

U.S. Society Mired In Anti-G/L Bias

SAN FRANCISCO, CA - Anti Gay bias remains deeply entrenched in American society, even though there is more open discussion about equal rights and a greater public acceptance of the community's quest for equality, a national report released says.

People for the American Way released its annual "Hostile Climate" report in Washington, D.C., this morning and announced it was starting a battle to help build support for equal-rights legislation in California and 17 other states, the San Francisco Chronicle reported.

The group, an education and advocacy organization focusing on freedom of expression and First Amendment rights, has tracked anti Gay activity and trends with the annual report since 1993.

While openly Gay characters are portrayed on television shows such as "Will and Grace" and "ER" and Gay and Lesbian politicians are increasingly winning public office, employers in 39 states may still legally fire employees for being Gay.

"No one should be misled that because a Gay man can headline a television show that real Gays and Lesbians are safe in the streets and the schools and their homes," said Judith Schaeffer, deputy legal director for the People for the American Way Foundation.

The group will encourage its 300,000 members nationwide - 45,000 in California - to get actively involved in advocating for equal rights and in defeating anti-Gay legislation.

Ralph G. Neas, president of People for the American Way, said during a news conference that the battle must be won at the state level.

"Equality is not just a slogan, it should be the birthright of every American without exception," Neas said. "The nation is ready to move forward, and it is time for our lawmakers to follow suit."

California has already taken some steps in guaranteeing rights and is moving forward with other legislation.

Assemblyman Paul Koretz, D-West Hollywood, is poised to file a bill to set up a system of civil unions for same-sex couples.

And Assemblywoman Carole Migden, D-San Francisco, introduced a bill in December that would broaden domestic-partner laws to include such rights as medical decision-making, inheritance without a will and the right to recover damages for wrongful death.

Another pending bill would require the state's attorney general to establish, operate and publicize a toll-free telephone number and a Web site for victims and witnesses to report hate crimes and racial profiling incidents.

In 1999, the state expanded protections for Gay and Lesbian students by adding sexual orientation to a law that banned harassment in schools.

Migden also authored a bill approved in 1999 that guarantees domestic partners hospital visitation rights and offers health coverage for partners of employees of the state and some local agencies.

Migden said the national organization's support for additional legislation is welcomed.

"All too often, it is the community being the sole advocate of issues we think all decent, good people should advance," she said.

But Karen Holgate, policy director for the conservative Capitol Resource Institute in Sacramento, said her group will be fighting any legislation they believe undermines traditional family values.

"We have enough laws," Holgate said. "The attempts are to chip away at the foundation of a traditional marriage and redefine it."

The other states being singled out for legislative efforts - Hawaii, Oregon, Colorado, Washington, Utah, Texas, Florida, Illinois, Nebraska, Kansas, Maryland, New York, Pennsylvania and Delaware - accounted for nearly two-thirds of the anti Gay incidents included in the Hostile Climate 2000 report.

Of 374 anti Gay bias incidents covered in the report, 230 took place in the 18 states. The number of reported incidents rose from 292 last year and from 132 in the first report of 1993.

The report includes physical attacks as well as incidents of general intolerance and discrimination. They ranged from incidents in the workplace to disputes over ministering to Gay church members and the targeting of student clubs and attempts to ban any mention of homosexuality in the classroom.

Examples detailed in the report include a Georgia autoworker who was harassed for three years, his work sabotaged. A supervisor also told him that he should kill himself because he was Gay.

Opponents of a political candidate

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Ashcroft Meets With Gay Republicans

WASHINGTON, DC (NP) - Log Cabin had an easier time getting a date with the new Attorney General than they did with his boss before the election - proving to them that working from inside the GOP pays off.

Attorney General John Ashcroft sat down on February 22 with five representatives of the Log Cabin Republicans (LCR), virtually the only major Gay and Lesbian organization that did not oppose President George W. Bush's (R) nomination of the former Missouri senator. The 25-minute meeting at the Justice Department was Ashcroft's first with any civil rights group since his appointment was confirmed three weeks ago.

Details from the session were scant, but LCR representatives said they were pleased with the discussion, which focused on ways to work together. "It was an opportunity to build relationships so we will be a resource to him on civil rights issues," said Kevin Ivers, LCR's spokesman and one of the attendees. "He's trying to send a message that he's serious and that he's going to enforce the law fairly. I think it's fair to say that you could hardly make the point more dramatically than choosing a Gay and Lesbian organization as the first civil rights organization to meet with."

During his stormy confirmation process in the U.S. Senate, Ashcroft came under fire for his record on Gay and Lesbian, as well as other civil rights issues. Although he told the Judiciary Committee that he had not opposed the 1997 nomination of James Hormel to be ambassador to Luxembourg because Hormel is Gay, many senators - as well as Hormel himself - publicly doubted Ashcroft's honesty about the matter. A former job applicant also came forward to claim that Ashcroft had asked him about his sexual orientation during the interview process - something Ashcroft claimed he never did and would never do. LCR helped Ashcroft get his side of the story out during the hearings, arguing that they needed to ensure that "someone has a place at the table" with the new attorney general. Ashcroft won confirmation on February 1 by a 58 - 42 vote of the Senate.

After the February 22 meeting, LCR said Ashcroft had reiterated his commitments not to use sexuality as a criterion in hiring or firing at the Justice Department and to enforce all civil rights laws, including those that cover Gay, Lesbian, Bisexual, and Transgender (GLBT) people. The group, which backed Bush during the November election, also noted that the new president plans to keep President Bill Clinton's executive order banning sexual orientation-based discrimination in federal employment in effect.

However, according to the San Francisco Chronicle, Bush will probably not maintain Clinton's liaison to the Gay and Lesbian community. Furthermore neither LCR nor Ashcroft's office released information about whether and to what extent the controversial policy issues such as employment discrimination protections and hate crimes laws were discussed at the meeting. As a senator from Missouri, Ashcroft, an evangelical Christian, opposed Gay rights measures across the board.

Ashcroft's meeting with LCR is being taken as evidence of the shift in power among Washington-based GLBT groups. After pulling out all the stops to aid Democratic presidential nominee Al Gore, most of the mainstream organizations like the Human Rights Campaign and the National Gay and Lesbian Task Force have little cache with the Bush administration - a significant shift from their close alliances with the Clinton-Gore White House.

Scottsdale May Extend Health Coverage

SCOTTSDALE - Citing the need to recruit top-notch employees, Scottsdale will consider expanding health-care coverage to same-sex partners and unmarried couples who work for the city, the Arizona Republic reported.

In addition, a proposed revision of the city's code will prohibit discrimination on the basis of sexual orientation in City Hall.

Scottsdale officials floated a similar proposal two years ago, but it quietly died when an employee task force rejected the plan.

But a tight labor market and the spread of domestic-partner benefits in corporate America and other local governments encouraged Human Resources Director Daniel Schmidt to try it again.

"Recruitment and retention of employees for the city has become much more difficult," Schmidt said. "We feel we should remove barriers that prevent us from hiring the best-qualified people."

Tucson was the first Arizona city to adopt the policy in 1997, followed by Tempe, Pima County and Maricopa Community Colleges in 1999 and Phoenix in 2000.

Studies have shown that about 1 percent of the city's 2,000 employees could be expected to take advantage of the change.

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UPDATE

New Observer E-Mail Address

TUCSON - Changes are afoot for both The Observer and tucsonobserver.com, Arizona's only GLBT weekly newspaper and fastest growing Web site.

Starting this week, The Observer and tucsonobserver.com are launching new E-mail addresses for readers to contact the staff and the publications. This is in part due to two reasons: The Internet Service Provider previously used by The Observer has gone out of business and the need to consolidate Observer E-mail under one domain name.

For The Observer, send E-mail to info@tucsonobserver.com. To reach the staff, go online at www.tucsonobserver.com, and go to the about us page to find the E-mail addresses.

Desert Valley Squares Beginner Dance Party Forming March 4

PHOENIX - Desert Valley Squares is pleased to announce a new beginner Dance Party starting March 4.

Now is the perfect opportunity for you to start square dancing! You probably learned how to square dance in fourth grade and hated it. Well, you ain't in fourth grade anymore! Gay and Lesbian square dancing is a lot more fun than that and is very high-energy! It's a great way to meet people away from the bars.

Dancing in Phoenix, Arizona since 1983, Desert Valley Squares is Arizona's premier Gay and Lesbian social square dance club. Desert Valley Squares has memberships in the IAGSDC(tm) and the Arizona Gay Rodeo Association. Desert Valley Squares is also a founding member of the Grand Canyon Square Dance Association. Sunday dance parties are held at Augustana Lutheran Church, 14th Street and Virginia in Phoenix. On March 4, Desert Valley Squares will host a potluck starting at 6:30 p.m. with dancing starting around 7:00 p.m. You don't have to have a partner to dance with us.

For more information please contact Desert Valley Squares, Gordon Macaw, President, (602) 331-8839 or visit our web site <http://www.iagsdc.org/desertvalleysqs/>.

Recreational Volleyball To Start March 3

TUCSON - All playing levels are welcome to join Recreation Volleyball. Teams will play on the 1st and 3rd Saturday of every month starting March 3rd. The location is the Sand Court at Saint Francis in the Foothills UMC, 4625 E. River Road. Teams will play from 1:00 until 3:00 p.m. A great chance to get some exercise and make new friends at the same time!

New Men's Social Group Meets

TUCSON - A new men's social group is forming and has had held it's first gathering.

A second planning meeting and coffee will be held Sun, Mar 11.

To become part of this new activity, for questions, or directions and time, call (520) 624-6768 or 749-1142.

Rainbow Support Group Update

TUCSON - The Rainbow Community Support Group, sponsored by the Reconciling Committee at Saint Francis in the Foothills United Methodist Church meets every Thursday from 7:30-9:00 p.m. in Room 42/43 at St. Francis. The address is 4625 E. River Rd (NW corner of Swan and River). The primary purpose is for people to have a safe and supportive place to share personal situations/life happenings. This group is facilitated by both men and women and is open to people 18 and over. The group sponsors social activities and provides a way for participants to connect socially outside of the Thursday night meetings. If you wish to attend but have some questions about the group, please call 299-9063 and ask for the contact person for the Rainbow Support Group. Spend a Thursday evening in a warm supportive environment.

MSN Celebrates Sixth Anniversary

TUCSON - At the March 3rd potluck social gathering of the Men's Social Network (MSN) at the Casas Adobe Congregational Church on Oracle Road (rented space), members and guests will help celebrate the sixth anniversary of MSN. The annual fund raiser auction will be held that night, offering good humor and entertainment in addition to a chance to donate or purchase items for the benefit of MSN.

As usual, the March anniversary

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calendar will boast a social event almost every day of the month. The activities include luncheons, dinners, movies, cards, art museum tour, pizza night, Oscar Awards party, hikes, discussion night, bird watching, shopping/dessert in Casa Grande, Picacho Peak wild flower walk, poetry night, showings of "Queer as Folk", Reviville Men's Chorus concert, Investment Club, and regular meetings of the Triangle Tribe.

TGNET Sexuality Safer Sex Workshop March 16

TUCSON - TGNet Arizona continues its series of free sexuality/safer sex workshops (including what is it? where do I find it? and how do I do it joyously and safely?) with Trans/Sexuality: TransWomen Only, Friday, March 16, 7:00 p.m. to 9:00 p.m., at the Wingspan LGBT Community Center, 300 East 6th Street.

The Trans/Sexuality: TransWomen Only workshop is designed to help TransWomen learn how to express their sexuality in delightful, safe and satisfying ways. Merryl Sloane - nationally known sex educator, performance artist, and writer - will once again facilitate. With her easy-going presentation, accessible teaching style and joyful approach to sexuality, Ms. Sloane has been teaching introductory and advanced erotic topics to people of all genders and sexual orientations since 1992.

Please note that Trans/Sexuality: TransWomen Only is open *only* to self-identified Transgendered, Transsexual and/or gender-variant women (male-born, female-identified), regardless of sexual orientation or hormone / surgical status. Space is limited, so RSVPs are encouraged, but not required. You can RSVP to Alexander John Goodrum by email at ajgoodrum@uswest.net or by phone at (520) 566-4591. Admission is free and refreshments will be served. Please join us for a fun-filled, life-enhancing evening.

SPORTS

DESERT COYOTES LEAGUE STANDINGS

| | PW | PL |
|----------------------|------|------|
| The Breeders | 49.0 | 21.0 |
| Mamas Family | 44.0 | 26.0 |
| Rebellious! | 41.0 | 29.0 |
| The Hoochies | 41.0 | 29.0 |
| Gutter Snipes | 41.0 | 29.0 |
| Oompah Loompahs | 39.0 | 31.0 |
| The Nut Sack | 39.0 | 31.0 |
| Gay Divorcees | 36.0 | 34.0 |
| Tres Amigos | 35.0 | 35.0 |
| Sluts-R-Us | 33.0 | 37.0 |
| Erratica 5 | 33.0 | 37.0 |
| Children of the Corn | 32.0 | 38.0 |
| Slutopoly | 31.0 | 39.0 |
| Wicked Witches | 29.0 | 41.0 |
| Judy's Truck Stop | 28.0 | 42.0 |
| Team Ate | 28.0 | 42.0 |

SEASON ACHIEVEMENTS

High Average: Keith D., 220; JoAnn S., 178; Mamas Family 530.
 High Series Scratch: Keith D., 768; JoAnn S., 667; Rebellious!, 1817.
 High Game Scratch: Jeff T./Keith D., 300; JoAnn S., 265; Rebellious!, 670.
 High Series Handicap: Keith D., 768; Kristen S., 753; Rebellious!, 2027.
 High Game Handicap: Keith D./Jeff T., 300; Kristen S., 293; Rebellious!, 740.

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2001 Grammys: Music Or Mayhem?

LOS ANGELES, CA (NP) - It was fertile ground for the war of words as Eminem, rapper of violent anti Gay lyrics, got three awards and sang with Sir Elton, while queerer musicians mostly went home empty-handed.

Eminem, the controversial artist who famously raps that he doesn't "give a damn about a Grammy," on February 21 won three of the four awards he was nominated for, much to the dismay of the Gay rights groups that had characterized his lyrics as homophobic. He was beaten out for the marquee prize of Album of the Year by the Steely Dan, a rock-jazz duo which had not won a single Grammy in its 30-year history. (Click here for complete Grammy results.) The Album of the Year announcement came minutes after Eminem had received a standing ovation from the black-tie audience for a duet performance of his hit song Stan with openly Gay British pop singer Sir Elton John.

The controversy over Eminem, the 28-year-old rapper whose real name is Marshall Mathers, dominated the awards show, with host Jon Stewart and the presenters making multiple references to the flap. Stewart opened the broadcast joking, "I don't know what this controversy is all about, quite frankly. I met Eminem backstage, and he's really Gay. He's the Gayest guy you'd ever meet." Later, Stewart said he thought Eminem had learned from the controversy. "After his duet with Elton John, he's agreed to go to the bathroom with George Michael," quipped Stewart - a reference to the incident that led to the Gay pop star's explicit coming out in 1998.

John had been roundly criticized in

the past week for agreeing to duet with Eminem, whose lyrics include many references to violence against Gays, Lesbians, and women. John said he considered Eminem's interest in doing the duet an "olive branch" to the Gay and Lesbian community and described himself as a "big fan" of Eminem's blend of rap, R&B, and metal. John is rumored to be trying to present Eminem with an award at the Brit Awards in London on February 26.

The Gay and Lesbian Alliance Against Defamation (GLAAD) collaborated with women's and religious groups to hold a "Rally Against Hate" outside the Los Angeles Staples Center where the Grammys were being handed out. Between 100 and 200 protesters showed up, holding banners that accused the National Academy of Recording Arts and Sciences (NARAS), which hands out the Grammys, of promoting hate. Responding to claims by Eminem defenders that his lyrics should be interpreted ironically, Patricia Ireland, president of the National Organization for Women, said, "I don't expect that the middle school boys listening to his lyrics are going to say, 'I note a degree of irony.'" She accused NARAS of "doing anything to be hip." Even Lynne Cheney, the vice president's wife who has been unwilling to publicly acknowledge her daughter Mary's Lesbianism, said she was "amazed and dismayed" at John's decision.

But many artists jumped to Eminem's defense, including Madonna, Stevie Wonder, and even Lesbian rocker Melissa Etheridge. They praised him for doing what all great artists do - push the envelope and rile up audiences. "We need controversy," said Dan Hasseltine of the Christian rock

group Jars of Clay. "As we've traveled we've noticed that kids are apathetic, and if you can stir things up, it is important."

"People are mad, and people are talking," said NARAS President and CEO Michael Greene in a special address introducing the much-anticipated duet. "And that's a good thing because it's through dialogue and debate that social discovery can occur." Greene called music generally "the voice of rebellion," and rap and hip-hop in particular "the CNN of the inner city." Yet he noted that most of that music is purchased by white suburban teens who "live out their rebellion and delineate their rite of passage vicariously through this music," while the adults who criticize it for the most part have never listened to it or discussed it with their children. "This is not to say that there's not much to fear in this violence-drenched society of ours." Greene continued, "we should genuinely be concerned about the younger kids, the latch-key kids who are not experienced and don't have a relevant parental connection to help them understand what's real and what's shock theater." Greene further defended artists and entertainers as imperfect people who are not always good role models. He concluded saying, "Let's not forget that sometimes it takes tolerance to teach tolerance."

The Grammy audience evidently agreed, heartily applauding Eminem's performance and handing him awards for Best Rap Album, Best Rap Solo, and Best Rap Performance by a Duo or Group for his work with his musical mentor Dr. Dre. Eminem's three awards were the most collected by any artist this year. U2, Steely Dan, and country singer Faith Hill also

racked up three awards each.

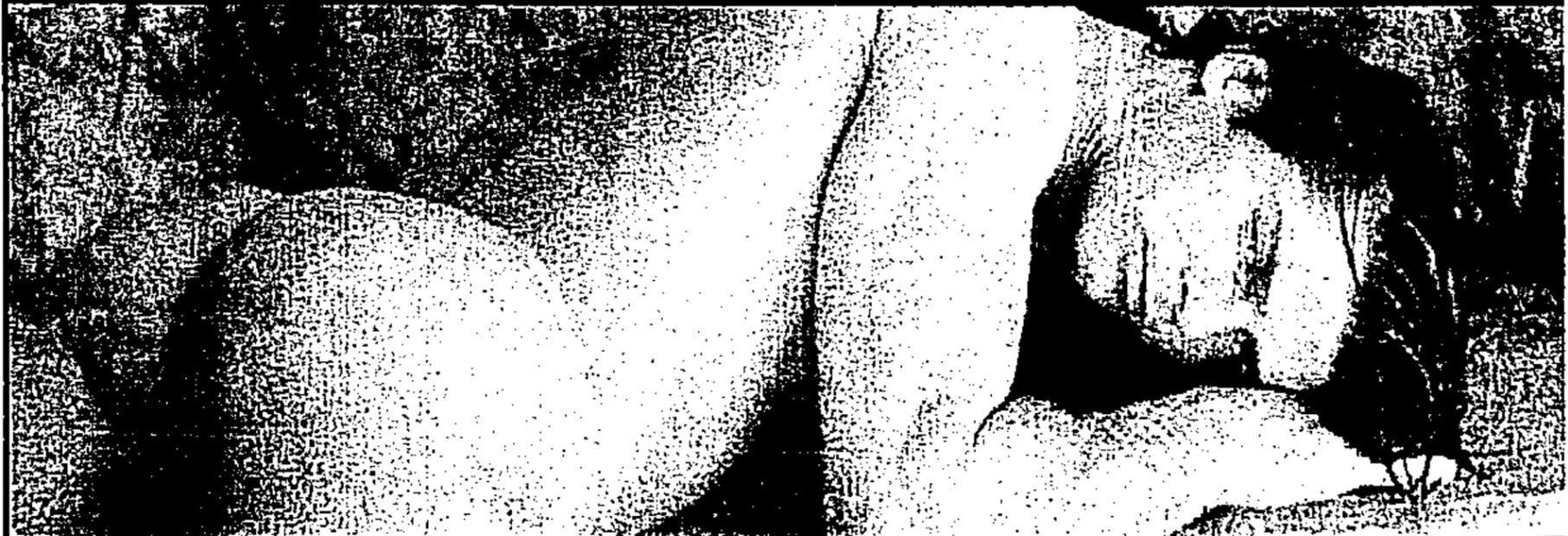
Eminem himself acknowledged the flap over his record when he accepted his Best Rap Album award for the Marshall Mathers LP, which has sold over 8 million copies in the United States. "I wanna thank everybody who could look past the controversy and see the album for what it was and also for what it isn't," he said. After their joint performance of Stan, which chronicles the descent into madness of a deranged male fan who grows obsessed with the rapper, Eminem and a polka dot-clad Sir Elton embraced and held hands during the applause. He then flipped the audience "the bird."

CBS made the most of the controversy, saving the John-Eminem duet for last and promoting it throughout the three-hour broadcast. The network also promoted its upcoming series *Some of My Best Friends* which features two roommates - one straight, and one Gay - struggling to live together. In the midst of the broadcast, CBS aired a public service announcement in which Judy Shepard, mother of slain Gay college student Matthew Shepard, speaks out against violence directed at Gay and Lesbian youth.

Few of the openly Gay or Lesbian artists who were nominated went home with awards. The exceptions: Sir Elton John won for Best Musical Show Album; Sharon Isbin got a Grammy for Instrumental Soloist Performance; and Joe Jackson nabbed Best Pop Instrumental Album. Among those who were nominated but did not win were Melissa Etheridge (Best Female Rock Vocal Performance), George

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Monday's are draft Nite at IBT's \$1.50 small pitchers Bud & Bud Light
IBT's Tee's and Tattoo's on Tuesday's, get happy hour prices 9 til close
Wed., March 7th 9:00 pm The Girlie Show Hosted by Lucinda Holliday featuring: Mr. Kenneth Blake, and Naomi Knight with special guests
Underwear Thursday's at IBT's (long underwear is acceptable) 9pm til close \$1.00 off your favorite mixed drink 10pm til midnight
Coming Events.... March 11th GMHP Gender Bender Show.... March 17th St. Patricks Day Party....
March 23rd - 25th 4th Ave. StreetFair



IBT's Sunday Party Line-up
11am - 6pm Jeffs Bloody/Mary and Recovery Bar
4:30 - 7:30 Karaoke on the Patio with Billy Dee
5:30 - 8pm Benefit BBQ/eeerbust for TLGA Outoberfest
9:00 pm Benefit Show for Tori Steele Candidate for Miss Gay US of A.

Joining Tori will be Bunny FuFu, Ajia Simone, Sasha, Fiona Lashock, Byron Diniero

website:
 ibts.net



UPDATE

NOBODY'S BUSINESS

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TIHAN Premieres New Weekly POZ Social Program

TUCSON - The Poz Social, a new weekly program of the Tucson Interfaith HIV/AIDS Network (TIHAN), takes place again this Thursday, March 1.

This new social program is for persons living with HIV/AIDS, and is an expansion of the highly popular Poz Cafe program. For the Poz Social, a variety of social/recreational activities are available, along with cookies, snacks, and punch. This week's activities you can choose include 1) movie of the week: "Me, Myself, and Irene," 2) Art project: Drawing (charcoal, pencil, oil pastel, and chalk on paper--all supplies provided), 3) Games (a variety to choose from), and 4) a rap group.

Poz Social is a new informal drop-in social event for HIV+ persons. It takes place at St. Francis in the Foothills United Methodist Church, 4625 East River Road, corner of Swan and River Roads in Tucson. This long-awaited, much-requested program is related to the Poz Cafe program. It's the Same as Poz Cafe in that it is in the

same location, it is a safe place for HIV+ persons, it will be informal, fun, and a great way to meet other HIV+ persons.

It will be different from Poz Cafe in that there will be no big lunch - just snacks; there will be more time to hang out; there will be a movie shown; it will include a peer-led rap group to talk about what's on your mind if you choose; we're expecting a smaller, more intimate group; no reservations are needed--just drop in whenever you can between 1:00- 4:00 p.m.; we don't have a formal transportation program, but we'll try to match you with another HIV+ person to give you a ride if requested; and, it's weekly instead of monthly!

The Poz Social planning team is also announcing a change to the program: HIV+ persons can now invite one guest of their choice (partner, friend, family, volunteer, etc) to join them. All guests must be respectful of confidentiality concerns participants have. For more information, call TIHAN at (520) 299-6647.

Arizona Central Pride Royalty Pageant Announced

PHOENIX - On one night, Phoenix's finest performers will come together on one stage for the 9th annual Arizona Central Pride Royalty Pageant at the Margaret T. Hance Park Pride festival site.

Judging will begin Friday April 20, 7:00 p.m. and the pageant will continue until Midnight with performances by your current Pride Royalty: Miss Antevanette, Ms. Lizz Kestner, and Mr. Byron Lourde. Our very special musical guest, performing at 10:00 p.m., is Latino and Gay international recording artist from New York City, Jade Estaban Estrada.

Contestants will be judged in the following three categories: Evening Wear, On Stage Question, and Talent. Contestants vying for the titles this year are: Miss 2001-2002 contestants: Aurora Gayheart, Victoria Cadillac, Ms. 2001-2002 contestant: Trish Taylor, Mr. 2001-2002 contestants: Sterling, Tommy D., Rolland Lawrence. Master of Ceremonies for the Evening will be John Dennem, Mr. Gay Pride 97-98, Charlie's Man of the Year 2000 with several invited Mistress of Ceremonies.

The pageant has been in existence for 9 years, but this year the entire pageant has been revised and improved. There will be scheduled special guest appearances by Miss Markus, Miss Gay Pride Emeritus - Barbara Seville, Grand Marshall 2001, Miss Gay Arizona 2000 - Phaedra, Miss Gay Arizona 2001 - Victoria London, Miss IGRA 2001 - Suzanne Target, Miss AGRA 2001 - Mimi Rae Rose, Miss Gay Pride 99-00 - Da Mamma, Ms. Gay Pride 99-00 - Paula Sha, Miss Gay Pride 98-99 - Pussy LeHoot, Miss Gay Pride 97-98 - Diane Daniels, Miss Gay Pride 96-97 - and Holly Woods, Miss IGRA/AGRA 91-92.

Come see next year's royalty contestants as they compete for the titles of Miss, Ms., Mr., and Miz-ter Gay Pride 2001-2002. Coronation of the winners will be Saturday at 1:30 p.m. on the Main Stage. There is no charge for admission the night of the pageant, but festival tickets will be available at the pre-sale price of only \$8.00. The food court will be open with food and drink.



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Gay Men's
 Health Project

Gay Men's Health Project is a collaborative effort of Southern Arizona AIDS Foundation (SAAF), Pima County Health Dept., and Wingspan

As I See It by Clark

THERE'S A NEW DOG IN TOWN



People Can't Sue States With ADA

WASHINGTON, DC (NP) - Narrowly backing states' rights over federal law again, the U.S. Supreme Court tossed the lawsuits of disabled state workers but affirmed the soundness of other civil rights protections.

With the by-now familiar 5 - 4 conservative/liberal lineup, the U.S. Supreme Court on February 21 once again put the states out of reach of lawsuits by individuals, this time in the case of the 1990 Americans with Disabilities Act (ADA). The high court had previously ruled that asymptomatic HIV infections are among the conditions protected by the ADA. Many civil rights activists had feared not only that ADA would be weakened even by the high court's willingness to consider a legal challenge to it, but that all federal civil rights laws could be put in jeopardy; the majority decision did include a small sop to their concerns.

And as the Lambda Legal Defense and Education Fund pointed out, the federal government can still act to enforce ADA in the states - and President George W. Bush's father former President George H.W. Bush himself had submitted a friend-of-the-court brief in support of the ADA he signed into law. Individuals can still bring lawsuits under the ADA against private sector employers and all fifty states offer some legal protection from discrimination based on disabilities.

Acting in the case of " Board of Trustees of University of Alabama v. Garrett" (No. 99-1240), the high court overturned an 11th U.S. Circuit Court of Appeals ruling which had granted two state employees the right to sue Alabama under ADA; the appellate court had overturned a trial court's finding they did not have status to sue. Patricia Garrett served as head maternity nurse at the University of Alabama at Birmingham, but after an unpaid four month leave for successful cancer treatment, she was denied her former post and offered only a significantly lower-paying one; remarks by her supervisor indicated this was because of his personal discomfort with cancer. Milton Ash served as a security guard for the Alabama Department of Youth Services, where his severe asthma was aggravated by infractions of the state's own non-smoking policy in the guardhouse and by the vehicle he had to drive leaking exhaust including carbon monoxide into the cab. Neither had any recourse under Alabama law, so they sought relief in the federal courts. They were joined in their case by the Clinton administration.

ADA prohibits job discrimination based on disabilities and requires employers to make reasonable accommodation for the needs of people with disabilities, as well as requiring that people with disabilities receive equal services. The fifty states employ an estimated five million people, while the current ruling can also be presumed to deny the right to sue under ADA to everyone receiving such state services as public education, transportation and health care.

Chief Justice William Rehnquist wrote the opinion of the conservative majority including Justices Sandra Day O'Connor, Antonin Scalia, Clarence Thomas, and Anthony Kennedy (who wrote a concurring opinion). In their eyes the extensive documentation amassed before Congress enacted the ADA constituted merely "unexamined, anecdotal accounts," which "fall far short of even suggesting the pattern of unconstitutional discrimination" that would justify the federal government in overriding the states' 11th Amendment shield from individuals' lawsuits in order to

ensure individuals' 14th Amendment right to equal protection under the law. Rehnquist held that states "could quite hardheadedly - and perhaps hardheartedly - hold to job qualification requirements which do not make allowance for the disabled. If special accommodations for the disabled are to be required, they have to come from positive law and not through the Equal Protection Clause (14th Amendment)." The majority acknowledged that bias against people with disabilities may exist but that its "presence alone does not a constitutional violation make."

For the dissenting liberal minority of Justices Ruth Bader Ginsburg, John Paul Stevens and David Souter, Justice Stephen Breyer fired back an opinion with 43 pages of appendices documenting discrimination by states against people with disabilities. He wrote, "Congress expressly found substantial unjustified discrimination against persons with disabilities" and that, "The powerful evidence of discriminatory treatment throughout society in general, including discrimination by private persons and local governments, implicates state governments as well, for state agencies form part of that same larger society." He charged that the majority applied a much easier legal standard to laws burdening people with disabilities and a much stricter standard to ADA, a law trying to help them. He even charged that the majority's decision "improperly invades a power that the Constitution assigns to Congress."

Given the conservative majority of the court's strong track record of favoring the states over the federal government, and its having denied first the elderly and now people with disabilities the right to sue any state, fear was widespread that all federal civil rights legislation would eventually be toppled. As African-American civil rights activist the Reverend Jesse Jackson had put it earlier, "It's the wheelchair today, it will be skin color tomorrow, religion the day after."

But the high court's decision includes an affirmation of the Voting Rights Act of 1965. Rehnquist wrote that, "In that act, Congress documented a marked pattern of unconstitutional action by the states. State officials, Congress found, routinely applied voting tests in order to exclude African-American citizens from registering to vote. ... The contrast between this kind of evidence, and the evidence that Congress considered in the present case, is stark." Even during oral arguments in October, the justices had agreed that had Garrett been demoted because of her race rather than her cancer treatment, the 14th Amendment would have guaranteed her right to sue Alabama in federal court.

The Lambda Legal Defense and Education Fund had filed a friend-of-the-court brief in the case on behalf of Garrett and Ash that was joined by nineteen other civil rights groups including the American Civil Liberties Union (ACLU), Anti-Defamation League (ADL), Gay & Lesbian Advocates & Defenders (GLAD), and People for the American Way. Its author Lambda AIDS Project director Catherine Hanssens said, "To reach its decision, the high court had to avert its eyes from the abundantly plain fact that stark discrimination against those with disabilities has permeated every aspect of society, including state employment practices. Inaccessible state office buildings symbolize a widespread problem." She added that, "While this [ruling] is a serious blow to the power of the ADA, it is far from fatal, and those with disabilities are far

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NOW PLAYING TO MARCH 25
The Arizona Renaissance Festival and Artisan Marketplace open from 10:00 a.m. until 6:00 p.m. The Renaissance Festival is a mediaeval amusement park, a 12 stage theatre, a 30 acre circus, an arts and crafts fair, a feast and a jousting tournament all rolled into one non-stop day-long adventure. Discount tickets are available at Fry's Supermarkets. Call 520-463-2700 for more information.

FRI-SAT-SUN, MARCH 2-3-4
The 29th Annual Tucson American Indian Arts and Crafts Show and Sale. Tucson Convention Center Meeting Rooms. Features over 60 craftspeople and and traders presenting the finest of authentic American Indian arts and crafts from throughout the United States. Sat. & Sun. 11-6. Adults \$4.50 plus 50¢ TCC surcharge.

SUNDAY, MARCH 4
Comedian Paul Rodriguez headlines "Yo Quiero Comedy Jam" with special guests Alex Remundo, Marilyn Martinez and Joey Medina at the Tucson Convention Center at 8:00 p.m. Tickets available at TCC Box Office, Robinson's May or Warehouse Music. Call 321-1000.

MARCH 4 THRU MARCH 11
The Arizona Friends of Chamber Music, which has brought internationally renowned chamber music groups to perform in Tucson for the last 53 years, has announced the eighth 'Tucson Winter Chamber Music Festival'. The *American Record Guide* has called this world-class event "one of the best and most adventurous", in the United States. The festival will feature music of Russian composers and under the artistic direction of cellist Peter Rejto, 16 musicians, including the Grammy-nominated St. Petersburg Quartet and other internationally known musicians will perform five formal concerts and several other musical events during the week. All concerts and open rehearsals will be held at the Tucson Convention Center's Leo Rich Theatre. Sunday concerts begin at 8:00 a.m. and Evening concerts begin at 8:00 p.m. Tickets for all Festival concerts and events, excluding the Gala Dinner Concert, are \$65. Cost for the Gala Dinner Concert is \$90. Individual Festival general admission concert tickets are \$15 and student tickets are \$5. For more information the public can call Arizona Friends of Chamber Music at 577-3769 or visit www.ArizonaChamberMusic.org

MARCH 4 THRU APRIL 1
Arizona Repertory Theatre, "The University of Arizona, presents "Angels in America, Part One: Millennium Approaches" by Tony Kushner, one of the most acclaimed plays in Broadway history and winner of the Tony Award for Best Play and a Pulitzer Prize for drama plays in the University of Arizona's Marroney Theatre. Ticket information 621-1162. "Provocative, witty, shattering, brilliant, chilling, exhilarating."

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POLITICS 2001

by Mark R. Kerr

Fairness, Fear In Arizona Legislature

One legislative bill thought dead in the water has been surprisingly revived, while another measure which would prohibit cities from cutting off funding to organizations that discriminate has moved further along in the Arizona state legislature.

State Senator Elaine Richardson (D-Tucson) succeeded on February 21 in obtaining the required number of senators' signatures to challenge the action of the Senate Rules Committee, which had refused to send her Employment Non-Discrimination Act (ENDA) to the Senate Committee of the Whole. The same day state Representative Mark Anderson's (R-Mesa) proposal to shield the Boy Scouts from local efforts to withdraw support from the organization because of its anti Gay policies won the approval of the House Rules Committee.

"I am really excited for two things, for fairness, since the bill will be decided by the full Senate and that it puts the process, arranged by the 15/15 agreement [under which Democrats and Republicans in the evenly divided Senate determined that its Rules Committee could not oppose measures on political rather than constitutional grounds] in motion," Richardson said. "This gives me hope." Arizona ENDA (SB 1225) had been considered by the Senate Rules Committee on February 7 and was found to be constitutional by its legal staff, but despite the agreed upon protocol opposition led by committee chair state Senator Darden Hamilton (R-Glendale) defeated it.

Richardson responded by circulating a discharge petition to override the Rules Committee. Seventeen state senators (thirteen Democrats and four Republicans) readily signed, but the necessary eighteenth signature remained elusive for two weeks. A massive lobbying effort by supporters, including the Arizona Human Rights Fund (AHRF), Gay state Representatives Steve May (R-Phoenix) and Ken Chevront (D-Phoenix), Arizona Attorney General Janet Napolitano, and U.S. Representative Jim Kolbe, the only openly Gay Republican in the U.S. House, didn't seem to budge that one last state senator. Senate President Randall Grant (R-Scottsdale) extended the deadline for the petition but hope was fading until Richardson announced February 21 that she had the last signature needed - from state Senate Democratic Leader Jack Brown (D-St. Johns), who had voted against the bill when it was before the Senate Rules Committee.

Richardson said Brown doesn't support ENDA, but signed the petition because he helped craft the new "15/15" Senate guidelines, including the protocol for the Rules Committee. "I'm very happy that Elaine Richardson worked hard and got a conservative Democrat [Brown] to sign the petition and pull that bill out of committee," Representative Chevront, the House Democratic Leader, said.

The sudden turn of events surprised supporters. "We're thrilled, delighted, shocked and ecstatic that Arizona ENDA is once again, moving through the legislative process," AHRF co-chair, Kathie Gunther, commented after receiving the news. Richardson said Arizona ENDA is expected to be taking up by the Senate Committee of the Whole next week.

Meanwhile on February 21, the House Rules Committee approved HB 2403,

state Representative Mark Anderson's measure to prohibit cities, school districts and other political entities from acting to "discriminate against, investigate or deny or withdraw access to public property" for the Boy Scouts of America. HB 2403 would further prohibit the use of public funds to "compel" the Scouts to accept Gays, atheists, and agnostics, or anyone else inconsistent with the group's "policies, programs, morals or mission."

The measure targets the City of Tucson, which had passed a measure last year cutting off city funding to all non profit organizations that don't uphold the city's 24-year old anti-discrimination ordinance, which prohibits discrimination in housing, employment, and public accommodations based on race, creed, gender, sexual orientation, gender identity, national origin, and religion. Tucson's government is reviewing the city funding given to all non-profit organizations and asking these groups whether they will abide by the city's anti-discrimination ordinance. A report on this to the Mayor and Council is expected in late March. Anderson's bill also goes after the Tucson Sunnyside School District, which recently approved a measure ending the Boy Scouts' free use of Sunnyside facilities because of the organization's policy against participation by Gays.

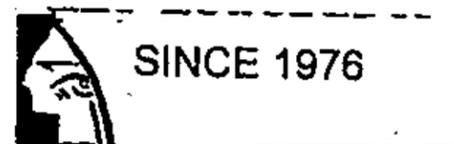
Despite editorials in newspapers, such as the Arizona Daily Star and the Tucson Citizen condemning the bill - and the admission by Anderson that organizations like the Nazi's and the Ku Klux Klan could actually receive city funding - HB 2403 was narrowly approved by a vote of 5-4 by the House Human Services Committee, which is chaired none other by Anderson himself, on February 6. With the approval of the House Rules Committee of HB 2403, it now goes to the House Committee of the Whole for consideration. Anderson's bill was originally scheduled to be considered February 22, but was pulled off the calendar and is expected to be taken up the week of February 26.

The change of scheduling gives opponents more time to lobby. One legislator who is ready to fight is Gay state Representative Ed Poelstra (R-Tucson). "I'm looking forward to defeating HB 2403, the Boy Scout Bill," Poelstra said. He added that he made his intentions known during the House Republican caucus on the measure, stating his opposition as a former Scout himself. HB 2403 was also given a "thumbs down" by the House Democratic caucus.

In other legislative news, HB 2319, which would expand protections under the state's civil rights laws to include sexual orientation and gender identity, was to have been heard by the House Judiciary Committee, Tuesday, February 27. HB 2319 wasn't heard and should be taken up by the House Judiciary Committee next week when it convenes again.



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LONGSHOTS... by Thomas Long

'The Kids Are Alright'

For the past year and a half, I've made reference to "the kids"; that is, the two daughters and son of my former partner, with whom I recently separated. Saying goodbye to "the kids" was a difficult, emotional day. I felt as though I betrayed their trust in me, which I gained by being part of their family.

The boy, who is the middle child, and I were especially close. At thirteen, he is too smart for his age, or his own good. I remember distinctly when the day when he and I were at the local mall, and we ran into somebody he knew from his school. When his friend asked him who I was, I smiled as he tried to explain: "...he's my...he's my dad's...I'm his..." And then he paused, and came up with the only reasonable explanation: "He's my friend."

I nick-named him Twig, as in: "remember I can snap you like a twig"; a common and good hearted threat I often delivered to him when started to play his music too loud, or gave me some other kind of grief. The nickname stuck, and Twig found new ways to drive me crazy every other weekend - a craziness which I looked forward to, and know that I will now miss. He is also at an age when he and his father often clash, and I found myself in a role as both step-parent and buffer to the two of them.

There were moments with the girls, as well. With the oldest, we talked about dating - she was at that age when a certain boy caught her attention. And the youngest and I played games: monopoly, yahtzee, and computer games. She and I shared Jelly Belly's - toasted marshmallow and bubble-gum flavor was our favorites. Sunday breakfast was a big deal on our weekend with the kids. Pancakes, bacon, scrambled eggs - we all dove into the process and ate the results.

When Twig and I spent some time together that last weekend, he asked about his father and my separation. Would it be permanent? Would I still see them? Would I still take them on a senior trip somewhere in the world?

Who would talk to him now? As his questions displayed wisdom beyond his years, my heart continued to break. When

he left on that Sunday, Twig threw his hand up and waved goodbye from the front of the house - neither of us could really face one another, and we knew it. He gave me a sort of salute, and then piled into the back seat of his dad's car. I shut the door, and cried.

My world view tells me that we use every situation we find ourselves in during our lives to learn from and broaden our experience. What I have learned from the kids is, that being Gay does not mean you have to run from the idea of a traditional family. It may look a little different, but it doesn't have to be political or scandalous. It can be pretty wonderful. And even though their father and I ultimately could not agree on how we saw ourselves as a couple, we never faltered in how we saw the kids as an integral, vital part of the family.

I think I've also learned that parenting agrees with me - in the end, I believe that I helped the kids learn some lessons; that adults can communicate without yelling, for example. Or, being treated as an equal means taking some responsibilities for their actions. And that being a parent, although difficult, is made up more of common sense and clear direction rather than the necessity of some hidden straight gene to get it right. It didn't hurt that I felt like I had a lot in common with the kids; that I could name all of the locations of MTV's Real World earned me big points early on.

But, things change. And for now, at least, I have stepped out of that parent role and have begun a new stanza in my life - back in the city where I came from, and away from the kids that made the last year and half remarkable in so many ways. I miss them already, and I hope that I will see them from time to time; and maybe someday. I might have the opportunity to be apart of a child's life again. It has been an enriching journey, during which I have seen a lot of hope in the eyes of the next generation. I can listen to the kids and understand - and believe, for the first time - that there will be a point in our future where acceptance of different lifestyles will not be unlikely.

Or, as Twig once told me: "You're Gay, Thomas. But you're still cool."



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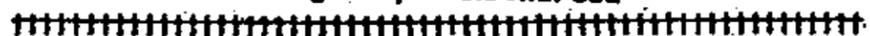
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DEAR EDITOR:

A big heartfelt thanks goes out to IBT's for allowing GMHP the opportunity of their barbecue fund raiser and for donating \$150 for the Sunday version of the Girlie Show.

Thanks also to Richard, John and Patrick for helping run the food. Thanks also go to those fabulous performers Faith Michaels, Miss Saigon, Janee Starr, Stella Virgin and Miss Kristin for going beyond the call of duty and raising \$150 in tips for a grand total of \$300.

All of this money goes to the Condom Brigade which helps put condoms and lube in all the Gay bars in Tucson. Again thanks to all who took the time and energy to help my program. I couldn't do it without you.

Bearhugs,
Scott A. Davey
GMHP Coordinator



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GO IN GOOD HEALTH...
BY REV. ANDREW BROOKS

Well, my dears, life can be very challenging. We can all have the stress of daily living that can wear us down, what with our jobs, driving around with all the rush of getting here and there, and after a while, it can really get to you. Sometimes, it can drive a person to drink, as the old saying goes. While it is very true a drink or two can relax you, there are other ways to de-stress your day.

ing, and relaxing and uplifting also. There is an entire science of "sound healing," and it has been proven that music effects our moods. I find the quiet New Age music of Steven Halpern to be very helpful. Mellow, melodic music can indeed help your mind to relax. Just as high energy music can get you moving, or make you want to dance, (which is good for you, we all need exercise) mellow music can help you.

There are various natural supplements that can help you out. The entire family of B vitamins are good for the nervous system. Some people take just B-6 or B-12, but I prefer a good B complex. There are various strengths, like B-50 and B-100, and now I am seeing B-150 around also. These are vitamins that help give you energy, and nourish and support the nervous system. They really can help you with stress.

Sometimes, if I am wound up, I will go out dancing, and just enjoy the release of that intense physical activity. There is something to be said for physical activity and helping burn off nervous energy with good old fashioned exercise and physical exertion. Just don't overdo it. Working out can be healthy, of course, but any kind of moderate, practical exercise is good for you. For some, working out or exercising at home, or going for a walk, is relaxing and helps them.

There are relaxing herbs also, that can help, like Melissa (Lemon Balm), and Kava Kava. These can just help you mellow out, as can the homeopathic medicine known as "Calms." There is a stronger version, "Calms Forte," that if taken in higher doses, helps you go to sleep. These are not habit forming, nor are they sleeping pills. What Kava Kava and Melissa can help you do is just "chill," they are mild calmatives that can help you to relax and enjoy the day without all the volatile emotions that stress can bring on.

Taking a nice long walk at twilight often clears my mind. Besides, it's better than sitting in front of the television all day long. There is so much else out there in the world to see and do. Do what you need to do to relax and enjoy your life. Don't get so enslaved to the daily grind that you can't take a little break every now and then and do something that you enjoy, just for the sake of pure relaxation. It will do you a world of good.

That's all this week. Goddess bless, my Gay family. Til next time. Go in Good Health.

I also find that music is very heal-

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ARIZONA DEPARTMENT OF HEALTH SERVICES - DIVISION OF DISEASE PREVENTION
AIDS, HIV+ SURVEILLANCE REPORT FOR ARIZONA THROUGH JAN. 1, 2001

| COUNTY OF RESIDENCE | 1990 POPULATION | CASES OF AIDS THROUGH | | | DEATHS | CASES OF HIV+ THROUGH | | | DEATHS |
|---------------------|-----------------|-----------------------|---------|---------|--------|-----------------------|---------|---------|--------|
| | | DEC 99 | JUNE 00 | JAN. 01 | | DEC 99 | JUNE 00 | JAN. 01 | |
| APACHE | 66,299 | 15 | 18 | 22 | 13 | 5 | 3 | 4 | 0 |
| COCHISE | 105,871 | 76 | 82 | 86 | 48 | 59 | 57 | 56 | 4 |
| COCONINO | 108,381 | 64 | 72 | 80 | 35 | 43 | 44 | 44 | 3 |
| GILA | 42,845 | 18 | 18 | 19 | 10 | 7 | 7 | 7 | 1 |
| GRAHAM | 29,094 | 16 | 17 | 18 | 7 | 7 | 9 | 12 | 0 |
| GREENLEE | 8,817 | 3 | 3 | 3 | 2 | 1 | 2 | 2 | 0 |
| LA PAZ | 15,522 | 12 | 13 | 14 | 7 | 7 | 8 | 5 | 0 |
| MARICOPA | 2,399,600 | 4838 | 4992 | 5134 | 2909 | 3322 | 3364 | 3441 | 189 |
| MOHAVE | 116,523 | 111 | 117 | 122 | 57 | 61 | 66 | 66 | 5 |
| NAVAJO | 84,150 | 24 | 26 | 30 | 20 | 9 | 18 | 20 | 2 |
| PIMA | 751,311 | 1427 | 1485 | 1512 | 874 | 978 | 966 | 955 | 60 |
| PINAL | 128,820 | 101 | 109 | 117 | 64 | 67 | 74 | 78 | 7 |
| SANTA CRUZ | 33,340 | 20 | 21 | 22 | 11 | 6 | 8 | 8 | 1 |
| YAVAPAI | 123,894 | 78 | 80 | 83 | 43 | 59 | 58 | 56 | 1 |
| YUMA | 120,827 | 84 | 91 | 91 | 44 | 58 | 56 | 51 | 4 |
| UNKNOWN | | 3 | 2 | 2 | 1 | 6 | 5 | 1 | 0 |
| TOTALS | 4,134,894 | 6890 | 7146 | 7355 | 4142 | 4698 | 4743 | 4806** | 277 |

** NOTE: ON MARCH 15, 1989, THE OPTION TO RECEIVE HIV TESTING ANONYMOUSLY BECAME AVAILABLE. AN ADDITIONAL 4023 ANONYMOUS HIV POSITIVE TESTS WERE REPORTED. THIS REPORT IS NOW ISSUED TWICE A YEAR BY ARIZONA DEPARTMENT OF HEALTH SERVICES.

MY POOR MAMA REYNA... I WORRY 'BOUT HER ALL ALONE & AFRAID IN THAT BIG DARK PRISON WITH NOTHING TO WEAR BUT THOSE A.S.P.S. UNIFORMS... I'LL SEW HER A SCARF...

ANOTHER SCARF, MAMA REYNA... FROM LUCINDA HOLLIDAY...

BLESS MY BABY GIRL...

PUT IT WITH THE OTHERS...

MARTINIQUE, I FEEL THE NEED FOR A MASSAGE AND CUCUMBER FACIAL BUFF...

YES, MEMSAHIB REYNA...

THE TROVE Chaz

Grammys

Continued from Page Three

Michael (Best Traditional Pop Vocal Album), Ned Rorem (Best Classical Contemporary Composition), Michael Stipe and R.E.M. (Best Song Written for a Motion Picture), Gary Burton (Best Latin Jazz Album), Moby (Best Dance Recording), Cathy Fink and Marcy Marxer (Best Musical Album for Children), and Peter Rauhofer (Remixer of the Year - Non-Classical).

Even Madonna, the perpetual Gay icon, did not win any of the three awards for which she was nominated, though she did open the show with a performance of Music. Her album Music won for Best Recording Package, but the prize went to her art director, Kevin Reagan. Barbara Streisand failed to claim the Best Traditional Pop Vocal Album prize, which went to Joni Mitchell. David Bowie was beaten by Lenny Kravitz in the Best Male Rock Vocal Performance category.

Etheridge presented an award with Jenna Elfman of the sitcom Dharma and Greg and MTV's Carson Daly. Elfman said she was Etheridge's "biggest fan," and Etheridge joked that she would like to star in Dharma and Meg.

People Can't Sue

Continued from Page Five

from powerless. States' legal obligations under the ADA have not changed, and the federal government retains the ability and responsibility to pursue state discriminators." For instance, an individual may not be able to sue a state, but the federal Equal Employment Opportunity Commission can.

Lambda legal director Ruth Harlow said, "Lambda calls on the federal government to vigorously enforce the employment protections of the ADA now that individual remedies have been gutted. We hope that President [George W.] Bush has as strong a commitment to ending disability discrimination as his father [former President George H.W. Bush]." Harlow was also critical of the ruling, saying, "The court is rewriting history when it says Congress did not have a strong enough record of state discrimination to include powerful, private rights-of-action remedies in the ADA. The history of discrimination against people with disabilities in this country is unfortunately all too obvious." She continued, "The court has exceeded its power and second-guessed Congress' determination that a broad range of remedies are necessary to end entrenched disability discrimination by the states. This ruling misreads the Fourteenth Amendment, which explicitly gives Congress a crucial role in legislating necessary remedies for discrimination to bring about the core American ideal of equality for all."

Anti-G/L Bias

Continued from Page One

in Pennsylvania defaced his campaign signs with anti Gay epithets and posted a sign reading "Just Say No to Queers."

In California, Orange County high school students attending a school board meeting about their Gay-straight alliance club, had to pass through a gauntlet of protesters with signs reading "Grades Not AIDS." A student sued and the school district was ordered to allow them to meet.

James Dale, whose lawsuit against the Boy Scouts became a decade-long fight against discrimination, said the stories in the Hostile Climate report illustrate the pain and discrimination that many Gays

face, be it from the Boy Scouts or Eminem, the rapper criticized by Gay rights groups for his homophobic lyrics.

"The damage is the same," he said. "Gay and Lesbian youth are taught they are not good enough."

Scottsdale

Continued from Page One

ge, Schmidt said. Health-care costs likely would rise by about \$41,000 and the city would cover about \$34,000 of that increase, he added.

The proposal includes offering benefits to part-time workers as well.

The issue will be discussed in detail during the city's budget review process in May and June.

City Manager Jan Dolan said it simply makes business sense. "It's important that we be an employer of choice," she said.

But opponents who helped defeat the measure in 1999 are gearing for battle.

Mark Steele, a Scottsdale commercial real estate appraiser who has been a past critic of the proposal, said he was horrified the issue has come up again.

"They were buried with e-mails and telephone calls last time, and I expect they will be bombarded again," he said. "It makes a mockery of marriage."

But Kathie Gummere, interim executive director of the Arizona Human Rights Fund, said it's a question of fairness. "It's equal pay for equal work."

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Non-Bar Calendar

Groups / Clubs / Organizations

NOW PLAYING

The Green Thursday Theatre Project presents "Shakespeare's R&J" adapted by Joe Cartaco. The raw emotion, adolescent lust and psychotic violence of the heart of Shakespeare's play blaze brightly in Cartaco's adaptation, in which four boys at a Catholic boarding school escape their highly regimented and repressed world by acting out the forbidden script of Romeo and Juliet. Consumed by the story, the characters and their own fiery emotions, the young men live the Bard's poetry, and discover themselves in the process. Preview opening Wednesday, Feb. 28 and playing Thursday thru Saturday (March 1-3; 8-10, and 15-17 at 8:00 p.m. at the Temple of Music and Art Cabaret Theatre, 330 S. Scott. \$10 general admission with discounts for seniors, students and groups. Tickets available at the door. Call 795-4322 for reservations.

WEDNESDAY, FEBRUARY 28

Tucson Prime Timers 1:00 Buffet Lunch Maxim's Super Buffet, 6940 E. Broadway (SW Corner Kolb Rd). Call 622-1835 for details.

Green Thursday, Tucson's new queer theatre collective follows up the artistic and box-office success of their first production "The Eight Reindeer Monologues" with the vibrant and hot-blooded "Shakespeare's R&J," an adaptation of Shakespeare's Romeo and Juliet. The show will preview tonight and will officially open Thursday, March 1 and run Thursdays through Saturdays through March 17 in the Temple of Music and Art, 330 S. Scott Ave. Tickets \$10 General Admission, \$8 for seniors, students and groups of ten or more. Call 795-322 for more information.

SATURDAY, MARCH 3

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Join us for our 6th Anniversary Potluck & Social Gathering as we sit down to eat with some of the nicest gay guys in town (like you!). It's a nice, safe place to meet 80 guys all at once! This is also our Annual Auction, which is a lot of fun, and you can find some great bargains. The Potluck is held at the Casas Adobe Congregational Church at 6801 N. Oracle. Please call Jerry at 690-9565 for directions and any questions you may have.

SUNDAY, MARCH 4

Gay Pagan Circle will meet at noon at the far east end of Ft. Lowell Park near the riparian area. Call Andrew at 326-2224.

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Dan leads a Topic of Discussion on today's dating scene. He'll delve into the latest fads (speed dating), and try to sort out all of the dating insanity! For reservations and directions, please call Dan or Jerry at 690-9565.

MONDAY, MARCH 5

Men's Social Network (Gay men of all ages; guests always welcome). 6:30 p.m. Tom leads the Triangle Tribe-a support group with MSN which is designed to teach openness and communication. For reservations and directions, please call Tom at 318-1650.

TUESDAY, MARCH 6

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. The Investment Club (Tucson Stockmen) meets the first Wednesday of each month. There are new openings in the Stockmen, so please call for more information. For reservations and directions, please call Carl at 331-4238.

WEDNESDAY, MARCH 7

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Join Jorge as he hosts Dinner Out at the Bistro Charteuse. For reservations and directions, please call Jorge at 869-7219.

THURSDAY, MARCH 8

1. Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Maurice hosts a night of poetry. Bring a favorite poem to share, bring your own work, or just come to listen to what others have. For reservations and directions, please call Maurice at 323-2293.

FRIDAY, MARCH 9

Opening the 6th annual Sex and Scholarship Symposium on the UofA campus. "Out At Work" video featuring Lesbians and Gay men on the job. This screening will be followed by a discussion with film makers Tami Gold, Kely Anderson and KipuKai Kualii, President of Pride at Work (AFL-CIO). For more information call 621-1239.

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Join us for the latest showing of "Queer As Folk" at Jerry & Les' house. For reservations and directions, please call Jerry or Les at 690-9565.

SATURDAY, MARCH 10

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Pinocle is the game we're playing-and you're invited. If you don't know how to play, but want to learn, we'll teach you. If you already know how, you'll fit right in. For reservations and directions, please call Bill at 297-3569.

SUNDAY, MARCH 11

Men's Social Network (Gay men of all ages; guests always welcome). 9:00 a.m. Celebrate springtime with a trip to Picacho Peak to look at the wildflowers. Please bring water and a snack with you as we walk about to see all the beautiful desert flora. For reservations and directions, please call Gary or Ira at 743-1730.

MONDAY MARCH 12

Men's Social Network (Gay men of all ages; guests always welcome). 6:30 p.m. Tom leads the Triangle Tribe-a support group with MSN which is designed to teach openness and communication. For reservations and directions, please call Tom at 318-1650.

BAR CALENDAR

OF UPCOMING EVENTS

WEDNESDAY, FEBRUARY 28

IBTS - 9:00 P.M. "The Girlie Show" hosted by Lucinda Holiday ad featuring Angela Dodd, Maya and special guests.

SUNDAY, MARCH 4

IBTS - Party line-up includes Jeff's Bloody Mary Recovery Bar from 11:00 a.m. to 6:00 p.m. Karaoke with Billy Dee on the patio from 4:30 to 7:30 p.m., Benefit Bar-B-Que / Beer Bust from 5:30 to 8:00 p.m. This weeks proceeds go to Party line-up includes Jeff's Bloody Mary Recovery Bar from 11:00 a.m. to 6:00 p.m. Karaoke with Billy Dee on the patio from 4:30 to 7:30 p.m., Benefit Bar-B-Que / Beer Bust from 5:30 to 8:00 p.m. This weeks proceeds go to TLGA OUTFEST. Then at 9:00 p.m. a special fund raising show for Tori Steele, candidate for Miss Gay USA. Joining Tori will be Bunny FuFu, Aja Simone, Sasha, Fiona Lesnock and Byron Diniero

WEDNESDAY, MARCH 7

IBTS - 9:00 p.m. "The Girlie Show" hosted by Lucinda Holiday and featuring Mr. Kenneth Blake and Naomi Knight with special guests.

SUNDAY, MARCH 11

IBTS - Gay Men's Health Project "Gender Bender Show".

SATURDAY, MARCH 17

AIN'T NOBODY'S BIZ - St. Patrick's Day Party. Happy Hour 3:00 to 7:00 p.m. \$1.00 Green Draughts all day and all night! Free Corned Beef and Cabbage 5:00 to 7:00 p.m. DJ Hill 8:30 to close.

IBTS - St. Patrick's Day Party. More Later.

FRI-SAT-SUN, MARCH 23-24-25

IBTS - Unofficial Gay and Lesbian Headquarters for the 4th Avenue Spring Fair. Always a big weekend. Plan ahead.

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TUESDAY, MARCH 13

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Join Jim as he hosts Bridge Night. Beginners and seasoned players are welcomed. For reservations and directions, please call Jim at 885-5408 (work) or 790-7735 (home).

WEDNESDAY, MARCH 14

Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Just before the Oscars, we'll give you a chance to watch a multi-Oscar nominee: "Erin Brockovich". The film stars Julia Roberts as a woman trying to get the goods on a power company that poisoned a town. For directions and reservations, please call Bill at 548-7539.

THURSDAY, MARCH 15

Men's Social Network (Gay men of all ages; guests always welcome). 1:00 p.m. Take a trip to Sierra Vista for some good Mexican food. Doug and Richard host a Lunch Out at La Casita-the best Mexican place in town. For directions and reservations, please call Richard or Doug at 520-803-0715.

FRIDAY, MARCH 16

1. Men's Social Network (Gay men of all ages; guests always welcome). 7:00 p.m. Join us for our monthly Pizza Party held at Jerry & Les' home. It's a chance to meet 60-75 new faces. Simply bring \$5.00 and join in for a fun evening of food and good conversation. Salad and dessert are also served. Vegetarian pizza offered as well. For reservations and directions, please call Jerry or Les at 690-9565. Please note: reservations should be made by Thursday, March 15 at noon so we can order the proper number of pizzas (but we do order a couple of extra pizzas just in case this isn't read until the day of the event).

2. This is the deadline for purchasing an advance ticket to the Norman Rockwell Exhibit showing in Phoenix. We'll take a day trip up to see it on Thursday, March 29. If you'd like to join us, please call Bill at 548-7539.

FRIDAY, MARCH 16

Men's Social Network (Gay men of all ages; guests always welcome). 10:00 a.m. Bill invites you to join him as he hosts the annual trek to Casa Grande for some shopping at the outlet stores. After lunch and some power shopping, we'll head over to his folks' home for a St. Patrick's Day dessert. For details and reservations, please call Bill at 548-7539.

SATURDAY, MARCH 17

Daily Bar Calendar

NOTE: Bar owners or managers are responsible for keeping this standard listing up to date. Check with the bartender to be sure the specials listed are actually available.

Sunday

AIN'T NOBODY'S BIZ - Beer Bust 5-10, \$1.25 pitchers. Latin Music with DJ Hill 9-1. Shot specials all night.
IBTS - Open 11am-1am. Happy Hour 11-4pm, \$2.00 domestic beer and well \$1.75 well & domestic beer 4-9pm. Benefit B-B-Q and Beer Bust for community organizations 4:30-7pm. Karaoke with Bay Dee on the patio 4:30-7:30. Hi energy dancing 9pm to close. All drink specials not available during special events.
VENTURE-N - Open 10am. Patio open noon. Patio Beer Bust 3-7pm 75¢ draft, \$2 pitchers. 301 Dart Tournament 5pm \$3 entry fee (pot matched). Boss Burgers 5-7pm Hides Leather Goods opens at 4pm.
WOODY'S - Open Noon. Dart tournament 2pm. Happy Hour 3-7pm. Pick-up Volleyball games and B-B-Q 5-9pm. \$2.50 sirloin burger or chicken. Karaoke with Billy Dee 9pm to close.
YARD DOG - Open Sundays 10am - 1am.

Monday

AIN'T NOBODY'S BIZ - Happy Hour Two-For-One 2-7. \$1.50 Wells 8-midnight, 25¢ cups of draft 8 to closing.
IBTS - Open 10am. Martini Monday all day all call martinis's \$2.50. Happy Hour 10am-4pm, \$2.00 domestic beer and well, \$1.75 well and domestic beer 4-9pm. 9pm to closing, \$1.50 / 32oz pitchers. Karaoke Billy Dee 7:00-9:30pm Retro 80's dance 9:30pm to closing. All drink specials not available during special events.
VENTURE-N - Open 6am. Dart Tourney 8pm, pot matched. Patio opens 5pm
WOODY'S - Open Noon. Happy Hour 3-7pm. Karaoke w/Billy Dee 9pm to close. Special drink prices 8pm to close for American Airlines - American Express - AOL employees.
YARD DOG - Open daily 6am - 1am.

Tuesday

AIN'T NOBODY'S BIZNESS - Happy Hour Two-For-One 2-7pm. Pool touney 7:30pm. \$3 entry, pot matched. \$1.50 loagnecks for pool players. \$2 Long Islands all nite. Dance to music w/DJ S. Country music 9 to close
IBTS - Open 10am. Happy Hour 10am-4pm, \$2.00 domestic beer & well, \$1.75 well & domestic beer 4-9pm. 9 pm to close \$1.75 well. Te's & Tattoo Nite, wear an IBT's T-shirt or IBT tattoo get happy hour prices 9 to close, or buy an IBT's T-shirt for \$5 and get a complimentary drink. House Hi-Nergy Dance 9pm to closing.
VENTURE-N - Open 6am. Patio open 5pm.
WOODY'S - Open Noon. Happy Hour 3-7pm. 7pm Dart Tournament with Doc. Pot matched. Trivia Party 8pm-close. Top score on NTN per game wins special prizes. Skyy's the limit \$2.25.
YARD DOG - Open daily 6am - 1am.

Wednesday

AIN'T NOBODY'S BIZNESS - Happy Hour Two-For-One 2-7pm. \$1.50 pitchers 9-close. 80s Retro & house music with DJ Sarafina.
IBTS - Open 10am to 1am. Happy Hour 10am to 4pm, \$2.00 domestic beer & well, \$1.75 well & domestic beer 4-9pm. \$1.75 Bud Products 9pm to close. All drink specials not available during special events.
VENTURE-N - Open 6am. Patio opens at 5pm.
WOODY'S - Open Noon. Happy Hour 3-7pm. Pick-up Volleyball games start 7pm. Chill Feed with all the trimmings. 5-9pm \$2.50. Patio bar open.
YARD DOG - Open daily 6am - 1am.

Thursday

AIN'T NOBODY'S BIZNESS - Happy Hour 2-7pm, 2for1. Karaoke with Liz 9pm to close. \$1.50 Tequila & 75¢ Watermelons.
IBTS - Open 10am to 1am. Happy Hour 10am-4pm \$2.00 domestic beer and well. \$1.75 Well & domestic 4-9. Underwear Nite. \$1.50 well and \$1.75 domestic beer to those in their underwear (pant check available) Male Box Night hosted by GMHP 9:00pm, meet new friends. Hi energy dancing 9-close. All drink specials not available during special events.
VENTURE-N - Open 6am. Patio open 5pm. Day prices for men in leather 7pm to close. Pool Tournament 7pm-ish. \$3 entry. Hides Leather shop opens at 8pm
WOODY'S - Open Noon. Happy Hour 3-7pm. Trivia Thursday 8pm-close plus 50¢ off all Big Ass drinks. Top score on NTN per game wins special prizes. Volleyball Court is Open. See bartender. Patio Bar Open.
YARD DOG - Open daily 6am - 1am.

Friday

AIN'T NOBODY'S BIZNESS - Happy Hour Two-For-One 2-7. Free food at 5:30pm. Dance music 9-1 w/ DJ Hill. Drink specials every 1/2 hour
IBTS - Open 10am. Happy Hour 10am-4pm \$2.00 domestic beer and well. \$1.75 well & domestic beer 4-9. Live Jazz on the patio with the Susan & Tracey 5:30-8:30pm. Patio Bar 9-1. Dance Party 9 to 1. All drink specials not available during special events.
VENTURE-N - Open 6am. Snacks served at 5pm. Patio open 5pm. Hides Leather Store opens 8pm.
WOODY'S - Open Noon. Happy Hour 3-7pm. Martini Party - Well Martini's \$2.00 all day. Call Martinis \$3 from 4pm to close. Volleyball Court is Open. See bartender. Patio Bar Open.
YARD DOG - Open daily 6am - 1am.

Saturday

AIN'T NOBODY'S BIZNESS - Open at 2pm. Pool Tournament 6:30pm \$3 entry. Pot matched. \$2 pitchers for pool players. Dance music w/DJ Hill 9-close. Drink specials every 1/2 hour.
IBTS - Open 10am to 1am. Happy Hour 10am-4pm \$2.00 domestic beer and well. \$1.75 well & domestic beer 4-9pm. Patio bar 9-1. Dance 9-1. All drink specials not available during special events.
VENTURE-N - Open 6am. Patio Bar open at 3pm. Patio Beer Bust with 50¢ drafts, \$1.50 pitchers. Hides Leather opens at 8pm.
WOODY'S - Open Noon. Happy Hour 3-7pm. Pool Tourney 2pm. Patio Bar & Volleyball Court is Open. See bartender. Steak Fry 5-9pm Filet Mignon, vegetables, salad, potato & roll \$4.50.
YARD DOG - Open daily 6am - 1am.

NOTICES

TUCSON INTERFAITH HIV/AIDS NETWORK (TIHAN), a coalition of faith communities committed to a compassionate response to HIV/AIDS, provides HIV education in congregational settings, volunteer CareTeams to support HIV+ persons, a referral network of HIV-sensitive clergy, and interfaith services of healing and hope. For more information call 299-6647.

LESBIAN/GAY/BISEXUAL OVEREATERS ANONYMOUS. Saturdays 1 to 2pm new location Wingspan, 300 E. 6th St. Contacts 325-6878 or 327-4293.

ANONYMOUS HIV COUNSELING AND TESTING is available through the Pima County Health Department at sites throughout Tucson. Very Gay Friendly. For more information or to make an appointment call 781-7678.

GRACE GROUP - CATHOLIC GAY/LESBIAN SUPPORT GROUP meets every 2nd Monday at 7:30 p.m. in the Madonna Hall at Saints Peter and Paul Catholic Church, 1438 N. Campbell across from University Hospital. For more info. Call Eddie Betrano 888-4595.

SMART (Self Management And Recovery Training) a free non-12-step self-help alternative for people working to overcome addictive and other emotional problems meets in Tucson Monday thru Thursdays at different locations. For more information about SMART, contact Brenda at 884-8920, Ext.448 or Emmett 322-8057 (evellen@ix.netcom.com)

AZDYKES is a new email list for Lesbians living in Arizona. For information mail tyran@theriver.com and request guidelines.

OUTLOUD! Tucson's premiere Local Lesbian and Gay Radio Show, broadcast every Wednesday at 6:03 pm on 91.3 FM, Community Radio KXCL. The show "This Way Out", a nationally syndicated Lesbian and Gay radio show is aired at 5:30 pm every Wednesday.

THEATER / DINNER / ETC! Non-Smoking Lesbian Network meets every 3rd Saturday night of each month. If you'd like to meet women 35+ (flexible) and socialize in a smoke-free environment 888-8010 before 10:00 p.m. The group dines out and attends shows or movies. Now in their 16th year! (2nd in Tucson).

SOUTHERN ARIZONA GENDER ALLIANCE (SAGA). Meetings on the 1st Monday, 7pm. Desert Girls (MTF) Meets 2nd Monday at 7pm. Desert Boyz meets 3rd Tuesday at 7pm. of every month. All meetings take place at Wingspan, 300 E. 6th St. Call 624-1779 for more info. SAGAEmail@aol.com http://members.aol.com/sagaemail

EDUCATIONAL SUPPORT GROUP FOR ALTERNATIVE LIFESTYLES. Not a dating club. Discreet. Meetings every Monday evening. Call for more info. APEX (Arizona Power Exchange) 602-415-1123. 24-hr multi-choice message including information, calendar and location.

ARIZONA AIDS POLICY ALLIANCE (AZAPA) seeks to educate legislators and citizens about sound AIDS policy. For more information write AZAPA, 6523 N. 14th St., #112, Phoenix, AZ 85014 or call 602-279-4905.

DESERT DUNGEON TUCSON'S 100% CONSENSUAL Pan-Fetish, Fan-Sexual, Informational, Educational, Safe Space for the B&D, S&M, D&S and TV community. Call us at (520)325-0131, or http://www.aazds.net/dd

SEXUAL ASSAULT SURVIVORS. Starting this February, the Tucson Rape Crisis Center will be providing free confidential group services for Lesbian, Gay, Bisexual and Transgender survivors of all manner of sexual assault. Interested persons please call Mirto Stone, MSW, at 327-1171 (if unavailable leave message with phone number).

AAPSP - ARIZONA ASSOCIATION OF PUBLIC SAFETY PROFESSIONALS - a confidential organization committed to providing support and networking for all Gay, Lesbian and Bisexual public safety professionals in Arizona. Membership open to Law Enforcement Officers, Firefighters, Probation, Parole and Corrections Officers and civilians working within these agencies. Website: AAPSP.org or e-mail: AAPSP@aol.com or call Dave (520)745-9059 (Tucson) or Kim (602)534-6219 (Phoenix)

GLSEN - Gay, Lesbian and Straight Education Network meets first Thursday of every month at 4:30pm at Wingspan, 300 E. 6th Street. 743-4800.

TUCSON CATHOLIC GAY & LESBIAN FAMILY MINISTRY. Currently meeting the 4th Monday of every month at SS Peter & Paul Church, Madonna Hall 7:30 p.m. to 9:00 p.m. Fr. Fiedler in attendance every meeting and willing to speak one on one. Reaching out to Parents and Families. For more info call Doc or Barbara 293-6824.

SAA (Sex Addicts Anonymous) has 5 meetings a week in Tucson. People who wish to stop their compulsive sexual behavior, please call (520)570-1225 for current information.

LUTHERANS CONCERNED - Tucson chapter for Gay/Lesbian Lutherans meets 4th Sunday, 6:30 p.m. each month at Santa Cruz Lutheran Church, 6809 S. Cardinal Ave. For information visit www.lctucson.org write: LG, 7014 E. Golf Links Road, PMB 212, Tucson, AZ 85730.

ABUSIVE RELATIONSHIPS: Confidential individual or group support for Gay, Bisexual or Trans men who are victims/survivors of domestic violence. For more information call 824-0348 (24-hour line)

REVELLE GAY MEN'S CHORUS rehearses Tuesdays 7-10pm at MCC Church, 3269 N. Mountain. Have any history/experience singing? Join us! Call 617-3100 for more info.

The **TUCSON Chapter of PRIME TIMERS WORLDWIDE** invites Gay or Bisexual men and their admirers to join and share Prime Timers fellowship. We welcome mature men (and admirers) who wish to become involved with planned and future Prime Timers activities. Meetings luncheons and dinners are held monthly. For dates, times and information call 529-9344, leave name and phone number.

CLASSIFIED ADS ARE 25 PER WORD \$5.00 MINIMUM



CLASSIFIEDS



CLASSIFIED ADS MUST BE MAILED NO PHONE ADS

NOTICES

TUCSON GAY INFORMATION AND REFERRAL For information on human service organizations, health and mental health services, financial and government assistance, emergency services such as food and shelter, education, etc. Call Information and Referral 681-1784 - 8 am - 5 pm Mon. - Fri.

AIDS HOTLINE - J28-AIDS. Hours M-F, 9:00 am to 10:00 pm. Information, counseling, HIV-related services. Tucson.

SEXUALLY TRANSMITTED DISEASE CLINIC provided daily by the Pima County Health Department. Gay friendly. Confidential. Treatment and Medication too! Any questions? Call 624-8272

SOUTHERN ARIZONA AIDS FOUNDATION (SAAF), 375 S. EUCLID. Office Hours 8am to 5pm, Monday through Friday. Direct services and emotional support for persons with and affected by HIV. Anonymous HIV testing and support groups available. Prevention education programs. 628-SAAF (7223). World wide web: http://www.sAAF.org. VOLUNTEERS WELCOME.

LESBIAN SUPPORT GROUP. Involving discussion, support and activities. Designed to support each other. Meets 1st & 3rd Saturday of each month from 9:30 to 11am. Alternate Saturdays the group meets for social activities. For info call Dorian Easty, facilitator. 882-7723

P.F.L.A.G. - Parents and Friends of Lesbians and Gays - is a support group available to anyone who has a son, daughter or friend who is Gay. Call 575-8660 or write P.O. Box 38284, Tucson, AZ 85740-8284. All replies confidential.

TUCSON GLBT AL-ANON GROUP meets Wednesdays at 7:00 p.m. at Wingspan, 300 E. 6th Street. Call 624-1779 for more information.

YOUNG AND GAY? GLBT Youth 23 and under, meet every Saturday in Tucson for sharing, support and information. Meetings are held at 300 E. 6th Street from 3 to 4:30 pm. You are not alone. For more info call Wingspan, 624-1778.

GAY OR BI-SEXUAL MEN in relationships with women. Need friends you can talk to? Weekly support group meets Wednesdays 5:30 - 8:00 pm. Licensed psychologist facilitator. Call 745-6977 in Tucson for more information. Strictly confidential.

WINGSPAN - Tucson's Gay, Lesbian & Bisexual Community Center, 300 E. 6th St. offers support groups / info line / social events / library / meeting space. Volunteer Opportunities. Board meetings every 2nd Thursday (open to all), 6:00 p.m. Information 624-1779.

SUPPORT GROUP: Gays, Lesbians and Bisexuals meet weekly for open discussions in a loving, supportive atmosphere. Meetings Thursdays from 7:30 to 9:30 pm at St. Francis in the Foothills Church, Swan and River Road, Room 43. For more information call the church at 299-9093 and ask for a contact person.

HIKE & BIKE DYKES. Meets 2nd Monday at 7pm. Call 327-7239 for info.

GREATER PHOENIX GAY & LESBIAN CHAMBER OF COMMERCE (GPGCLCC) P.O. BOX 2097, Phoenix, AZ 85001-2097. E-mail: webmaster@gpgclcc.org or call (602)225-8444.

SOURCES UNLIMITED, a Lesbian & Gay referral service. Business and individual listings are free of charge. All information available to anyone just simply by asking. 322-5655. Leave message.

GAY COWBOY CLUB - Nationwide Personal Ads. Admirers welcome too. Send stamp for information: Mavericks, Box 6543, Santa Fe, NM 87504.

ATTENTION ALL NUDISTS - Tucson Tanners is a nudist group open to all - Nude activities scheduled both indoor and outdoors. Not "Gay Only", but Gays are welcome and invited to join. For further information send SASE to: Tucson Tanners, P.O. Box 84-C, Cortaro, AZ 85652.

INNER WISDOM - Try hypnotherapy for pain relief, past life exploration and addiction release. Also available: Spiritual Counseling and Dream Interpretation. 579-9020

BEARS OF THE OLD PUEBLO - a social club for bears and bigger, more robust men (and of course, those who prefer their company). For more info, Call the Bears Hotline (520)327-1820 or write P.O. Box 43910, Tucson, AZ 85733-3910, or come to our general meetings the second Friday of every month. Location listed on our hotline.

SOFTBALL - For info on the Tucson Greater Softball Association T.G.S.A., please contact. Mary 770-9979 or Bertie 318-3415.

CARE TEAMS ARE AVAILABLE to offer support to people living with HIV/AIDS. The Tucson Interfaith HIV/AIDS Network offers trained, compassionate and committed volunteers to provide services including friendly visits, light housekeeping, assistance with meals, shopping, errands, transportation and companionship for medical appointments, and respite care for primary care givers. No judgement or proselytizing - we are here to be of service. For information call Scott at 299-6647.

FOR INFORMATION ABOUT SPORTS TEAMS and updates on Gay Games 2002, contact TEAM ARIZONA at their website: teamarizona.org

ARE YOU GAY OR BISEXUAL AND UNDER 21 YEARS OF AGE? The Gay Young Men's Project is now looking for volunteers for the project. We need people who want to help create a positive social change for young Gay men as well as reduce the risk for HIV infection. For more information please call 628-7223.

NOTICES

THE MEN'S MASSAGE GROUP meets the 3rd Sunday of each month. It is a good way to meet other men of all ages, safety, and with the art of nurturing touch. There is a fee. You must sign up in advance to participate. Call Marc at 681-4582 for more information or sign up.

COMMUNITY BUSINESS ASSOCIATION (CBA), Tucson's Gay and Lesbian business networking group holds regular meetings the third Thursday of every month. Call 615-6436 for more info.

TUCSON LESBIAN/GAY ALLIANCE (TLGA) meets on the second Tuesday at Wingspan, 300 E. 6th Street at 7pm. For more information call 622-3200.

LEARN TO BE A LISTENING FRIEND Unique Hospital Volunteer Program teaches listening skills to Volunteers who provide a safe/compassionate environment to at-risk patients. Training every 8 weeks. 694-7063.

LAMBDA CAR CLUB, a social organization of Gays and Lesbians who share interest, information and fellowship involving all cars and trucks. New Southern Arizona Region Now in Tucson. Call the HOTline for info at 888-5541

LESBIAN AND GAY AL-ANON - Affected by someone's drinking? Meeting every Tuesday 8:45 to 9:45 p.m. at Lambda Center, 2940 E. Thomas, Phoenix. Ellie 581-8850 or Ronn 988-2364.

CHRISTIAN SCIENCE GROUP - Outreach to Gay and Lesbian people in Arizona. Meets monthly. Write to P.O. Box 893, Phoenix, AZ 85001 or call Eddy Walters, (602)371-1102

CRONIES SOCIAL GROUP. A Social group for Gay men who enjoy the fellowship of their peers. Call Leo at 624-6768.

T-SQUARES Lesbian and Gay square dance club meets every Tuesday from 8:30-9:00 p.m. at Cornerstone Fellowship Social Hall, 2902 N. Geronimo (near 1st Ave. and Laguna). Open to All. Call Liz at 325-9468 or Ray at 749-5247.

LIGHTNING LIGHTING will provide lighting for AIDS and related benefits at no charge. For more info call Adrienne at 889-7298.

GAY & LESBIAN SPIRITUALITY GROUP of St. Phillips in the Hills Episcopal Church meets first and third Mondays. Call David, 323-7943 for more information.

LESBIAN/GAY WRITERS: Workshop at 7:00 p.m. third Wednesday of every month. Read and critique current projects. Network and support. For info call 325-4737.

DESERT VOICES, Tucson's Gay & Lesbian Chorus rehearses Monday evenings from 6:30 to 9:30pm at Armory Park Senior Center, 220 S. 6th Ave. Call 791-9662.

Join the **LESBIAN & GAY PUBLIC AWARENESS PROJECT**. In Tucson write Awareness Project, 3661 N. Campbell Ave. #365, Tucson, AZ 85719.

AA Meeting with HIV/AIDS focus, Wednesdays, 7:30 p.m., MCC Church, 3269 N. Mountain. All alcoholics welcome.

MEN'S SOCIAL NETWORK: Social organization for men of all ages. Building an extended Gay family in Tucson. Monthly social potluck gatherings the first Saturday of each month and almost weekly social activities. Call Jerry at 690-9565 for information and a newsletter. Check the Non-Bar Calendar in the Observer.

BISEXUAL INFORMATION/SUPPORT GROUP for women and men. Meetings 1st & 3rd Wednesdays at 7:00 p.m. at Wingspan, 300 E. 6th St. 624-1779.

TGNArizona: The central source for news and information for, by and about the TS, TG, and Gender-varient communities of Arizona. Website URL: http://www.tgnarizona.org - e-mail address: aigoodrum@uswest.net or:

ROOMMATES

ALVERNON / 22nd SEKS RESPONSIBLE ROOMMATE to share 2 bedroom house. \$200/mo. + 1/2 utilities. \$100 deposit. Tom, 326-6190 868

AJO / LA CHOLLA near 22nd / Starr Pass seeks responsible roommate to share large house. Safe with amenities. \$340/mo. 702-4726 867

FOR SALE

MORLE HOME 10x60, with add-on 25 ft. Room, Deck and Shed. New cooler, heater. Good condition. \$3500. 292-2190 after 2:00 p.m. 867

SERVICES

EROTIC ENERGY
You have it! Now learn to use it! "Celebrating The Body Erotic" a two-day workshop for men who are willing to touch and be touched. March 10-11 in Phoenix. Call Paul at 480-688-8191 or Body Electric School at www.bodyelectric.org 868

CELEBRATE YOURSELF with a full body tantric massage. Tantra is an ancient ecstatic healing approach that breathes new life energy into your body and integrates the spirit. Intuitive. Experienced. Greg Carmean. 481-3247 862....

LET ME PAMPER YOU! With a Full Body Swedish massage in a quiet, relaxed atmosphere. \$35 for a full hour. Ralph, 683-7496. 865

A MAN'S FULL BODY MASSAGE: Relax with an unhurried session of skilled bodywork by Rick, 299-1792. \$35 869

ATTRACTIVE MAN offers very relaxing, sensual, one-hour massage at a very reasonable rate. Days, evenings, weekends. Michael 584-9243 867

A SPECIAL TOUCH. Full body massage with complete relaxation. Young and professional. In/out calls. 7 days. Joe, CMT, 617-0837 866

MASSAGE FOR MEN: Swedish full body. One hour of total pleasure. Treat yourself today. Full hour \$35 Marvin 299-9651 869

FULL BODY ORIENTAL MASSAGE. Experience the difference. By Appointment only. 10.00 a.m. to 10.00 p.m. Call Danny Chong 481-6803 867

TENSE? STRESSED OUT? Relax for an hour with a Full Body Rub by Frank. Private studio, off-street parking. 271-3660 days, evenings. 873

ENJOY YOURSELF WITH QUALITY TANTRIC MASSAGE. Balanced and healing with 20 years professional experience integrating mind, body & spirit integrated session. Call Marc, 881-4582. 868

COME BACK TO BLISS. Experience a massage steeped in rich tradition combining ancient, sacred and intimate healing techniques. Strong, yet gentle hands work with your complete comfort in mind. In & Out, Days & Evenings, sometimes at a moment's notice. Call Glen, CMT 807-2551 for the touch you so richly deserve. Experienced, professional, and kind... not bad looking either! 868.

NEW YORK TRAINED. DEEP RELAXATION MASSAGE. I'll work out your kinks. 10 years experience. Centrally located. In & Out calls. Greg Stokroth, 401-8560 865..

ALTERATIONS AND REPAIRS
Let me keep your clothes fitting properly and in good repair. Experienced - Economical - Prompt. Merle Hudson, 888-7284 in Tucson. 866

EXPERT CUSTOM LEATHER ALTERATIONS AND REPAIRS - CUSTOM LEATHER CREATIONS
Expectations exceeded. Treasured Leathers, Mayah Lofia. For appointment 617-0596 at Lucky Street Studios. 867

EMPLOYMENT

POSITION OPEN FOR PROGRAM Director for Wiganpan Domestic Violence Project. A Program addressing relationship violence in the Lesbian/Gay/Bisexual/Transgender community. Send resume and salary requirements to: WDVP, 300 E. 6th St., Tucson, AZ 85705. No phone calls please. To view complete job description and qualifications visit www.azstarnet.com/~wdvp

Positions Available At SAAF

TUCSON - The Southern Arizona AIDS Foundation (SAAF) is looking for qualified individuals for the following positions:

Case Manager: Exp. social worker to provide comprehensive case mgmt. to people with HIV/AIDS. Req. exp. in provision of direct case mgmt services and substance abuse programs. MSW pref. plus 2-4 yrs. exp. in human services. Salary up to \$24,500, excellent benefits.

Clinical Case Manager: Exp. social worker 20 hours/wk to provide intensive case mgmt. to people with HIV/AIDS and substance abuse/mental illness. Req. clinical exp. in provision of direct services to people with substance abuse/SMI. MSW pref. plus 2-4 yrs. exp. in human services. Salary up to \$15,000.

Housing Developer: Expd. motivated self-starter to develop housing for people with HIV. Exp. in low-income housing preferred. Familiar with HUD, HOME, and other funding programs desirable. Communication, grant-writing skills essential. Salary up to \$35,000, excellent benefits.

Director of Programs: Exp. manager to oversee HIV/AIDS client, prevention, and housing programs. Req. supervisory, administration, program design, and grantwriting exp. in grant-funded social services; exp. with HIV/AIDS, case management, prevention, public policy, housing; masters degree. Salary up to \$48,000, excellent benefits.

To apply, pick up job description and application instructions, Mon-Fri, 8:00 a.m. to 5:00 p.m., at 375 S. Euclid Ave., or call (520) 628-7223, or see www.sAAF.org. Open until filled. AA/EOE.



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STYLE AND TALENT,
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THAN ANY SHOW
IN MEMORY!
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