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MAP audit reveals serious problems

by Dan Van Mourik
Q-Notes Staff

CHARLOTTE—Metrolina AIDS Project (MAP), Charlotte's only AIDS Service Organization, has been at the center of controversy since the forced resignation of its executive director John Conley in July 1991. Prior to that time, the problems faced by the beleaguered agency remained internal. Following Conley's resignation, the problems became public.

A large portion of the problems at MAP have been a result of conflict between the staff and the board of directors. An attempt was made to resolve this conflict through mediation, facilitated by the United Way of Central Carolinas (UWCC). However, the ensuing months saw five of the nine staff members, as well as several board members, resign due to the continuing differences between the two groups.

In November 1992, as part of a routine agency review, UWCC contracted Charlotte counselor Dr. Virginia Lewis to compile an assessment of MAP in all aspects other than fiscal. Several former MAP employees, including this writer, read the consultant's report and found striking similarities between the complaints voiced by new employees and those voiced over a year and a half earlier, indicating that many of

the problems brought to the board's attention in mid-1991 had yet to be addressed.

Q-Notes has now obtained copies of two letters which pinpoint specific problems at MAP. These letters raise serious questions concerning client care, funding of the agency, and MAP's ability to resolve its own problems.

The first letter, dated July 30, 1993, from Vi Alexander, Chairman, Allocations and Review Board of UWCC is addressed to Hal Chapple, President of MAP's board of directors. This letter serves as a summary of the management consultant report (*Q-Notes*, June 1993) and an audit conducted jointly by UWCC and the Regional HIV/AIDS Consortium. The letter was carbon copied to all members of the MAP board of directors and board of advisors.

Some of the findings presented in this letter include:

"The consistent presence of documentation deficiencies indicate that appropriate client service plans have not been developed or implemented. There appears to be little substantive data to support that client needs are adequately assessed, plans to meet those needs are developed, or that deliberate progress toward meeting those needs is made."

"Deficiencies in policy and procedure do

not support the agency's efforts to establish, implement, monitor, and maintain appropriate client services."

"There are numerous instances of significant data provided by the agency that are in opposition to data gleaned during the program audit."

"Without adequate documentation, there appears to be no tangible evidence for assertions made by the agency regarding the quality of its services."

"The volume and basic nature of many of the findings of the management consultant's report would tend to indicate serious, systemic problems with the agency's management at both a Board and staff level. This conclusion, unfortunately, has been strengthened by the results of the program audit."

"The agency has not provided appropriate coordination of care as described in the proposed program profiles submitted to justify UWCC funding."

"There is a consistent pattern of inadequacy in development, implementation, and adherence to appropriate policies, procedures, and practices. This pattern does not foster confidence in the agency's ability to design and implement appropriate corrective actions to its program or management without assistance."

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NC court awards ACT UP/Triangle \$24K in law suit

by David Jones
Q-Notes Staff

RALEIGH—The State of North Carolina has been ordered to pay ACT UP/Triangle almost \$24,000 to cover its legal expenses in suing the state to preserve access to anonymous HIV testing.

In February 1991, the state obtained an order from the Commission on Health Services allowing it to withdraw anonymous HIV testing from 83 counties, making it available in only 17 counties. ACT UP sued the state and obtained a decision from an administrative law judge in Durham in July 1992 that the action was arbitrary and capricious because the state failed to demonstrate that the action was in the public interest.

The state ignored the decision (administrative law judges only recommend policy but cannot enforce their findings). ACT UP then went to District Court and obtained an order in January 1993, to restore anonymous HIV testing in all 100 North Carolina counties.

District Court Judge Orlando Hudson recently ordered the state to pay ACT UP's legal fees because the state lost the lawsuit and a constitutional issue was involved. The court found that the constitutional right to equal protection under the law was violated when the state withdrew anonymous HIV testing from some North Carolina counties without a clear and compelling reason to do so, discriminating against those who no longer had access to free, anonymous testing for the AIDS virus.

ACT UP's Steve Harris, who organized the successful legal campaign, said that after the legal debts were paid off there would be some money left for ACT UP to use in future projects. Since the order covers all legal expenses, the amount already raised and paid by ACT UP will be reimbursed, too, resulting in a net excess to be retained by ACT UP.

Harris is quick to point out that the fight over anonymous HIV testing is far from over. The state has been meeting with activists and HIV medical experts to discuss HIV testing policy in an ad hoc committee formed several months ago. However, in recent press reports the state health department said that it expects to eliminate all anonymous HIV testing by September 1994, possibly sooner. Eliminating all anonymous testing would not violate the court order since all persons would be affected equally. The US Centers for Disease Control is currently completing a study of HIV testing in North Carolina.

"We are not finished with this; far from it," Harris said. "This order vindicates our position," he continued, "but what it really means is that we can continue the fight from an even stronger position."

Gay leaders to speak at conference

by Darryl R. Williams
Q-Notes Staff

DURHAM—Three powerhouse speakers have been chosen to address the 1200 activists and organizers who will attend the 6th Annual Creating Change Conference in Durham this November. Each has contributed enormously to the gay, lesbian, and bisexual movement, according to conference director Ivy Young.

Mab Segrest, a Durham resident considered a national leader in fighting the right, will open the conference, and, Young said, will set the tone for the conference. "I think having Mab open will set an appropriate tone this year because all people of conscience are facing a battle against the fundamentalist right, whose efforts affect all people—working class women, people of color, people who live here but weren't born here, gays, lesbians, and on and on."

The second plenary speech, which is being given by Dr. Franklin Kameny of Washington, DC, should be a "centering experience" for conference attendees, Young said. "People will have already gotten a feel for the conference and done some networking. They'll be ready for something thoughtful and reflective."

Dr. Marjorie Hill of New York City will close the conference, and Young expects that Hill "will send people into the streets of their

cities and towns ready to do battle for the next year."



Dr. Franklin Kameny

Q-Notes spoke recently with Segrest, Kameny, and Hill. Following are conversations with each of them.

Mab Segrest

Mab Segrest, an Alabama native who lives in Durham, has been active in lesbian and gay political and cultural work, both

*locally and nationally, since 1977. For six years, she was part of the collective that published *Feminary: A Lesbian-Feminist Journal for the South*. She has organized against Klan and Nazi movements and hate violence with *North Carolinians Against Racist and Religious Violence*, where she was Executive Director for four years and Director of Research and Publications for two years. Segrest is considered a leader in the national movement against hate crimes. She also serves on the boards of the Center for Democratic Renewal and the North Carolina Coalition for Gay and Lesbian Equality. She is the author of *My Mama's Dead Squirrel: Lesbian Essays on Southern Culture and the upcoming *Memoirs of a Race Traitor*, a book of essays to be published this spring. She is currently Coordinator for the United States Urban-Rural Mission of the World Council of Churches.**

Mab Segrest can't think of a more appropriate place for Creating Change than the South. After all, she said, "The South has provided the impetus for most of the civil rights struggle during the second half of this century. It started with the Black human rights struggle, and from that sprang the women's movement and the lesbian and gay movement."

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National Coming Out Day celebrates sixth year

by Brent L. Pack
Q-Notes Staff

Is it easier to "come out of the closet" if you feel that you are not alone, but merely one of thousands who is taking that daring step out of fear and isolation? The organizers of National Coming Out Day, October 11, 1993, hope that a feeling of community and inclusion in a larger force will motivate closeted gays, lesbians and bisexuals to stand tall and be proud of who and what they are,

not only on October 11, but all year long.

This year, the National Coming Out Day (NCO) organization has merged with the Human Rights Campaign Fund, the nation's largest lesbian and gay political group. Although National Coming Out Day and the Human Rights Campaign Fund (HRCF) seem to have similar goals, their union may seem peculiar to many. However, Tim McFeeley, Executive Director of HRCF, feels very strongly about the alliance. "Coming out

and having a political impact are integrally linked," he says. "Every poll shows that American voters who know a family member, loved one or someone close to them is a lesbian, gay or bisexual support federal protection against discrimination on the basis of sexual orientation. Coming out to the people who love and respect you is the most important political act you can do."

Given the increased prestige and person

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