## **Lesbians Who Tech Summit**

Geena Rocero

The Gentrification of Queer Activism Olimpia Burchiellaro,2023-07-13 In the 2010s, London's LGBTQ+ scene was hit by extensive venue closures. For some, this represented the increased inclusion of LGBTQ+ people in society. For others, it threatened the city's status as a 'global beacon of diversity' or merely reaffirmed the hostility of London's neoliberal landscapes. Navigating these competing realities, Olimpia Burchiellaro explores the queer politics of LGBTQ+ inclusion in London. Drawing on ethnographic research conducted with activists, professionals and LGBTQ-friendly businesses, the author reveals how gender and sexuality come to be reconfigured in the production and consumption of LGBTQ+ inclusion and its promises. Giving voice to queer perspectives on inclusion, this is an important contribution to our understanding of urban policy, nightlife, neoliberalism and LGBTQ+ politics.

Lean Out Elissa Shevinksy, 2015-09-03 Why aren't the great, qualified women already in tech being hired or promoted? Should people who don't fit in seek to join an institution that is actively hostile to them? Does the tech industry deserve women leaders? The split between the stated ideals of the corporate elite and the reality of working life for women in the tech industry—whether in large public tech companies or VC-backed start-ups, in anonymous gaming forums, or in Silicon Valley or Alley—seems designed to crush women's spirits. Corporate manifestos by women who already fit in (or who are able to convincingly fake it) aren't helping. There is a high cost for the generation of young women and transgender people currently navigating the harsh realities of the tech industry, who gave themselves to their careers only to be ignored, harassed and disrespected. Not everyone can be a CEO; not everyone is able to embrace a workplace culture that diminishes the contributions of women and ignores real complaints. The very culture of high tech, where foosball tables and endless supplies of beer are de facto perks, but maternity leave and breast-feeding stations are controversial, is designed to appeal to young men. Lean Out collects 25 stories from the modern tech industry, from people who fought GamerGate and from women and transgender artists who have made their own games, from women who have started their own companies and who have worked for some of the most successful corporations in America, from LGBTQ women, from women of color, from transgender people and people who do not ascribe to a gender. All are fed up with the glacial pace of cultural change in America's tech industry. Included are essays by anna anthropy, Leigh Alexander, Sunny Allen, Lauren Bacon, Katherine Cross, Dom DeGuzman, FAKEGRIMLOCK, Krys Freeman, Gesche Haas, Ash Huang, Erica Joy, Jenni Lee, Katy Levinson, Melanie Moore, Leanne Pittsford, Brook Shelley, Elissa Shevinsky, Erica Swallow, and Squinky. Edited and selected by entrepreneur and tech veteran Elissa Shevinsky, Lean Out sees a possible way forward that uses tech and creative disengagement to jettison 20th century corporate culture: "I've figured out a way to create safe space for myself in tech," writes Shevinsky. "I've left Silicon Valley, and now work remotely from home. I adore everyone on my team, because I hired them myself."

Pride and Joy Kathleen Archambeau, 2017-06-22 A collection sharing stories of success, happiness, and inspiration from the LGBTQ+ community. In Pride and Joy, award-winning writer and longtime LGBTQ+ activist Kathleen Archambeau tells the untold stories from diverse queer voices around the world. Not like the depressing, sinister, shadowy stories of the past, this book highlights queer people living open, happy, fulfilling, and successful lives. Inside, learn why Tony Kushner guit cello and how Colm Toibin found his voice, why Emma Donoghue calls her experience a fluke and the best advice Bill T. Jones got was from his mother, and also how being an inaugural poet changed Richard Blanco's life and how Ugandan activist "LongJones" escaped death threats and gained asylum. But you will also see other stories, like the bravery of a Uruguayan author who was rejected by her immediate family even as she began a family of her own. Be inspired by the audacity to fight for justice that motivates National Center for Lesbian Rights Executive Director Kate Kendell, a Mormon who grew up in Utah. Learn how two couples transcend time and distance to finally be together and how one NBA sports executive summoned the courage to come out. Discover the message of love from the first openly lesbian United Methodist Church Bishop. Learn the secrets of a successful, out IBM executive based in London and the rewards of Ballroom Basix founder in Harlem. See how the Maori philosophy of whanau guided the MP who won marriage rights in New Zealand and how high expectations overcame disability and bullying for an acclaimed mezzo-soprano. Meet the professional violinist and composer impacted by family tensions and the Armenian Genocide. Read about the ballroom dancers and Hungarian activists on neo-Nazi "hit lists." Pride & Joy shows why there is hope it gets better for everyone in the queer community, including: The transgender choreographer and dancer who continues to break rules and enlighten audiences The Dutch singer, songwriter and independent theater producer who breaks down stereotypes The founder of an award-winning smoking cessation program The California political director of the Obama re-election campaign The Russian émigré award-winning computer scientist and the Chinese folk dancer

Queer Technologies Katherine Sender, Adrienne Shaw, 2017-06-26 Queer media studies has mostly focused on lesbian, gay, bisexual, transgender, and queer (LGBTQ) visibility, stereotypes, and positive images, but media technologies aren't just vehicles for representations, they also shape them. How can queer theory and queer methodologies complicate our understanding of communication technologies, their structures and uses, and the cultural and political implications of these? How can queer technologies inform debates about affect, temporality, and publics? This book presents new scholarship that addresses queer media production and practices across a wide range of media, including television, music, zines, video games, mobile applications, and online spaces. The authors consider how LGBTQ representations and reception are shaped by technological affordances and constraints. Chapters deal with critical contemporary concepts such as counterpublics, affect, temporality, nonbinary practices, queer technique, and transmediation to explore intersections among communication and media studies and cutting-edge queer and transgender theory. This collection moves beyond considering LGBTQ representations as they appear in media to consider the central role of technologies in understanding intersections among gender, sexuality, and media. Even the most heteromasculine technologies can be queered, yet we can't assume queerness works in the same way across different media. Emergent media technologies afford queer worldmaking, but these worlds are forged between normalization and niche marketing. This book was originally published as a special issue of Critical Studies in Media Communication.

<u>Conference Report</u> International Lesbian and Gay Association. Conference, 1989

<u>Design Justice</u> Sasha Costanza-Chock,2020-03-03 An exploration of how design might be led by marginalized communities, dismantle structural inequality, and advance collective liberation and ecological survival. What is the relationship between design, power, and social justice? "Design justice" is an approach to design that is led by marginalized communities and that aims expilcitly to challenge, rather than reproduce, structural inequalities. It has emerged from a growing community of designers in various fields who work closely with social movements and

community-based organizations around the world. This book explores the theory and practice of design justice, demonstrates how universalist design principles and practices erase certain groups of people—specifically, those who are intersectionally disadvantaged or multiply burdened under the matrix of domination (white supremacist heteropatriarchy, ableism, capitalism, and settler colonialism)—and invites readers to "build a better world, a world where many worlds fit; linked worlds of collective liberation and ecological sustainability." Along the way, the book documents a multitude of real-world community-led design practices, each grounded in a particular social movement. Design Justice goes beyond recent calls for design for good, user-centered design, and employment diversity in the technology and design professions; it connects design to larger struggles for collective liberation and ecological survival.

Information Activism Cait McKinney, 2020-07-17 For decades, lesbian feminists across the United States and Canada have created information to build movements and survive in a world that doesn't want them. In Information Activism Cait McKinney traces how these women developed communication networks, databases, and digital archives that formed the foundation for their work. Often learning on the fly and using everything from index cards to computers, these activists brought people and their visions of justice together to organize, store, and provide access to information. Focusing on the transition from paper to digital-based archival techniques from the 1970s to the present, McKinney shows how media technologies animate the collective and unspectacular labor that sustains social movements, including their antiracist and trans-inclusive endeavors. By bringing sexuality studies to bear on media history, McKinney demonstrates how groups with precarious access to control over information create their own innovative and resourceful techniques for generating and sharing knowledge.

15th ILGA World Conference International Lesbian and Gay Association. World Conference, 1993

Horse Barbie Geena Rocero, 2023-05-30 The heartfelt memoir of a trans pageant queen from the Philippines who went back into the closet to model in New York City—until she realized that living her truth was the only way to step into her full power. "Packed with grit, ferocity, and grace, Geena Rocero's story proves that embracing who you are—in all your complexity, and in a world that often seems to think you're simply not allowed—is a truly revolutionary act."—Gabrielle Union-Wade As a young femme in 1990s Manila, Geena Rocero heard, "Bakla, bakla!," a taunt aimed at her feminine sway, whenever she left the tiny universe of her eskinita. Eventually, she found her place in trans pageants, the Philippines' informal national sport. When her competitors mocked her as a "horse Barbie" due to her statuesque physique, tumbling hair, long neck, and dark skin, she leaned into the epithet. By seventeen, she was the Philippines' highest-earning trans pageant queen. A year later, Geena moved to the United States where she could change her name and gender marker on her documents. But legal recognition didn't mean safety. In order to survive, Geena went stealth and hid her trans identity, gaining one type of freedom at the expense of another. For a while, it worked. She became an in-demand model. But as her star rose, her sense of self eroded. She craved acceptance as her authentic self yet had to remain vigilant in order to protect her dream career. The high-stakes double life finally forced Geena to decide herself if she wanted to reclaim the power of Horse Barbie once and for all: radiant, head held high, and unabashedly herself. A dazzling testimony from an icon who sits at the center of transgender history and activism, Horse Barbie is a celebratory and universal story of survival, love, and pure joy.

A Trans Feminist's Past Forest Handford, 2021-06-09 Forest Handford was brought up male, but never felt comfortable with that gender. As early as preschool, it was clear that she had interests and habits that were considered feminine. While Forest has supportive parents, they didn't have the knowledge to alert them that she was transgender, a word that wasn't even widely known until long after Forest was an adult. What little information Forest found about being trans was misleading and harmful. It took cosplaying her favorite Dr. Who character, Clara Oswald, in 2018 for her to find acceptance in feminine clothes. Forest soon discovered that she met the definition of transgender. For a short time, Forest considered herself genderfluid because she didn't believe transition was possible due to misinformation she had been taught to believe. A non-binary friend of Forest's mentioned that their therapist had recommended that they try hormone replacement therapy (HRT). Curious why a therapist would make such a recommendation, Forest did some research that revealed that not only was transition possible for her but that trying a small dose of HRT was a safe way to determine if it could help with her gender dysphoria. Forest's transition began when trans rights were under attack in her state of residence (Massachusetts). In 2018, Forest knew multiple trans folk who were fired due to their gender identity. Forest had to balance her trans rights advocacy against her safety as a frequent business traveler to Egypt, where being LGBT comes with a 10-year prison sentence. Forest's memoir covers details of her life and the historical context in which it has been lived. Many of the stories in this book reveal the challenges of being feminine. While those challenges were painful, and some aspects of transitioning during her midlife were difficult, she values the views she has had on both sides of male privilege. She uses this rare perspective as an analogy for her understanding of white privilege. While many trans stories exist, Forest's perspectives as an Eagle Scout, as somebody who lived in Egypt, and someone who transitioned while in a management position, bring new dimensions to the space, further illustrating that there is no single trans narrative.

The Wake Up Michelle MiJung Kim,2021-09-28 This informative guide helps allies who want to go beyond rigid Diversity and Inclusion best practices, with real tools to go from good intentions to making meaningful change in any situation or venue. 2022 NAUTILUS BOOK AWARDS GOLD WINNER 2022 NATIONAL ANTIRACIST BOOK FESTIVAL SELECTION 2021 PORCHLIGHT PERSONAL DEVELOPMENT & HUMAN BEHAVIOR BOOK OF THE YEAR As we become more aware of various social

injustices in the world, many of us want to be part of the movement toward positive change. But sometimes our best intentions cause unintended harm, and we fumble. We might feel afraid to say the wrong thing and feel guilt for not doing or knowing enough. Sometimes we might engage in performative allyship rather than thoughtful solidarity, leaving those already marginalized further burdened and exhausted. The feelings of fear, insecurity, inadequacy are all too common among a wide spectrum of changemakers, and they put many at a crossroads between feeling stuck and giving up, or staying grounded to keep going. So how can we go beyond performative allyship to creating real change in ourselves and in the world, together? In The Wake Up, Michelle MiJung Kim shares foundational principles often missing in today's mainstream conversations around "diversity and inclusion," inviting readers to deep dive into the challenging and nuanced work of pursuing equity and justice, while exploring various complexities, contradictions, and conflicts inherent in our imperfect world. With a mix of in-the-trenches narrative and accessible unpacking of hot button issues—from inclusive language to representation to cancel culture—Michelle offers sustainable frameworks that guide us how to think, approach, and be in the journey as thoughtfully and powerfully as possible. The Wake Up is divided into four key parts: Grounding: begin by moving beyond good intentions to interrogating our deeper "why" for committing to social justice and uncovering our hidden stories. Orienting: establish a shared understanding around our historical and current context and issues we are trying to solve, starting with dismantling white supremacy. Showing Up: learn critical principles to approach any situation with clarity and build our capacity to work through complexity, nuance, conflict, and imperfections. Moving Together: remember the core of this work is about human lives, and commit to prioritizing humanity, healing, and community. The Wake Up is an urgent call for us to move together while seeing each other's full and expansive humanity that is at the core of our movement toward justice, healing, and freedom.

A Queer New York Jen Jack Gieseking, 2020-09-15 Winner, 2021 Glenda Laws Award given by the American Association of Geographers The first lesbian and queer historical geography of New York City Over the past few decades, rapid gentrification in New York City has led to the disappearance of many lesbian and queer spaces, displacing some of the most marginalized members of the LGBTQ+ community. In A Queer New York, Jen Jack Gieseking highlights the historic significance of these spaces, mapping the political, economic, and geographic dispossession of an important, thriving community that once called certain New York neighborhoods home. Focusing on well-known neighborhoods like Greenwich Village, Park Slope, Bedford-Stuyvesant, and Crown Heights, Gieseking shows how lesbian and queer neighborhoods have folded under the capitalist influence of white, wealthy gentrifiers who have ultimately failed to make room for them. Nevertheless, they highlight the ways lesbian and queer communities have succeeded in carving out spaces—and lives—in a city that has consistently pushed its most vulnerable citizens away. Beautifully written, A Queer New York is an eye-opening account of how lesbians and queers have survived in the face of twenty-first century gentrification and urban development.

Gay and Lesbian Youth Gilbert Herdt, 2013-11-12 Here is a pioneering volume that explores adolescent homosexuality around the world. Social scientists examine the personal experiences of gay and lesbian teenagers from culture to culture and address the problems and obstacles these young people face. The changing contexts, values, and goals of societies worldwide are affecting how these adolescents adapt to being homosexual, and this compelling book gives keen insight into how changes in the United States contrast with changes elsewhere. A unique and thorough description of the identities, situations, and relationships of homosexual teens in many societies, Gay and Lesbian Youth will help social scientists, health care professionals, counselors, gay teenagers, and their parents to better understand the similarities of the problems facing these youth, while recognizing the minor differences in their social and personal situations. How do the personal experiences of gay and lesbian teenagers vary from culture to culture? Here is the best, most complete description of the identities, situations, and relationships of homosexual teens in many societies. The changing contexts, values, and goals of societies worldwide are affecting how these adolescents adapt to being homosexual, and this compelling book gives keen insight into how changes in the United States contrast with changes elsewhere. Social scientists, health care professionals, counselors, gay teenagers, and their parents will better understand the similarities of the problems facing these youth, while recognizing the minor differences in their social and personal situations. These differences must be understood by interpreting the adaptations of gay and bisexual teenagers around the

The Spineless Porcupine Say Yang, 2020-12-04 If you could only choose one kind of life, what would you choose? Pearson asked. One with quills living like every other porcupine or one that's trailblazing a new path in the vast wilderness? Mattie, the first porcupine born without any spines, is banished from her clan for being different. She's quickly picked up by the circus due to her commercial potential. At first, she loves the attention, but soon an emptiness grows deep within. That's when Pearson convinces her they belong in the wilderness instead of being enslaved under a ringmaster's control. Will her heartache finally end by escaping from the golden prison of performing, producing, and perfecting? Follow Mattie and Pearson's fantastical journey as they face their painful pasts only to discover their differences are their superpowers. It's an unforgettably rare story that speaks to every age because it's about what we all desire: to feel comfortable in our own skin.

**Drawn to Berlin** Ali Fitzgerald,2018-10-17 Her students draw images of tragic violence and careful optimism: rafts and tanks, flowers and the Eiffel Tower. In her eight years in Germany, Ali Fitzgerald experiences the highs of the creatively hopeful, along with the deep depression of the disillusioned, all while waiting to stumble onto her own glory like the great Modernists before her. In the gigantic plastic bubble that is the refugee center, worlds collide and echo, and her drawings are compassionate and unflinchingly intimate, perfectly visualizing the fantasy of her Bohemia crumbling in a globalized city.

**Building For Everyone** Annie Jean-Baptiste,2020-08-20 Diversity and Inclusion to build better products from the front lines at Google Establishing diverse and inclusive organizations is an economic imperative for every industry. Any business that isn't reaching a diverse market is missing out on enormous revenue potential and the opportunity to build products that suit their users' core needs. The economic "why" has been firmly established, but what about the "how?" How can business leaders adapt to our ever-more-diverse world by capturing market share AND building more inclusive products for people of color, women and other underrepresented groups? The Product Inclusion Team at Google has developed strategies to do just that and Building For Everyone is the practical guide to following in their footsteps. This book makes publicly available for the first time the same inclusive design process used at Google to create user-centric award-winning and profitable products. Author and Head of Product Inclusion Annie Jean-Baptiste outlines what those practices look like in industries beyond tech with fascinating case studies. Readers will learn the key strategies and step-by-step processes for inclusive product design that

limits risk and increases profitability. Discover the questions you should be asking about diversity and inclusion in your products for marketers, user researchers, product managers and more. Understand the research the Product Inclusion team drove to back up their practices Learn the "ABCs of Product Inclusion" to build inclusion into your organization's culture Leverage the product inclusion suite of tools to get your organization building more inclusively and identifying new opportunities. Read case studies to see how product inclusion works across industries and learn what doesn't work. Building For Everyone will show you how to infuse your business processes with inclusive design. You'll learn best practices for inclusion in product design, marketing, management, leadership and beyond, straight from the innovative Google Product Inclusion team.

Reader's Guide to Lesbian and Gay Studies Timothy Murphy, 2013-10-18 The Reader's Guide to Lesbian and Gay Studies surveys the field in some 470 entries on individuals (Adrienne Rich); arts and cultural studies (Dance); ethics, religion, and philosophical issues (Monastic Traditions); historical figures, periods, and ideas (Germany between the World Wars); language, literature, and communication (British Drama); law and politics (Child Custody); medicine and biological sciences (Health and Illness); and psychology, social sciences, and education (Kinsey Report).

Social Perspectives in Lesbian and Gay Studies Peter M. Nardi, Beth E. Schneider, 2013-09-13 This comprehensive reader brings a social science perspective to an area hitherto dominated by the humanities. Through it, students will be able to follow the story of how sociology has come to engage with gay and lesbian issues from the 1950s to the present, from the earliest research on the underground worlds of gay men to the emergence of queer theory in the 1990s. Bringing together classic readings and the best work of younger scholars from all parts of the English-speaking world, this reader will be an invaluable resource for courses at undergraduate and graduate level in all areas of the sociology of sexuality and gender. Separate sections cover: \* theoretical foundations \* identity and community making \* institutions and social change \* challenges for the future. Each section begins with an introduction giving readers a brief guide to the readings in that section, contextualises them and relates them to one another and the book ends with an afterword by Ken Plummer summing up the present state of play and looking forward to the future.

Creative Trespassing Tania Katan, 2019-02-12 "Playful, smart, easy to implement, and, dare I say, punk rock, this book will wake you up to your personal power and remind you just how enjoyable your life, and work, can be."—Jen Sincero, #1 New York Times bestselling author of You Are a Badass WINNER OF THE PORCHLIGHT BUSINESS BOOK AWARD "You don't have to turn into a corporate drone to kick ass in the working world," says inspirational speaker Tania Katan. After more than ten years of smuggling creativity into the business sector, Katan is here to tell you that any task or pursuit can be a creative one. You just need to be willing to defy conformity and be ready to conjure imagination anywhere, at any time. That's where Creative Trespassing comes in. Creative Trespasser /cre-at-ive tres-pass-er/ noun 1: Someone who sneaks creativity and imagination into the most mundane tasks or buttoned-up workplaces. 2: Someone who finds extraordinary ideas in ordinary places. 3: Someone who uses creativity as fuel for a freer, more joyful life. Peppered with stories of her own shenanigans—from organizing a wrestling match in the middle of an art museum to staging a corporate culture intervention via post-its—and lessons from the rulebreaking exploits of artists, change-makers, and totally legit business leaders alike, Creative Trespassing is a rollicking, uninhibited guide to using creativity as fuel for a freer and more joyful life. Whether you're seeking new ways to innovate, trying to spice up routine entry-level work, or looking to bring more of your rich creative life into your day job, Katan shows you how to transform monotony into novelty and be more energized in your work and in the world.

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