:20 26:24	44:14 67:3	54:22	14:17	<b>ism</b> 53:17	<b>joy</b> 49:15	5:21 9:15
86:13	28:3 51:6	67:11 76:7	<b>inflict</b> 63:8	<b>intergroup</b>	<b>isms</b> 12:7	<b>judge</b> 64:20	11:20 14:15
<b>hopefully</b>	55:12 84:3	<b>imposed</b>	69:22	5:10	53:8	<b>Julie</b> 62:15	14:24 15:4
44:23	94:20 95:2	98:12	<b>influences</b>	<b>intern</b> 81:3	<b>issue</b> 6:20	68:9,9 71:1	15:14,19,23
<b>hospital</b>	<b>idea</b> 59:22	<b>improve</b> 6:12	91:9	<b>internal</b>	36:3 71:6	71:3	33:5,17
85:21	60:18	<b>in-depth</b> 96:4	<b>information</b>	98:14	73:19 82:14	<b>jumped</b> 80:8	34:7,10,16
<b>hostile</b> 88:2	<b>idealistic</b>	<b>inaudible</b> 2:9	6:17,17,19	<b>internalized</b>	87:5 90:17	<b>jurisdiction</b>	35:4,18,20
92:2 95:8	71:18	2:12 10:5	7:14 8:15	26:4	101:19	4:19 8:3	37:7 38:3
<b>hot</b> 35:1	<b>ideas</b> 6:12	90:4	8:17 21:13	<b>Internet</b>	<b>issued</b> 20:18	<b>justice</b> 23:12	40:4 41:8,9
<b>hotline</b> 21:12	16:14	<b>inception</b>	85:8,9	66:13	<b>issues</b> 8:2	23:15 24:13	41:15 43:5
21:15	<b>identifiable</b>	4:12	103:2	<b>interning</b>	17:11 19:21	35:21 36:13	43:8 44:21
<b>hour</b> 14:8	14:23	<b>incident</b>	<b>inhumane</b>	81:4	33:14 35:9	47:1,5	44:21 46:19
26:3 95:21	<b>identified</b>	19:19	53:8	<b>intersection</b>	35:11 38:3	91:19	47:9 48:8
<b>hours</b> 27:2	8:24 18:5	<b>incidents</b>	<b>initially</b> 24:8	29:21	58:6 62:24		48:10,14
49:23 54:7	77:18	22:20 31:2	<b>injustice</b>	<b>interview</b>	69:11,11	<b>K</b>	49:3,5,6,7
<b>house</b> 43:2	<b>identifiers</b>	31:2,17	23:16 71:15	13:22	95:23	<b>Kansas</b> 13:7	49:24 50:16
45:22,23	96:7	<b>included</b>	75:9	<b>interviewed</b>		<b>keenly</b> 71:5	51:8 54:21
85:18,18	<b>identify</b> 9:2	17:13	<b>inquire</b> 5:7	13:22	<b>J</b>	<b>keep</b> 13:4	57:12 62:23
96:13,18	51:18 54:19	<b>includes</b>	<b>insane</b> 33:5	<b>interviewing</b>	<b>jail</b> 48:3	22:24 40:8	65:2 66:12
<b>housing</b> 4:20	<b>identities</b>	100:1,12,13	<b>inside</b> 48:21	88:22	<b>jailed</b> 39:1	40:13 47:7	67:1 70:1,2
<b>HR</b> 88:21	28:22 89:8	<b>including</b>	70:21 94:17	<b>interviews</b>	<b>Jarrold</b> 45:22	86:21 102:5	70:18 71:7
<b>huge</b> 101:16	<b>identity</b> 5:2	4:21 11:9	<b>insidiousness</b>	96:4	62:14	<b>keeping</b> 2:7	71:18 75:1
<b>human</b> 1:1	17:19 28:10	11:17 13:18	33:8	<b>intimidate</b>	<b>Jeff</b> 57:24	7:10,24	75:18 78:18
2:3 3:6,9	42:5 74:13	14:15 21:10	<b>insight</b> 31:1,7	36:21 68:3	58:1	<b>Kemar</b> 66:22	79:13,15,20
4:13 11:10	<b>ignored</b> 53:13	101:9	<b>inspector</b>	36:6 82:20	<b>Jeff's</b> 58:2	72:3,6,7	79:22 81:1
12:4,9,19	54:8,10	<b>inclusive</b> 31:3	19:9,16	<b>intimidation</b>	61:11	<b>Kenney</b> 41:6	82:13,17,23
20:16 21:7	<b>ill</b> 55:4	62:9 74:6	<b>inspired</b>	35:8 36:10	<b>Jewel</b> 72:3,6	<b>Kenny</b> 70:24	83:4 84:2
23:23 40:2	<b>illegal</b> 5:6	102:21	71:21	36:23 88:20	72:7	71:4	84:12,14,21
61:24 63:22	<b>illness</b> 47:17	<b>inclusivity</b>	<b>instance</b> 15:7	<b>introduce</b>	<b>Jewish</b> 4:5	<b>Kenny's</b> 71:6	84:22 85:9
70:19 76:14	47:18,23	58:13 77:14	15:19	77:24	<b>Jim</b> 41:5	<b>Kenyatta</b>	85:10 86:22
76:15 85:22	<b>immediate</b>	<b>inconsistently</b>	<b>instances</b>	<b>introduction</b>	70:24	62:14,16	87:2 91:14
99:2	60:20	15:7	97:20	13:5	<b>Jimmi</b> 21:22	<b>key</b> 16:14	95:17 99:15
<b>humble</b> 47:22	<b>immense</b>	<b>incredible</b>	<b>Instant</b> 61:15	<b>invalidate</b>	22:2,3,3	43:12	<b>knowing</b> 28:5
47:22	24:19	42:11 94:24	<b>instill</b> 29:18	28:9	<b>job</b> 5:7 30:13	<b>Keyes</b> 1:12	28:8 76:15
<b>humiliation</b>	<b>immigrants</b>	<b>Independen...</b>	<b>Institute</b>	<b>investigate</b>	77:3 83:5	3:24	85:7,8
69:17,20	4:4	21:1	23:15 35:21	7:13	83:13 86:7	<b>Khalif</b> 45:18	<b>knowledge</b>
<b>hundred</b>	<b>immobilize</b>	<b>indicator</b>	36:14 91:19		86:7 88:7,9	45:24 46:12	5:22 8:11
	64:12				92:18	46:17	

<b>known</b> 13:10 13:15,23 79:23	<b>laws</b> 39:10 <b>lawyer</b> 59:5 69:13,14,17	20:21 <b>letting</b> 37:6 40:4	<b>lie</b> 73:16 <b>lieutenant</b> 41:18	87:23 <b>living</b> 25:19 55:19 56:14	39:18,19 47:15,16 77:19 84:14	42:17 78:20 <b>males</b> 11:1 30:9 68:23	<b>Mayor's</b> 8:2 11:1,13 30:8 35:16
<b>kumbaya</b> 47:7	<b>Le</b> 21:22 30:3 30:5,6	<b>level</b> 25:1 33:3	<b>life</b> 26:19 33:18 50:12	65:1,18 87:23 89:18	86:4 <b>Lou</b> 81:23	<b>man</b> 3:14 19:14 22:7	<b>Mazzoni</b> 81:12,13,14
<b>Kyle</b> 81:24 86:24 87:1 87:1,9 91:4	<b>leaders</b> 5:16 20:7 74:19 74:24	<b>levels</b> 49:14 49:15 101:1	50:13,13 64:14 65:17 68:12	96:14 <b>loans</b> 100:12	82:1 85:2,5 87:3	27:15 47:1 47:21 50:12	81:17 87:17
<hr/> <b>L</b> <hr/>	<b>leadership</b> 10:21 18:1	<b>LGB</b> 39:15 68:17 69:18	<b>lifestyle</b> 47:22	<b>local</b> 5:17 30:21 77:6	<b>loud</b> 32:19 <b>louder</b> 32:17	52:10 76:2 85:17 97:14	87:18 88:11 88:15 90:7
<b>labor</b> 5:17 92:6	19:24 25:5 61:22 77:5	<b>LGBT</b> 4:5 6:12 7:22	<b>light</b> 8:24 26:16 27:5	<b>located</b> 96:8 <b>locked</b> 39:2	<b>Lounge</b> 59:6 <b>love</b> 46:3	92:19 <b>management</b>	<b>Mazzoni's</b> 87:24
<b>lack</b> 76:21	101:1	10:16,20 12:4 16:7	27:6 <b>lighten</b> 49:5	<b>London</b> 94:2 94:4,5 98:8	50:20,22,23 51:19,20,22	<b>manager</b> 88:1,21	<b>Mazzonie</b> 89:10
<b>laid</b> 54:6	<b>leading</b> 90:14	16:11,15 17:4,5,11	<b>liked</b> 76:11	98:10 <b>long</b> 25:9,11	52:13 65:4 70:19 72:8	70:19 72:8 79:5 91:7	<b>McCullough</b> 54:4
<b>Landau</b> 1:16 9:5,8 10:3	<b>leads</b> 19:2	18:5,5,7,8 18:12,13	<b>limit</b> 7:8 13:2	32:22 38:10 39:17 40:5	79:5 91:7 <b>loving</b> 52:13	13:23 14:18 58:11 97:23	<b>mean</b> 35:22 42:21 43:9
13:1 21:21 30:3 32:14	<b>League</b> 23:13 24:13	19:4 30:19 35:16 36:18	<b>lined</b> 7:7	40:8,10 41:24 48:1	47:21 <b>lovingly</b>	7:24 61:13	45:2 50:21 50:22 56:17
41:5 45:18 46:9 62:13	<b>League's</b> 23:15	37:5 41:7 52:16,24	<b>liquor</b> 92:20	49:20 52:9 70:10 73:16	<b>low</b> 100:13 <b>lump</b> 53:10	98:11 <b>manifest</b>	64:14 68:4 84:22 96:16
72:3 81:23 94:2 103:1	<b>Leapheart</b> 81:24 91:14	53:7,13,16 54:16,18	<b>list</b> 76:6,19	95:20 <b>long-lasting</b>	<b>lumped</b> 53:5 <b>lunch</b> 83:6	54:23 63:8 78:12	96:17 <b>means</b> 30:13
103:8 <b>language</b>	<b>learn</b> 3:8 23:4	59:23 60:3 62:1 63:5	<b>listed</b> 32:6	17:16 <b>long-term</b>	<b>Luther</b> 44:1 46:20	98:11 <b>marginaliz...</b>	60:7,24 63:6 64:15
20:22 67:2 97:11	<b>learned</b> 97:10	63:11 65:22 68:19 90:4	<b>listen</b> 6:16 18:19 23:4	10:15 <b>longer</b> 39:8,9	72:22 <b>lynching</b>	52:21 53:20 53:22 59:24	93:9 104:20 <b>meant</b> 37:18
<b>languages</b> 103:12	<b>leave</b> 27:15 75:6 89:3	95:1 100:22 101:4	25:14 42:20 42:22 44:18	39:14 47:16 53:12 58:3	72:22 <b>Lynn</b> 32:23	63:6 74:7 63:6 74:7	52:23 <b>measures</b>
<b>lanyards</b> 8:24	<b>led</b> 18:11 88:5	38:9 <b>LGBT-spec...</b>	44:23 45:10 45:11	98:16 <b>literacy</b> 77:1	41:22	41:22	72:21 <b>meat</b> 76:11
<b>lapsed</b> 71:2 80:14 85:1	<b>leeway</b> 17:10	38:9 <b>LGBTQ</b> 9:3	45:11 <b>literally</b>	<b>looking</b> 37:21 48:23 49:2	<hr/> <b>M</b> <hr/>	46:20 <b>machine</b>	52:23 <b>media</b> 67:3
<b>large</b> 53:13 102:22	<b>legal</b> 68:14 71:13	24:20 25:9 25:18 29:11	96:17 <b>literature</b>	62:21 63:10 64:15 73:7	48:24 <b>MACT</b> 11:19	53:21 <b>masterful</b>	87:2 <b>mediations</b>
<b>larger</b> 23:20 25:11 78:1	27:14	29:12 31:18 31:20 32:5	8:19 <b>litigation</b>	75:16 78:18 78:19 79:4	78:8 <b>Mademoise...</b>	53:22 59:24 63:6 74:7	5:19 <b>medicine</b>
82:14 100:24	<b>legislation</b> 76:20	35:21 76:22 77:4,5,7,8	68:18 <b>little</b> 2:11	81:20 <b>looking</b> 22:24	78:8 <b>magic</b> 51:1,2	63:6 74:7 46:20	72:21 <b>meat</b> 76:11
<b>lastly</b> 32:2 77:10	<b>lengths</b> 94:24	77:13 81:6 91:16 92:3	23:1 81:2 86:18	60:6 70:21 70:22	51:2 <b>mail</b> 102:8	46:20 <b>market</b> 83:9	52:23 <b>media</b> 67:3
<b>late</b> 11:15 86:19 91:15	<b>lesbian</b> 11:9 13:13,15,23	95:5,9,10 95:14,19,24	86:18 <b>live</b> 52:8	52:19 64:3 <b>Lorde</b> 79:21	<b>maintains</b> 95:8	63:6 74:7 46:20	87:2 <b>mediations</b>
<b>lately</b> 26:17 27:2	22:16 33:13 52:22 55:7	96:4 <b>LGBTQA</b>	55:23 57:15 57:16,17	70:2 88:8 <b>lost</b> 47:17	<b>maintenance</b> 5:23	63:6 74:7 46:20	5:19 <b>medicine</b>
<b>Latino</b> 4:4 102:20	77:18,23 79:20,20	11:24 <b>liaison</b> 16:11	67:5 74:4 93:13	68:11 85:23 85:24	77:22 104:6 50:12,13,14	63:6 74:7 46:20	57:10 <b>meditate</b> 9:24
<b>Latinos</b> 102:15	84:1 <b>let's</b> 2:5 7:2	93:12 <b>Liberty</b> 1:19	93:13 <b>lived</b> 33:19	85:24 <b>lot</b> 7:6 9:12	<b>major</b> 17:17 42:15	63:6 74:7 46:20	5:19 <b>medicine</b>
<b>launch</b> 101:5	9:24 40:16 40:16 41:3	10:20 22:4 <b>license</b> 92:20	33:20 61:3 68:11	22:8,17 23:5 35:2	<b>making</b> 63:2 84:20	45:19 46:17 50:18 52:2	43:3,7 45:8 58:7,8
<b>laundry</b> 76:6 76:19	47:4,6,7 48:12 51:16	99:24,24 <b>licenses</b> 15:11	68:11 <b>lives</b> 23:18	36:17 39:18	<b>Malcolm</b> 62:14,16	50:18 52:2 77:22 104:6	58:7,8 <b>meetings</b> 16:1
<b>law</b> 5:6,6 17:22 20:3	51:17 52:2 61:12 93:21	99:11	29:2,10,14 45:19 46:17		<b>Malcom</b> 44:3 46:21,22	77:22 104:6 50:12,13,14	20:1 25:13 66:11
20:22 21:6 36:10 41:2	<b>letter</b> 20:16		50:18 52:1 52:19 66:18		47:2 <b>male</b> 42:14	50:12,13,14 <b>mayor</b> 9:13	66:11 <b>member</b>
						16:12 17:1 17:8,23	10:18 22:5 24:12,13
						20:17 33:15 41:5,16	34:3 59:6 94:20
						42:20 70:24 71:4,6	94:20 <b>members</b>
						74:23	5:11,21 9:1 9:2 17:9,13



21:2 23:20 25:9 28:4 39:21 60:3 60:15,19 72:22 94:16 96:6 <b>membership</b> 78:10,11 <b>men</b> 11:5,5 11:20 13:10 13:10 23:24 27:21 47:21 54:6,13 78:22 79:7 <b>Men's</b> 10:21 <b>mental</b> 47:17 77:2 <b>mentally</b> 74:22 <b>mention</b> 17:6 <b>mentioned</b> 12:8 87:3 <b>message</b> 53:11 <b>messages</b> 90:10 <b>met</b> 19:10 54:14 65:16 <b>methods</b> 73:6 <b>Metro</b> 45:2 <b>Mexican</b> 3:16 38:19 <b>mic</b> 10:4,6,7 32:20 42:16 81:20,21 <b>Micah</b> 23:7,8 23:11 28:24 <b>Michael</b> 10:11 16:8 16:24 17:23 19:2 21:7 <b>micro-aggr...</b> 95:21 <b>micro-aggr...</b> 95:12 <b>microphones</b> 72:5 <b>mics</b> 21:24 32:18 <b>mid-90s</b> 12:22 <b>middle</b> 21:24 <b>Mike</b> 16:9	<b>militant</b> 97:18 <b>million</b> 52:5 <b>millions</b> 100:18 <b>mind</b> 7:10,24 56:17,18 65:11 74:2 <b>minded</b> 56:22 <b>minds</b> 72:20 <b>mine</b> 52:17 67:12 <b>minister</b> 92:15 <b>Minorities</b> 11:14 <b>minutes</b> 7:9 15:14 37:7 41:20 46:7 46:8,10 49:11 55:1 58:3 61:6 69:15 71:1 80:13 82:3 84:24 85:15 86:11,18,21 86:22 91:3 98:6 <b>misgendered</b> 28:19 <b>misogyny</b> 26:20 <b>mission</b> 29:5 29:11,15 68:15 <b>missions</b> 42:2 42:3 <b>Missouri</b> 13:8 <b>mixed</b> 38:19 <b>Mom</b> 76:4 <b>moment</b> 9:20 9:20,24 10:1 37:7 41:21 47:7 61:7 63:11 <b>moments</b> 55:1 61:8 71:2 80:14 91:3 98:6 <b>momentum</b> 40:15 <b>money</b> 55:10 79:10 84:20	86:2,3 89:23 100:20,23 <b>monologues</b> 24:3,10 <b>monster</b> 53:18 <b>month</b> 57:3 <b>months</b> 19:19 25:3,17 50:6 61:15 84:7 96:3 <b>moral</b> 92:16 92:17,21,21 92:24 93:10 <b>mother</b> 75:24 <b>motherfuck...</b> 47:10 <b>motivated</b> 43:14 <b>mouse</b> 75:11 75:12 <b>mouth</b> 55:10 <b>move</b> 16:21 30:11 55:9 58:18 <b>movement</b> 44:1,1 55:3 63:9 <b>movements</b> 55:5 <b>moving</b> 13:8 32:10 <b>Mt</b> 68:13 <b>multi-billion</b> 84:19 <b>multi-cultu...</b> 11:21 <b>multi-racial</b> 11:21 <b>multiple</b> 28:23 <b>murder</b> 47:17 <b>murdered</b> 54:5 <b>Museum</b> 58:9 <b>music</b> 70:17 70:18 <b>Muslim</b> 4:6 <b>mutual</b> 2:22 <hr/> <b>N</b> N 90:5 104:1 <b>NAACP</b>	36:15 <b>name</b> 3:4 10:14 13:5 16:6,8 22:3 23:7,9,10 30:6 34:2 42:11 46:16 47:20 50:11 50:14,14,15 51:3 55:17 57:23 65:8 68:9 72:7 75:16 87:1 87:8 91:15 92:20 94:5 98:24 <b>named</b> 91:19 91:20 <b>names</b> 10:9 39:2 96:6 <b>Naomi</b> 81:24 91:14,15 93:24 <b>narrative</b> 91:24 <b>nation</b> 92:2 <b>national</b> 5:2 35:20 91:16 93:16 <b>nations</b> 24:1 <b>native</b> 13:7 75:19 97:9 99:3 <b>nature</b> 20:3 23:24 <b>navigating</b> 25:19 <b>necessarily</b> 63:22 <b>necessary</b> 98:15 <b>need</b> 3:14 8:16,23 20:13 25:22 39:24 40:3 40:14 46:21 50:18 52:1 53:9 57:9 57:10,13,13 57:13,19 60:1,8,16 60:19 61:4 63:18,18,19	65:12,19 67:2 69:23 71:16,21,22 71:23 75:5 84:5 96:10 <b>needed</b> 49:10 78:10,11 88:7 99:9 <b>needs</b> 8:22 17:4 38:1 40:18 54:21 55:4 74:18 91:9 100:8 100:20 <b>negative</b> 57:6 57:7 <b>negatively</b> 23:17 <b>neighborho...</b> 5:16 6:3 15:9 18:6 20:1 83:23 84:2 <b>neighborho...</b> 5:13 <b>Nelly</b> 41:5 66:21 67:11 67:13 71:5 75:17 80:4 80:5,9,11 <b>Nelly's</b> 71:7 <b>nephew</b> 33:3 <b>nervous</b> 77:20,21 <b>neutral</b> 75:9 75:12 <b>neutrality</b> 75:13 <b>never</b> 26:2 36:3 62:3,4 63:7 73:19 79:1,1 <b>new</b> 14:21 19:21 20:6 71:17 74:4 81:6 82:12 <b>newly</b> 30:8 <b>news</b> 30:21 43:13 70:15 72:1 <b>nice</b> 37:20 <b>nigger</b> 72:23 90:11	<b>niggers</b> 51:10 51:11 53:2 <b>night</b> 26:6 34:7,7 49:22 50:2 73:18,24 79:17 93:22 96:23 102:5 <b>nightlife</b> 87:13 89:5 <b>nine</b> 3:19 46:7 61:14 <b>Nizah</b> 71:11 <b>nobody's</b> 83:5 <b>non-city</b> 21:12 <b>non-profits</b> 19:4 <b>non-QPOC</b> 60:8 <b>non-working</b> 58:24 <b>noncoopera...</b> 32:4 <b>nondiscrimi...</b> 5:22 <b>nongovern...</b> 16:21 <b>nonprofit</b> 24:22 25:12 29:4 37:16 68:15 79:19 82:6,22 83:4,19 87:6,6,12 92:19 100:19 <b>nonprofits</b> 25:1,4 52:18 61:20 69:4 82:7 83:19 100:17,20 <b>nonstop</b> 101:17 <b>norm</b> 19:18 19:18 <b>North</b> 1:19 <b>NOTARY</b> 104:13 <b>noted</b> 104:4 <b>notes</b> 31:12	68:11 96:7 104:5 <b>notice</b> 51:6 <b>number</b> 74:3 74:5 88:5 100:6,7,23 <b>numerous</b> 19:5 88:12 <b>nurturing</b> 81:9 <b>nutshell</b> 37:9 <hr/> <b>O</b> <b>O</b> 104:1 <b>objections</b> 104:4 <b>objectives</b> 30:24 <b>observed</b> 87:11 <b>observers</b> 14:5 <b>obviously</b> 62:17 96:9 <b>occasions</b> 88:13 94:16 <b>occurring</b> 61:18 <b>occurs</b> 69:18 <b>October</b> 1:4 31:5 <b>offer</b> 5:8 20:14 21:10 23:3 51:2 99:16 <b>offered</b> 21:1 79:11 <b>office</b> 7:12 8:2 20:17 30:8 35:16,16 36:17,18,19 43:15 47:9 62:1 67:13 101:4 102:7 103:3,7 <b>officer</b> 41:10 <b>officers</b> 39:23 94:19 <b>offices</b> 9:15 <b>official</b> 19:6 46:2 <b>officials</b> 12:10 19:17 34:23 37:14	<b>oh</b> 48:15 57:5 65:5 <b>okay</b> 2:15,19 3:17 9:8 23:11 35:22 36:4 41:24 44:20 47:6 47:9 48:16 48:23 49:1 55:2 65:23 66:2 71:3 <b>old</b> 19:21 33:17 38:17 43:6,9,19 46:15 72:9 78:7 79:20 <b>older</b> 4:6 70:12 <b>olds</b> 22:14 <b>Olympic</b> 78:7 78:8 <b>Omar</b> 1:13 3:24 <b>omitted</b> 96:6 <b>once</b> 6:18 27:8 29:22 58:11 90:9 <b>one-on-one</b> 96:4 <b>ones</b> 14:17 15:12 70:7 70:7 73:1 <b>ongoing</b> 23:16 32:3 90:2 <b>onus</b> 64:4 <b>open</b> 7:17 11:3 52:13 52:13 59:16 80:17 89:3 100:11 <b>operate</b> 31:21 <b>operation</b> 14:3 <b>opinion</b> 44:10 89:24 <b>opportunity</b> 7:8 29:24 90:21 <b>opposed</b> 99:14 <b>oppressed</b> 24:4 53:22
---	---	--	---	---	--	---	---

<b>oppression</b> 94:9	8:3,19 16:17 25:21	<b>pants</b> 27:15 74:10 90:23	99:23 <b>Pause</b> 10:2	56:19 57:15 60:5,13,18	39:7 <b>persistent</b> 13:14	69:2 70:13 71:12 72:8	15:10 16:2 28:3 44:12
<b>oppressor</b> 53:21 75:10	40:22 70:22 78:4,16	<b>paper</b> 23:1 82:4	<b>pay</b> 76:24 96:16 97:2	61:22 62:19 63:1,13,18	<b>person</b> 2:7 9:7 10:8	72:11,12,17 72:18 73:10	70:23 83:12 <b>plan</b> 31:16
<b>oppressors</b> 24:4	87:4 89:21 90:22 94:21	<b>paperwork</b> 97:20	<b>payment</b> 96:13,17	65:15,16 66:6,7,9,21	26:22,23 27:4,5 29:1	75:19 77:11 77:15 78:3	<b>played</b> 11:14 <b>playing</b> 40:7
<b>options</b> 25:6	100:4	<b>parade</b> 92:10	<b>pays</b> 82:22,24	67:4,5,5,6,7 67:8,23,24	29:9,14 46:10 49:2	81:4 85:7 85:16,19	<b>please</b> 2:5 7:9 7:20,24
<b>order</b> 4:9	<b>overall</b> 95:13	<b>parents</b> 72:9	<b>PCA</b> 4:9 6:1	68:3,4,6,6 68:17,17,19	49:16 63:11 64:13,18	87:10 93:14 93:14 99:19	8:18 55:1 71:2 75:1
<b>ordered</b> 76:9	<b>overcharge</b> 79:2	<b>park</b> 26:5	<b>PDF</b> 12:18	69:19 70:5 70:6,21,22	65:5,13 66:3 67:13	100:8,17 <b>Philadelphi...</b> 5:12	76:16 86:21 91:3 93:18
<b>ordinance</b> 4:18 5:1 6:8	<b>overcome</b> 57:18	<b>part</b> 12:21 18:14 35:17	<b>peaceful</b> 44:4	71:21,22 73:7,23	69:17 82:9 83:24 84:4	<b>Philadelphi...</b> 99:4	93:18 98:7 98:8 103:13
<b>ordinances</b> 4:15	<b>overflow</b> 32:16	<b>participants</b> 25:22 82:15	<b>Pedro</b> 46:14 46:14 55:16	74:8,8,9,14 74:15,16,23	85:12,15 88:13 92:1	<b>Philadelphi...</b> 99:4	103:14 <b>pleasing</b> 73:7
<b>organization</b> 10:22 11:22	<b>overnight</b> 71:9	<b>participate</b> 31:23	<b>pending</b> 6:14 <b>Penn</b> 37:20 37:20	75:2,5 76:11,21,23	94:13 <b>person's</b> 70:18	<b>Philadelphi...</b> 16:16 18:7	<b>pledge</b> 31:21 31:23
16:10 30:15 36:20 37:4	<b>overt</b> 19:20	<b>particular</b> 2:7 12:12	<b>Pennsylvania</b> 1:20 15:11	76:11,21,23 77:4,5	81:9 90:6,8 <b>personally</b> 75:17	18:8 20:20 21:3 <b>Philly</b> 10:21	31:23 <b>point</b> 18:18 20:7 38:11
59:18 84:20 93:16 96:23	<b>overview</b> 4:10	<b>particularly</b> 24:20 39:12	12:15 13:18 14:9 15:5	77:4,5 79:16 82:11	<b>personnel</b> 8:2 <b>perspective</b> 96:15	72:1 75:20 75:20 79:5 <b>Phillyblack...</b> 31:13	102:4 <b>pointed</b> 18:6 <b>points</b> 61:12
97:2	<b>Owens</b> 32:23 34:1,2 37:6	<b>partner</b> 3:19 13:9,19	15:10,19,20 18:12,24	82:12,18,18 83:10,12,16	<b>pertained</b> 14:4	<b>philosophy</b> 44:2,2	20:7 38:11 45:2 58:23
<b>organizational...</b> 74:24	<b>owned</b> 64:18 79:1 94:13	<b>partners</b> 100:1	19:23,24 21:22 22:9	83:21 85:8 85:22 86:4	<b>Peterson</b> 21:23 30:4	<b>PHMC</b> 18:4 75:22	67:22 89:1 102:4
<b>organizations</b> 5:17 11:8	94:13	<b>partnership</b> 18:4 29:17	22:10,13,18 23:5 24:18	86:10,20,23 87:15,19,23	32:22 <b>Petey</b> 78:6	<b>phone</b> 40:24 <b>phones</b> 7:5	102:4 <b>pointed</b> 18:6
12:5 13:12	<b>owner</b> 13:23 19:11,14,16	<b>parts</b> 13:21 25:6	27:18,20,23 28:9 29:12	88:2,16 89:6 90:1	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>physical</b> 25:8 77:2	<b>points</b> 61:12 <b>police</b> 2:6
18:10 19:23	55:11 73:23	<b>party</b> 90:11	31:15 32:15 33:10 34:12	90:10,20 91:6 92:3,5	<b>pertained</b> 14:4	<b>physically</b> 48:2 49:24	5:18 19:9 28:16,20,20
21:17 29:4	79:18	<b>pass</b> 97:1 41:20 50:6	34:19 35:3 35:4,12	93:1 95:5,9 95:10,14	<b>personally</b> 75:17	<b>PHMC</b> 18:4 75:22	29:16,19 39:1,22
35:17 37:1	<b>owners</b> 9:12 12:15 14:14	<b>passed</b> 18:1 41:20 50:6	36:4,9,12 36:17 37:19	96:1,4,12 100:3,3,10	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>phone</b> 40:24 <b>phones</b> 7:5	41:10 65:10 71:11 74:16
56:4,8 57:4	20:23 29:13	<b>passive</b> 73:6	37:21 38:4 38:13 41:5	96:1,4,12 100:3,3,10	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>physical</b> 25:8 77:2	85:19 94:19 <b>policies</b> 12:16
59:20 75:22	37:14 44:15	<b>passport</b> 99:8	43:4 45:9 45:20 46:7	99:10,20,23 100:11,22	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>PHMC</b> 18:4 75:22	29:16,19 39:1,22
77:6 85:10	44:15,16	<b>patients</b> 69:4	49:13,14,19 50:21,22,22	101:5,6,7 102:14	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>phone</b> 40:24 <b>phones</b> 7:5	41:10 65:10 71:11 74:16
100:24	45:9 47:4	<b>patriarchal</b> 98:13	51:17,20 52:21,24	101:5,6,7 102:14	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>physical</b> 25:8 77:2	85:19 94:19 <b>policies</b> 12:16
<b>organize</b> 53:17	70:3 72:22	<b>patronage</b> 15:24	53:11 54:15 54:18,21	100:11,22 101:5,6,7	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>physically</b> 48:2 49:24	13:13 14:1 14:12 15:8
<b>organizers</b> 30:23	74:24	<b>patrons</b> 14:1 14:9	55:6,8,21	101:5,6,7 102:14	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>PHMC</b> 18:4 75:22	15:22 16:2 17:3 20:2
<b>organizing</b> 9:6 93:13	101:20,21	<b>pattern</b> 15:1		102:14 103:6	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>phone</b> 40:24 <b>phones</b> 7:5	17:3 20:2 40:23 49:16
<b>orientation</b> 5:2 42:5	<b>ownership</b> 14:21	<b>patterns</b>		103:6 <b>people's</b> 9:15	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>physical</b> 25:8 77:2	40:23 49:16 101:24
<b>origin</b> 5:3	<b>P</b>			<b>people's</b> 9:15 <b>percent</b> 31:7	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>physically</b> 48:2 49:24	101:24 <b>police</b> 2:6
<b>originally</b> 74:17	<b>p.m</b> 2:3,19 103:16			31:15 66:15 67:20	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>PHMC</b> 18:4 75:22	5:18 19:9 28:16,20,20
<b>out-of-state</b> 15:12	<b>pack</b> 51:6,13 83:1			67:20 <b>perfect</b> 65:23	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>phone</b> 40:24 <b>phones</b> 7:5	29:16,19 39:1,22
<b>Outfest</b> 89:11	<b>paid</b> 90:15 97:4			66:22 <b>perform</b> 77:9	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>PHMC</b> 18:4 75:22	29:16,19 39:1,22
<b>outrageous</b> 67:14	<b>pain</b> 92:9,10			66:22 <b>perform</b> 77:9	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>phone</b> 40:24 <b>phones</b> 7:5	29:16,19 39:1,22
<b>outreach</b> 6:5 23:14 58:12	<b>pairs</b> 14:6			66:22 <b>perform</b> 77:9	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>PHMC</b> 18:4 75:22	29:16,19 39:1,22
68:18 87:21	<b>panel</b> 25:17 25:20			66:22 <b>perform</b> 77:9	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>PHMC</b> 18:4 75:22	29:16,19 39:1,22
<b>outside</b> 7:1,14	<b>panels</b> 25:14 <b>panties</b> 79:7			66:22 <b>perform</b> 77:9	<b>personnel</b> 8:2 <b>perspective</b> 96:15	<b>PHMC</b> 18:4 75:22	29:16,19 39:1,22

4:17 69:2 102:22 <b>porn</b> 92:10 <b>position</b> 35:7 36:7 98:2 <b>positions</b> 14:2 19:24 24:24 38:2 <b>positive</b> 5:14 56:22 57:1 57:6,7 <b>possible</b> 7:4 32:6 86:20 98:15 <b>potentially</b> 8:13 <b>power</b> 24:19 38:2 82:7 100:9 <b>powerful</b> 34:1 <b>powers</b> 6:7 75:3 <b>practical</b> 16:20 21:6 <b>practice</b> 6:8 31:22 32:3 76:14,14 <b>practices</b> 4:18 21:14 <b>pray</b> 9:23 67:17 <b>prejudice</b> 8:13 49:18 92:2 <b>Prentice</b> 45:23 46:13 52:4 55:2 <b>preparation</b> 101:18 <b>presence</b> 79:23 95:10 <b>present</b> 1:8 1:15 99:1 <b>presentation</b> 74:13 <b>President</b> 30:7 <b>press</b> 42:23 43:13 <b>pretend</b> 27:1 <b>pretty</b> 50:2 57:16 <b>prevail</b> 24:2	<b>prevent</b> 18:20 <b>prevention</b> 6:4 87:19 96:24 <b>Price</b> 89:10 <b>pride</b> 10:22 30:7,10,17 30:23 31:13 36:16,16 59:19 79:13 79:17 89:18 99:19 <b>Prince</b> 47:20 47:20,22 48:11,16 49:5 50:6 51:1 52:2 <b>Prince's</b> 49:14 50:13 <b>principals</b> 31:21 <b>principle</b> 18:19 <b>Prior</b> 48:21 <b>private</b> 21:16 81:9 <b>privilege</b> 27:7 64:13,15,17 64:19,20 75:4 78:20 85:13 <b>privileged</b> 37:19 69:6 <b>proactive</b> 43:24 44:6 <b>probably</b> 80:9 <b>problem</b> 37:10,10,15 59:15 87:4 <b>problematic</b> 87:13 90:1 <b>proceed</b> 2:18 2:20 3:10 <b>proceedings</b> 104:4 <b>process</b> 31:9 <b>produce</b> 77:9 94:22 <b>produced</b> 12:13 <b>profiled</b> 28:16 94:17	94:18 <b>profit</b> 89:7 90:3 <b>profound</b> 63:7 <b>program</b> 17:17 68:14 77:14 <b>programmi...</b> 25:5 <b>programs</b> 17:3 56:12 66:7 75:23 77:3 <b>progress</b> 9:22 60:9 <b>progressive</b> 41:6 <b>prohibit</b> 4:15 <b>project</b> 11:12 23:13 84:9 <b>promise</b> 62:2 76:19 <b>promote</b> 60:14 90:5 <b>promoter</b> 87:10 <b>promoters</b> 59:2 78:1 <b>promoting</b> 4:16 <b>proposed</b> 31:24 <b>proposing</b> 60:8 <b>props</b> 43:12 45:14 <b>protect</b> 29:6 39:10 41:2 79:24 84:12 <b>protected</b> 4:22,23 93:20,21 <b>protection</b> 17:22 18:2 25:10 84:16 84:17,19 96:5 <b>protections</b> 17:19 18:21 20:19 21:3 39:13 40:24 <b>protest</b> 48:3	51:12 <b>protested</b> 19:22 <b>protesting</b> 43:23 44:7 <b>protestors</b> 36:9 <b>protests</b> 66:11,18 <b>proud</b> 22:5 38:8,20 46:22 91:17 94:6 <b>proudly</b> 38:11 <b>prove</b> 15:17 22:11 <b>proves</b> 90:19 <b>provide</b> 8:21 20:21 22:10 62:7 77:7,8 100:21 <b>provided</b> 8:19 <b>providing</b> 77:2 <b>provisions</b> 4:24 <b>public</b> 4:21 16:1 35:9 43:22 45:7 61:23 69:14 75:20,21 77:14 104:13 <b>publicized</b> 103:5 <b>publicly-po...</b> 14:12 <b>published</b> 30:21 <b>punch</b> 49:11 49:20 <b>purely</b> 2:7 <b>purses</b> 76:17 <b>pursuant</b> 6:7 <b>pursue</b> 68:15 <b>Push</b> 61:21 <b>put</b> 7:5 9:6 29:3 33:14 39:11 45:2 51:5 55:9 55:21 56:17	56:21 61:13 67:13 72:9 85:20 89:11 96:13,14 <b>putting</b> 56:18 65:21 <hr/> <b>Q</b> <b>QPOC</b> 60:8 <b>qualification</b> 60:10 <b>queer</b> 23:16 23:21 26:10 26:19 27:11 29:7 60:5 74:7,16,19 75:2,5 87:15,19,23 88:15 90:1 90:20 91:18 92:1,15 102:14,16 <b>queerness</b> 91:23 <b>queers</b> 90:6 91:10 <b>question</b> 102:10,11 <b>questioning</b> 55:8 <b>questions</b> 59:3 76:20 <b>quick</b> 7:3 32:14 37:8 46:5 <b>quite</b> 58:15 <b>quote</b> 23:22 24:5 42:14 46:23 75:7 96:9,21 97:8 <b>quoted</b> 46:20 <b>quotes</b> 75:7 <hr/> <b>R</b> <b>R</b> 104:1 <b>R.P.R</b> 104:12 <b>RABBI</b> 1:10 <b>race</b> 5:1 52:20 53:6 53:6,15 68:2,4 77:1 <b>races</b> 23:24 <b>racial</b> 16:18	31:17 35:21 36:13 42:4 53:16 54:22 60:13 91:19 100:6 <b>racialized</b> 95:3,7 <b>racism</b> 4:7 6:11 12:6 16:22 19:3 19:6,20 22:20 26:20 27:7,24 29:21 30:18 33:4,9 35:2 35:23 37:5 38:14 49:18 53:7,16 63:3 64:1 69:13 70:9 70:10,15 72:20,24 73:2,3,8,9 78:23 83:18 84:14 88:20 90:3,17 94:9,15 95:13,16,17 95:24 99:5 99:15 <b>racist</b> 28:7 47:10 50:3 51:5 60:14 64:11 68:1 76:7 88:1 90:10 95:20 95:22 <b>raised</b> 33:9 85:16,17 <b>rampant</b> 22:8 70:10,10 <b>random</b> 14:8 <b>Rankin</b> 94:3 <b>rapport</b> 97:16 <b>rare</b> 42:21 46:3 76:9 <b>rarely</b> 26:13 <b>reached</b> 89:9 <b>reaching</b> 75:17 <b>read</b> 57:23 59:2	<b>readily</b> 64:16 <b>ready</b> 9:21 10:10 <b>real</b> 46:5 47:7 48:6 63:3,3 64:23 65:1 66:13 69:11 87:21,22 88:9 <b>realistic</b> 61:13,14,16 <b>reality</b> 24:2 26:9 27:17 28:17 <b>realization</b> 87:16 <b>realize</b> 67:9 89:4 90:21 98:10 <b>really</b> 3:21 9:18 31:8 43:11 56:17 56:18 57:12 58:9 61:18 62:18,18 69:14,16,16 75:18 101:15 <b>reason</b> 15:16 18:24 39:2 42:24 44:9 44:10 62:17 63:17 72:7 89:22 <b>reassurance</b> 50:19 <b>Rebecca</b> 1:10 3:23 <b>rebirth</b> 30:1 98:16,17,18 <b>rebuild</b> 24:7 <b>rebuke</b> 33:11 <b>receive</b> 25:7 87:19 100:23 <b>received</b> 6:20 <b>receiving</b> 77:6 90:10 <b>recognize</b> 4:7 44:19 <b>recommend</b> 15:21 99:21 101:3	<b>recommend...</b> 26:7 <b>recommend...</b> 6:21 20:15 <b>reconstruct</b> 24:7 <b>record</b> 3:3 14:8 22:20 50:12 58:2 101:15 <b>recording</b> 53:1 <b>records</b> 5:8 71:11 <b>recourses</b> 93:12 <b>recovery</b> 38:9 54:15 <b>rectify</b> 88:17 <b>reduced</b> 101:2 <b>reflect</b> 25:5,6 <b>refused</b> 70:1 92:17 <b>refusing</b> 73:22 <b>refute</b> 60:18 <b>regard</b> 14:1 <b>regarding</b> 21:2 88:1 <b>Regardless</b> 51:18 <b>Regina</b> 1:11 3:23 <b>regular</b> 36:24 <b>regulate</b> 74:8 <b>regulations</b> 6:9 <b>rehashing</b> 76:5 99:14 <b>rejection</b> 53:14 <b>relate</b> 68:20 <b>relations</b> 1:1 2:3 3:6,9 4:13 5:10 5:12 6:13 11:10 12:4 12:9,19 20:17 21:7 40:2 61:24 63:23 85:22 <b>relationship</b>
--	---	--	--	---	---	--	---

24:4 87:13 <b>relationships</b> 5:14 23:23 <b>relax</b> 61:1 <b>releasing</b> 71:10 <b>relevant</b> 3:21 <b>religion</b> 5:2 <b>rely</b> 24:22 60:7 <b>remarks</b> 98:22 <b>remedies</b> 21:10 <b>remember</b> 52:2 <b>remind</b> 43:24 44:5 <b>reminded</b> 50:4 <b>reminding</b> 20:18 45:4 <b>remove</b> 76:15 <b>repeat</b> 99:7 <b>repeated</b> 75:24 76:1 <b>repercussions</b> 68:22 <b>report</b> 6:21 11:7 12:13 12:17,24 35:3 102:1 <b>REPORTED</b> 1:24 <b>reporter</b> 6:18 101:16 104:22 <b>reporting</b> 31:17 <b>reports</b> 30:18 <b>representat...</b> 61:21,22 64:16 <b>Representa...</b> 35:15 <b>representing</b> 23:12,19 44:17 <b>reproduction</b> 104:19 <b>Requesting</b> 89:10 <b>required</b>	98:14 <b>requires</b> 18:19 98:11 <b>research</b> 92:13 96:22 96:23 <b>reside</b> 68:12 <b>resident</b> 13:6 68:10 <b>resilient</b> 90:22 <b>resolution</b> 5:18 <b>resolve</b> 5:13 <b>resolves</b> 6:3 <b>resource</b> 93:19 <b>resources</b> 1:19 5:21 5:22 8:23 16:18 18:13 22:4 60:2 60:17 78:21 <b>respect</b> 2:21 2:24,24 3:1 7:20 53:3 69:23 71:14 79:14 <b>respected</b> 48:20 <b>respond</b> 13:14 <b>responded</b> 73:15 <b>response</b> 70:4 94:8 <b>responsibili...</b> 20:23 <b>responsibility</b> 18:18 63:7 92:16,18,22 92:22,23,24 93:10 100:5 100:5 <b>responsible</b> 92:3 <b>rest</b> 39:15 <b>restaurants</b> 59:11 <b>restricted</b> 95:6,18 <b>revenue</b> 27:22	<b>reversed</b> 20:6 <b>review</b> 7:2 <b>reviewed</b> 102:3 <b>reviewing</b> 101:24 <b>revisiting</b> 58:17 <b>richly</b> 4:3 <b>Rick</b> 42:10,12 <b>Ricks</b> 1:12 3:24 <b>Ricky</b> 21:23 30:3 32:22 <b>rid</b> 83:15 <b>ride-along</b> 19:8 <b>ridicule</b> 88:4 <b>riffraff</b> 27:13 <b>right</b> 3:21 7:1 11:13 26:2 34:22 35:10 35:24 36:7 36:8,23 41:8 42:15 44:8,20,22 46:15 62:24 63:12,14,15 64:14 65:15 65:15,17,23 66:24 73:1 74:23 81:20 82:17,20 83:9 85:2 93:1 103:1 <b>righteous</b> 52:7 <b>rights</b> 4:14 39:13 41:7 63:9 68:16 99:2 <b>ringers</b> 7:6 <b>rising</b> 7:22 <b>Rodriguez</b> 23:7,8,11 28:24 <b>role</b> 11:14 17:2 19:6 93:15 <b>roles</b> 77:5 <b>roll</b> 41:18 <b>rolled</b> 27:10 <b>room</b> 7:1 8:4	9:13,19 32:17 38:12 39:7 50:7,7 50:8 62:22 64:9,22,23 65:1 67:23 69:9,10 70:12 72:23 74:20 75:1 86:13 91:20 91:22 <b>rooms</b> 32:16 32:19 92:8 <b>RPR</b> 1:24 <b>rude</b> 49:11 <b>Rue</b> 1:16 9:5 41:5 45:24 46:3 50:9 51:4 66:21 94:1 98:23 102:4,23 <b>Rue's</b> 43:15 <b>Rule</b> 6:7 <b>rules</b> 7:3 32:2 61:12 <b>run</b> 48:24 84:22 92:18 <b>runs</b> 67:15 93:4 <hr/> <b>S</b> <hr/> <b>sacred</b> 93:4 <b>sad</b> 50:2 69:20 <b>Sadly</b> 19:20 <b>safe</b> 18:14 26:12 27:1 28:13,14 40:23 43:11 50:5 51:19 59:4 62:7 74:7 78:15 78:15 81:14 81:15,19 83:21,22,23 84:2 91:12 <b>safety</b> 29:4 31:23 <b>salute</b> 34:20 <b>samples</b> 90:24 92:7 <b>San</b> 12:1 <b>Sanction</b> 76:22	<b>Sandy</b> 10:10 12:22,24 13:3,5 15:16 <b>Santa</b> 63:3 <b>Santiago</b> 55:16,17 <b>Sappho</b> 72:4 77:17,17 80:13,16 81:21 <b>Sarah</b> 1:12 3:24 <b>sat</b> 25:17 63:14 <b>Saturday</b> 73:8 <b>save</b> 29:20 <b>saved</b> 65:17 <b>saw</b> 43:2 <b>saying</b> 26:16 35:20 41:7 43:8 52:6 52:15 64:9 68:5 73:15 76:13 85:5 85:6,6 <b>says</b> 48:4,6 48:13 65:2 93:5 <b>scared</b> 38:1 <b>scattered</b> 53:20 <b>school</b> 56:23 72:14 78:7 97:10 <b>schools</b> 5:17 75:20,21 77:11,12,15 <b>scream</b> 66:8 <b>screaming</b> 72:22 <b>second</b> 10:5 <b>Secondly</b> 47:14 <b>section</b> 24:12 <b>sections</b> 10:18 <b>sector</b> 97:8 <b>security</b> 54:11 <b>see</b> 9:12 11:16 27:21	28:3 33:21 34:8,12 41:10 42:20 43:13 49:14 50:11 51:21 55:21 56:19 62:17,22,22 64:16 66:5 67:16,19 70:20 71:19 77:19 79:7 83:8 86:3 97:17,18 102:24 <b>seeing</b> 56:13 <b>seen</b> 26:24 27:3 51:8 59:24 79:23 81:8 84:10 93:7 99:20 <b>segment</b> 102:22 <b>selection</b> 17:12 <b>self-evidently</b> 22:14 <b>self-segregate</b> 15:19 <b>send</b> 42:22 <b>sending</b> 14:5 <b>sensitive</b> 17:3 88:17 <b>sensitivity</b> 7:21 <b>sent</b> 70:5 <b>separate</b> 53:18 <b>separation</b> 78:13 <b>September</b> 73:8 <b>Serbian</b> 38:19 <b>series</b> 30:12 30:17 <b>serve</b> 19:23 <b>served</b> 17:6 18:12,14 94:24 95:2 <b>serves</b> 32:5 98:16 <b>service</b> 46:4 <b>services</b> 4:22	17:2 68:16 77:3,7 100:22 <b>serving</b> 19:7 <b>sessions</b> 25:14 <b>set</b> 40:8 49:6 49:8,17 58:13 61:13 61:19 76:8 <b>setbacks</b> 20:7 <b>setting</b> 51:4 <b>settled</b> 27:3 <b>seven</b> 3:7,22 73:17 87:11 <b>severely</b> 94:15 <b>sex</b> 5:1 28:21 38:7 82:24 83:1 <b>sexism</b> 12:6 <b>sexual</b> 5:1 11:14 28:21 42:5 <b>sexualized</b> 54:8 <b>Shalimar</b> 4:1 <b>shape</b> 21:15 <b>share</b> 16:14 18:17 19:2 23:22 24:5 24:11 44:10 75:18 <b>shared</b> 18:19 25:18 <b>Shelley</b> 45:21 57:22,23 58:10 61:10 <b>shelter</b> 25:19 38:9 41:11 65:22 <b>shit</b> 40:18 41:24 51:13 80:12 85:11 <b>shoes</b> 62:4 <b>short</b> 49:21 <b>shortly</b> 13:8 <b>shot</b> 51:23 <b>shots</b> 81:18 <b>shoulder</b> 22:24 <b>shouting</b> 88:5 <b>show</b> 69:12	72:17 79:3 <b>showed</b> 70:4 76:4 79:16 <b>showing</b> 74:20 <b>shown</b> 92:13 <b>Shrode</b> 21:22 22:2,3,4 <b>shut</b> 3:14 47:12 <b>sick</b> 47:24 75:2,3 <b>side</b> 66:5 75:10 93:2 93:3,21 <b>sidewalk</b> 26:1 <b>sign</b> 92:19 <b>signed</b> 7:7,15 7:17 <b>silence</b> 8:8 9:20 35:8 37:18 79:24 85:4 <b>silenced</b> 34:18 35:10 36:5 <b>silent</b> 7:5 25:10,12 34:17 40:6 <b>similar</b> 19:18 73:19 89:5 <b>simple</b> 71:10 <b>simply</b> 28:15 28:16 49:13 89:6 <b>single</b> 38:20 63:4 64:2 65:3 66:24 83:7 <b>singular</b> 53:11 <b>singularity</b> 53:24 54:2 14:6 <b>sister</b> 11:15 71:11 <b>Sisters</b> 78:9 78:10,11 <b>sit</b> 10:23 25:14 58:15 60:22 61:12 83:2,5,5,12
--	--	---	---	---	--	--	--

<b>sits</b> 14:19	46:14 54:1	2:20,23 3:8	61:20	<b>stopping</b> 66:2	<b>subpar</b> 25:7	98:12	17:15
<b>situation</b>	68:11 71:3	3:12,18,19	<b>standing</b>	<b>stops</b> 82:12	<b>subpoena</b>	<b>supremacy</b>	<b>tail</b> 75:11
11:12 71:23	<b>sorts</b> 90:11	97:9 98:21	23:12 25:21	<b>stories</b> 40:7	101:23	92:4	<b>take</b> 9:20,24
71:24	<b>Sotland</b> 57:24	102:11,13	25:24 51:22	71:14 84:3	<b>subpoenaed</b>	<b>sure</b> 41:22	9:24 22:18
<b>situations</b>	58:1	102:19,24	63:14 94:23	92:11	47:6,8	49:1 50:10	33:15 37:7
75:9	<b>soul</b> 47:22	103:5,10	99:5	<b>story</b> 26:4,8	<b>subpoenas</b>	57:9,16	39:24 40:5
<b>six</b> 46:7 61:14	<b>souls</b> 81:10	<b>speakers</b> 7:6	<b>start</b> 2:16 7:2	37:24 49:21	70:5 101:19	<b>surpasses</b>	40:16,16
96:3 97:5	<b>sound</b> 32:16	7:8,15	26:15 27:21	50:10 52:16	<b>subtle</b> 64:1	35:24	41:4,20
<b>skip</b> 61:11	48:6,6	42:11 103:4	39:24 40:3	75:19 81:2	69:12 73:4	<b>surrounding</b>	44:3 47:2
<b>sleeping</b> 26:5	80:20	<b>speaking</b> 8:14	40:3,9,14	82:21 84:18	95:13	40:20	47:14 55:1
<b>slice</b> 37:15	<b>space</b> 28:12	36:4 37:5	48:1 52:6	86:10 93:2	<b>suburbs</b> 69:7	<b>survey</b> 12:14	57:10,11,11
<b>slip</b> 23:1	28:14,17	37:23,24	52:15 86:19	<b>straight</b> 4:5	<b>successes</b>	12:14 13:20	61:7,8 70:1
<b>slur</b> 80:21	31:9 44:7	45:19,20	87:8	33:7 84:15	20:5	14:16,20	71:2 80:14
<b>small</b> 82:24	51:9,19	46:6 82:6	<b>started</b> 2:5	86:8	<b>sued</b> 39:5	22:18	89:22 90:3
<b>smile</b> 76:18	58:14 62:7	87:3	9:4 11:24	<b>straighten</b>	<b>suggest</b> 60:18	<b>surviving</b>	91:3 92:18
76:19	78:20,22	<b>speaks</b> 96:19	27:9 96:21	41:14,15	62:3,4	56:1,24	92:21 97:12
<b>smiling</b> 51:22	80:2,17	97:7,14,23	97:23 98:3	<b>strategy</b> 31:2	<b>suggested</b>	<b>Susan</b> 1:24	98:6 103:13
<b>Smith</b> 10:10	92:15	<b>specific</b> 20:22	<b>starting</b>	31:14	92:13	80:4 104:12	<b>taken</b> 16:20
11:17 12:22	<b>spaces</b> 18:14	<b>specifically</b>	87:17	<b>street</b> 1:19	<b>suggestion</b>	<b>suspended</b>	24:21 89:3
13:3,5	31:3 34:10	21:5 47:19	<b>state</b> 38:10	17:1,8,23	23:4	99:24	90:18 94:21
15:13,16	74:7,17	<b>specifics</b> 8:7	40:21 77:6	18:16 19:7	<b>summer</b> 28:2	<b>sustainable</b>	99:24 101:7
32:21,23	77:21 78:2	<b>spend</b> 14:7	<b>stated</b> 15:7	25:19 28:11	<b>sums</b> 26:9	18:22	104:5
33:1 45:4	78:16,16	32:11 76:5	27:12 89:17	28:15 54:7	<b>supervision</b>	<b>Swan</b> 78:7	<b>takes</b> 83:14
<b>smoking</b>	79:2,3	<b>spent</b> 26:3	89:20	65:11,19	104:21	<b>sweatpants</b>	<b>talk</b> 7:11
15:18	80:24	<b>spirit</b> 50:7,9	<b>statement</b>	72:10 76:18	<b>supervisions</b>	73:12 74:10	32:17,19
<b>smoothly</b>	<b>span</b> 13:21	64:5	20:16 24:12	83:8	88:5	<b>system</b> 25:20	33:3 47:19
2:16 7:3	<b>Spanish</b> 97:9	<b>spite</b> 55:4	57:24 58:4	<b>streets</b> 25:23	<b>supervisor</b>	31:3,17	50:20 61:12
<b>sneak</b> 22:14	102:12,20	<b>spoke</b> 46:20	59:4,8,12	70:23 93:4	97:23	37:12 61:17	66:7 67:9
<b>sneakers</b>	102:24	<b>spoken</b> 34:19	61:8	<b>stress</b> 41:23	<b>support</b> 8:20	70:8 71:13	76:9,12,13
73:12	103:3,3,6,7	<b>Sports</b> 59:6	<b>statements</b>	<b>strict</b> 73:22	8:22 9:2	71:13,15	80:21 83:2
<b>sober</b> 54:16	103:12	<b>spot</b> 48:20	59:13	<b>strikes</b> 76:2	25:4,12	101:8	83:18 97:1
<b>sobriety</b>	<b>speak</b> 3:12,15	<b>Spruce</b> 65:18	<b>stating</b> 60:9	<b>strive</b> 65:24	29:5,11	<b>systematic</b>	102:17
54:20	6:22 7:20	<b>staff</b> 5:15	<b>status</b> 5:4	<b>Stro</b> 81:23	32:10 37:13	31:18 94:15	<b>talked</b> 91:22
<b>social</b> 30:19	8:6,22 10:8	7:11,13 8:8	<b>stay</b> 7:9,24	87:1	49:10 54:17	95:17,23	<b>talking</b> 35:1
31:18,20	12:20 26:12	9:10,14	25:10	<b>strong</b> 17:20	59:4,12	<b>systems</b> 23:17	36:12 39:20
55:3 68:16	30:5,9	14:11 28:7	<b>stealing</b> 54:9	18:24 90:21	60:7 61:23	24:8 25:15	73:2 84:21
87:2	35:13,13	58:24 76:22	<b>step</b> 40:18	<b>stronger</b>	69:10 79:11	29:2 40:7	92:21
<b>society</b> 12:7	36:23 37:22	76:23 81:17	42:15 44:20	60:10,23	79:18 93:16	79:9 98:13	<b>targeted</b>
72:20 73:5	43:16 50:14	97:24	63:21 65:6	62:9	101:9,10		20:21 27:18
<b>solicit</b> 21:13	51:16 53:10	<b>stairs</b> 81:12	82:16 84:18	<b>structures</b>	<b>supported</b>	<b>T</b>	<b>task</b> 11:9
<b>solidarity</b>	55:9 58:6	<b>stakeholders</b>	<b>stepping</b> 40:3	24:22 25:12	89:22	<b>T</b> 81:18 104:1	22:16 35:21
51:22	59:10,15	30:24 31:16	<b>stereotype</b>	<b>student</b> 34:5	<b>supporting</b>	104:1	91:16,17
<b>solutions</b> 9:22	67:24,24	<b>stakeholder...</b>	90:13	37:20 99:10	87:22	<b>T.V</b> 64:15,24	93:11,12,18
18:23 32:6	68:6 80:1	60:21	<b>stick</b> 13:1	<b>studies</b> 92:13	<b>supportive</b>	<b>table</b> 6:24	<b>tasked</b> 17:5
32:7 71:10	80:23 82:4	<b>stand</b> 23:18	<b>Stonewall</b>	<b>study</b> 13:20	11:22 56:9	7:14 8:16	<b>taught</b> 52:10
76:12,13,20	82:13,14,17	39:15 44:16	63:9	18:13	56:10	35:4 44:6,6	<b>teach</b> 77:9
99:16	83:12,17	53:23,24	<b>stood</b> 39:5	<b>stuff</b> 67:10	<b>supposed</b>	44:18 59:17	<b>teacher</b> 46:22
<b>solve</b> 71:24	85:14 86:5	54:1 55:6,7	<b>stop</b> 36:11	83:17	10:11 28:12	60:22	<b>team</b> 8:20,23
<b>solving</b> 69:11	86:14,23	62:6 80:2	41:3 66:1	<b>style</b> 74:12,15	28:17 45:5	<b>Tabu</b> 58:2,6	9:1,2
<b>Somebody</b>	88:14 97:9	83:16 85:13	74:18 76:17	<b>subjected</b>	50:5 56:9	58:11,13,19	<b>teams</b> 14:5
86:12	102:17	<b>standard</b>	102:7	88:3,13	69:9,10	58:24 59:6	<b>tears</b> 49:23
<b>sorry</b> 15:13	103:7	27:19	<b>stopped</b>	<b>submit</b> 6:22	74:6 83:4	59:9 62:3	52:8
22:17 29:8	<b>speaker</b> 2:15	<b>standards</b>	44:13	32:9 58:4	<b>supremacist</b>	76:10 90:5	<b>technical</b>
						<b>tackle</b> 17:10	

100:13 <b>techniques</b> 5:19 <b>teen</b> 34:7 <b>tell</b> 3:13 9:11 22:7 34:20 38:1 40:6 81:2 82:21 84:5,18,22 86:10 89:19 <b>telling</b> 82:11 <b>Temple</b> 48:10 <b>tend</b> 15:19,20 <b>tendency</b> 24:3 <b>tensions</b> 7:22 <b>termination</b> 88:4 <b>terms</b> 5:10 97:19 <b>Terrell</b> 72:4 75:15,16 <b>test</b> 21:8 57:3 57:5 <b>testify</b> 9:7 <b>testimonies</b> 50:20 <b>testimony</b> 6:20,23 16:13 51:3 94:11 102:2 102:6,8 <b>testing</b> 87:20 <b>text</b> 93:5 <b>thank</b> 9:9,10 10:3,12 13:3,4 21:18,19,21 23:5 38:4 41:21 45:9 45:14,14,16 45:24,24 46:4,12,15 51:4,15,15 51:16 52:1 55:2 61:10 62:13 65:6 72:2 74:20 74:20 75:13 75:17 77:15 80:4,4,5,6,6 80:10,15 86:14,16	91:12 93:24 98:9,20 101:12 103:8,14 <b>thanks</b> 98:22 <b>thing</b> 22:17 33:16 43:13 51:24 64:6 66:12 67:3 72:16 76:16 83:20 84:15 101:3 <b>things</b> 7:3 12:16 15:4 23:2 27:3 34:14 52:5 54:12 56:1 56:13 65:2 66:22 67:10 74:2 76:1 79:11 91:22 96:15 97:2 99:21 100:14 101:6,7 <b>think</b> 9:17 12:19 28:8 51:24 56:15 56:19 58:15 58:18 61:1 64:8 67:20 74:1 77:19 79:16,16 90:13 <b>thinking</b> 89:14 <b>third</b> 10:7 76:4 <b>Thomas</b> 1:10 3:5 4:1 21:22 30:3 30:5,6 94:3 <b>thorough</b> 88:21 <b>thought</b> 76:11 <b>thoughtful</b> 17:12 <b>thoughts</b> 52:5 59:8 <b>thread</b> 78:23 <b>threat</b> 52:17 97:17	<b>threaten</b> 60:13 <b>threats</b> 88:4 88:20 <b>three</b> 7:9 10:9 15:14 21:22 31:3 32:15 32:21,22 37:7 41:19 42:11,24 45:20 46:6 46:10 50:6 54:24 58:3 61:2,6,14 69:15 71:1 80:13 82:3 84:24 85:14 86:11,22 91:2 98:5 <b>three-minute</b> 13:2 <b>thrive</b> 66:1 <b>thriving</b> 5:24 28:2 <b>thrown</b> 28:6 <b>time</b> 7:8,18 10:9 11:8 11:11 13:2 13:16,21,24 15:8,21 17:9,11,18 23:5 27:13 32:8 34:24 34:24 38:11 39:11,14 41:9 46:11 47:15 48:1 52:9 55:3 59:14 63:12 63:14 65:17 66:2 67:18 73:16 76:1 76:5,9 84:7 89:9 94:24 <b>timeline</b> 61:14 <b>times</b> 14:8 48:1 <b>Tims</b> 95:2 <b>tip</b> 54:9 <b>tired</b> 75:2,3 92:8,14 <b>today</b> 9:16	11:4 18:23 23:12,18 28:24 34:14 34:20 35:12 47:18 52:20 53:5,10 58:14 62:18 75:19 82:2 82:2 84:13 94:11 99:5 101:7 102:2 <b>today's</b> 12:7 72:19 <b>token</b> 82:9 <b>tokenized</b> 29:6 25:2 <b>told</b> 34:13 35:18 50:9 50:10 69:15 70:4 73:13 73:21 79:19 81:16,19 88:7 89:13 92:12 93:2 <b>tone</b> 58:13 <b>tonight</b> 4:2 6:6,9,22 7:17 8:12 8:14 14:15 58:1 59:1 63:16 71:20 74:1 77:20 93:7 99:6 <b>tools</b> 98:11 <b>top</b> 82:19 <b>topic</b> 7:10,24 <b>tore</b> 81:10 <b>touched</b> 38:17 <b>toughest</b> 17:10 <b>tour</b> 72:15 <b>town</b> 20:1 30:12,17,24 31:5,12 58:7 92:14 100:22 <b>toxic</b> 88:17 <b>track</b> 20:8 22:19 27:14 74:10 <b>training</b>	20:24 21:5 21:16 31:24 63:19 77:4 77:14 <b>trans</b> 23:21 39:21 52:22 55:7 68:16 76:21,23 84:1,15 <b>Trans-Help</b> 68:15 <b>transcript</b> 102:3 104:7 104:19 <b>transgender</b> 17:21 24:15 26:22 <b>transphobia</b> 12:6 26:20 27:24 29:22 <b>transwoman</b> 25:20,24 26:19 28:10 38:8,21,22 41:9 <b>transwomen</b> 29:20 39:10 39:11,12 41:1 69:2 81:11 <b>trap</b> 66:9 <b>trauma</b> 76:8 <b>traumatic</b> 76:6 <b>traumatized</b> 89:1 <b>traumatizing</b> 91:5 <b>treatment</b> 88:14 <b>trembling</b> 80:24 <b>tremendous</b> 9:6 <b>trial</b> 6:15 <b>trick</b> 53:21 <b>tried</b> 15:4 73:10 <b>true</b> 29:24 <b>truly</b> 46:1 47:21 91:7 <b>truth</b> 67:7 <b>try</b> 2:10 7:23	9:22 13:3 15:20 22:19 30:11 35:4 35:12,13 36:21 69:14 86:19,21 <b>trying</b> 22:14 34:21 49:5 53:9 56:23 74:8,16 <b>turn</b> 12:24 23:2 69:22 <b>turned</b> 26:23 27:12,13 76:10 97:4 97:5 <b>Tutu</b> 75:8 <b>tweeted</b> 93:8 <b>twelve</b> 61:15 <b>two</b> 13:20 14:8 16:14 18:17 32:15 33:20 45:1 54:6 61:13 74:1,4,5 75:24 76:2 81:3 87:14 99:9 100:7 100:23 <b>two-and-a-...</b> 101:17 <b>two-year</b> 13:21 <b>type</b> 50:3,19 62:19 84:4 88:14 97:16 97:17 <b>Tyrone</b> 32:21 32:23 33:1 45:4	<b>uncomforta...</b> 43:10 44:13 87:14 89:16 <b>uncovered</b> 54:7 <b>underpaid</b> 25:2 <b>understand</b> 7:21 37:9 37:23 62:3 62:5,23 66:3,4 <b>understand...</b> 4:16 21:9 97:3 <b>understands</b> 63:6 65:14 82:7 <b>underway</b> 14:20 <b>underwent</b> 69:20 <b>unequal</b> 96:16 <b>unfairly</b> 88:3 <b>unfocused</b> 53:19 <b>unfortunat...</b> 19:17 47:23 <b>uniform</b> 15:22 <b>unique</b> 5:6 63:7 <b>united</b> 50:24 53:23,23 54:1,2 <b>university</b> 97:13 <b>unnoticed</b> 73:6 <b>unquote</b> 42:14 <b>unring</b> 93:6 <b>unsafe</b> 26:1 28:12 95:8 <b>unsee</b> 93:6 <b>uproar</b> 54:14 <b>upset</b> 66:6 <b>use</b> 4:21 5:18 53:21 56:11 56:11,11,12 64:20 75:3 93:18,18 <b>uncared</b> 54:7	97:19 100:8 <b>usually</b> 72:21 <hr/> <b>V</b> <hr/> <b>valid</b> 14:21 <b>validated</b> 50:17 <b>valuable</b> 100:21 <b>varied</b> 52:19 <b>variety</b> 5:18 <b>various</b> 4:24 12:3 <b>vehicles</b> 33:15 <b>venting</b> 63:1 <b>venture</b> 90:2 <b>venue</b> 27:11 <b>venus</b> 74:6 <b>versus</b> 96:18 <b>vibrant</b> 62:10 <b>victim</b> 5:4 73:9 <b>video</b> 51:8 64:7 65:3 <b>view</b> 17:15 64:4 89:5 <b>viewpoint</b> 21:6 <b>vigilant</b> 20:4 <b>villain</b> 52:16 <b>vindicated</b> 50:16 <b>violated</b> 86:9 <b>violating</b> 34:15 <b>violation</b> 27:16 <b>violence</b> 5:4,4 60:13 92:9 92:10 <b>virtually</b> 88:18 <b>visibility</b> 32:3 <b>visible</b> 27:14 <b>visibly</b> 27:11 <b>visit</b> 68:23,24 102:7 <b>visitors</b> 20:20 21:4 <b>voice</b> 34:18 35:9 44:10 <b>voices</b> 18:23 36:5 42:21
---	---	---	--	--	--	--	---

<b>voicing</b> 34:23	101:3	99:5 101:22	<b>whiteness</b>	5:20 8:17	<b>worse</b> 38:24	98:3 99:13	<b>19107</b> 1:20
<b>volume</b> 90:22	103:13	<b>Wealthy</b>	91:20,21,23	9:21 16:17	<b>wouldn't</b>	101:17	<b>1951</b> 4:12
<b>volunteered</b>	<b>wanted</b> 11:18	27:20	<b>wicked</b> 47:13	17:15 18:18	43:14,14	<b>yell</b> 66:8	<b>1981</b> 11:6
22:18	22:7 23:3	<b>wear</b> 74:9,12	<b>William</b>	29:9 30:14	80:8 89:15	<b>yelling</b> 32:17	12:1
<b>volunteers</b>	35:19 48:18	<b>wearing</b>	10:19 16:7	36:6 45:21	<b>wow</b> 42:10,11	<b>York</b> 74:4	<b>1983</b> 13:8
56:12	48:19 49:10	73:12	31:6 58:8	46:1 59:22	43:3	<b>young</b> 22:7	<b>1986</b> 11:7
<b>voyeuristic</b>	50:10 55:17	<b>Website</b> 8:18	78:18	60:11 62:8	<b>wrap</b> 15:15	24:18 43:4	12:8,21
92:11	58:16 72:19	12:20 31:13	<b>Williams</b>	67:19,19	41:21 61:8	43:4 45:20	70:15
<b>vulnerable</b>	78:14,14	32:8 102:8	17:23 78:17	68:23,24	80:14 98:6	54:13 69:21	<b>1995</b> 39:4
37:19 88:9	82:16	<b>week</b> 6:23	78:18	69:3,3	<b>write</b> 23:1	71:17,22	<b>1996</b> 39:4
<hr/>	<b>Washington</b>	81:3 102:6	<b>willing</b> 45:12	75:20,22	82:4	82:23,24	<hr/>
<b>W</b>	99:3	<b>weekend</b>	59:21 92:21	77:11 79:21	<b>writing</b> 6:23	83:11 84:15	<b>2</b>
<b>wait</b> 61:1	<b>wasn't</b> 12:21	79:13,17	<b>Wilson</b> 33:14	79:22 80:6	45:1 72:2	84:16 91:10	2 31:11
<b>waited</b> 97:4	45:6 48:19	<b>weeks</b> 43:1	<b>win</b> 86:1	81:1,4 82:8	<b>written</b> 6:19	<b>younger</b> 4:6	<b>200</b> 6:4
<b>waiter</b> 76:10	49:4,9 63:2	60:12 90:14	<b>window</b> 61:19	82:9,24	58:4 92:12	<b>youth</b> 18:13	<b>2001</b> 17:2
<b>waiting</b> 49:11	99:11	97:4	<b>wireless</b> 10:4	83:3,4	<b>wrong</b> 66:24	18:15 23:13	<b>2009</b> 87:17
<b>walk</b> 25:3	102:19	<b>Wei</b> 1:11 3:23	10:6	88:12,17	84:6 85:12	23:16,21	<b>2014</b> 47:19
28:18 33:4	<b>watched</b>	<b>welcome</b> 3:4	<b>wished</b> 43:5	89:1 91:16	85:12 86:8	24:14,15,19	<b>2015</b> 30:12
39:14 52:23	60:13	81:17	<b>witnessed</b>	92:4 93:17	93:1,3,21	24:23 25:18	30:16 31:5
64:5 100:10	<b>watching</b>	<b>welcomed</b>	88:23	95:20	<b>wrote</b> 17:24	33:21 65:22	31:11
<b>walking</b>	43:1	20:10	<b>woman</b> 26:23	102:17	20:2 52:4	72:10 83:6	<b>2016</b> 1:4 33:8
26:18 28:11	<b>way</b> 3:11	<b>welcoming</b>	67:14 69:6	<b>worked</b> 11:11	<hr/>	84:9,11	36:1 45:6
28:15 65:10	10:19 13:1	62:8 91:11	77:18	12:3 16:16	<b>X</b>	85:10 89:4	52:9 73:9
65:18	16:7 17:15	<b>wellness</b>	<b>woman's</b> 47:9	18:3 65:14	<b>X</b> 44:3 46:21	96:22	74:10 80:3
<b>wall</b> 8:8 66:9	20:15 22:1	95:13	<b>women</b> 23:24	71:7,8	46:22 47:2	102:14	94:11
<b>wallets</b> 90:23	31:6 34:22	<b>went</b> 12:14	54:14 78:1	82:15 87:9	47:20	<b>youth-servi...</b>	<b>20s</b> 22:8
<b>walls</b> 40:22	36:21 44:3	26:6 84:9	78:24 79:8	<b>worker</b> 28:22	<hr/>	25:15	<b>21</b> 26:8,23
<b>want</b> 2:15,16	44:4,7 58:8	90:4 99:7	79:8 80:6	38:7 42:13	<b>Y</b>	<hr/>	<b>22</b> 56:15
6:22 7:11	60:19 65:11	<b>West</b> 10:17	83:11 84:15	96:7 97:6	<b>yeah</b> 45:3	<hr/>	<b>25</b> 1:4 17:8
7:12 8:1,13	70:18 78:17	43:12	84:16,17	97:22	48:5,24	<hr/>	77:13
9:9,9,24	78:18 87:18	<b>white</b> 3:14	<b>Women's</b>	<b>Workers</b>	49:7 54:18	<hr/>	<b>25-plus</b> 38:14
11:19 15:14	96:11	4:4 13:10	80:5,7	43:18 59:19	77:20 83:13	<hr/>	39:19
16:14 33:21	<b>ways</b> 6:12	19:14 26:10	<b>won</b> 39:6	63:10 94:7	83:17 85:2	<hr/>	<b>29</b> 43:1
34:20 40:12	19:3,21	27:19,20	85:24	94:8	86:5	<hr/>	<hr/>
42:18 43:24	34:9 38:18	28:8 31:15	<b>wonderful</b>	<b>working</b> 17:7	<b>year</b> 6:1	<hr/>	<b>10</b> 82:24
44:3,3,4	43:21 47:13	33:7 34:12	9:10 45:1	29:17 59:17	22:14 34:4	<hr/>	86:21
47:10,18,18	56:11 94:18	42:10,12	75:16	67:16,21	65:21 88:19	<hr/>	<b>100</b> 67:20
48:9,13	<b>we'll</b> 2:24	45:16 50:21	<b>Woodard</b>	70:9 82:16	95:17	<hr/>	<b>10th</b> 65:18
49:7 50:15	98:21,21	51:20 54:6	1:13 3:24	84:10 87:16	<b>years</b> 3:20	<hr/>	<b>11</b> 101:19,21
51:3,5,10	<b>we're</b> 2:18 3:1	63:19 64:9	<b>Woody's</b> 34:6	96:21 99:17	11:11 12:2	<hr/>	<b>110</b> 66:14
57:12 58:9	9:4,11	65:5 66:9	43:9 44:11	99:18	13:6 17:8	<hr/>	<b>112</b> 1:19
59:20 61:7	11:12 15:14	68:6 69:6	48:14,18	101:17	20:5 22:6	<hr/>	<b>12</b> 13:18
75:6,17	17:15 23:11	70:21 73:14	49:10,17	<b>workplace</b>	30:15 32:11	<hr/>	71:12 97:5
76:5,12	33:12 35:24	73:23 76:10	73:11,17	95:21	36:3 38:14	<hr/>	<b>13th</b> 18:16
77:24 78:5	37:7 39:19	78:20,21	74:2,5 79:6	<b>workplaces</b>	38:17 39:3	<hr/>	<b>14</b> 31:5
78:6 80:16	40:4,7,10	79:7 80:20	79:6 84:3	95:19,24	39:19 44:12	<hr/>	<b>15</b> 38:17
80:24 81:12	40:10 42:7	90:10 92:1	<b>word</b> 72:20	<b>works</b> 82:22	45:1,12	<hr/>	65:10 72:9
82:13,21	45:5 47:11	92:4 94:14	<b>wording</b> 58:2	36:14	60:1 61:3	<hr/>	<b>15.00</b> 83:1
83:18 86:2	51:11,12,23	95:1,10	<b>words</b> 34:1	<b>workshop</b>	65:10 69:22	<hr/>	<b>15th</b> 83:8,8
86:2,3,22	51:24 63:1	96:12 97:23	59:2,7 61:1	<b>world</b> 26:22	71:7,8,12	<hr/>	<b>16</b> 4:22 52:10
87:8 93:10	63:1 79:12	98:12	61:2,3	27:2 53:3	71:24 72:9	<hr/>	<b>17</b> 73:8 76:3
93:11 99:15	81:13 86:16	<b>white-passing</b>	89:16 98:22	71:19 72:15	73:17 77:13	<hr/>	93:15
99:21	86:17,19	27:20	<b>work</b> 5:12,16	76:4	78:5 87:11	<hr/>	<b>18</b> 22:14
100:11					90:18 93:15	<hr/>	73:18
						<hr/>	<b>19</b> 57:2
						<hr/>	79:16

<hr/> <b>6</b> <hr/> <b>6:00</b> 2:19							
<hr/> <b>7</b> <hr/> <b>7:06</b> 2:3 <b>70-plus</b> 31:7 <b>70s</b> 33:17 <b>75</b> 79:16							
<hr/> <b>8</b> <hr/> <b>8:00</b> 2:19 86:17 <b>8:25</b> 103:16 <b>85</b> 31:7 <b>8th</b> 1:19							
<hr/> <b>9</b> <hr/> <b>9-100</b> 4:18							