Finding aid prepared by Angie Lin Mendoza and Wendy Welker.
Labor Archives and Research Center
2018
San Francisco State University
J. Paul Leonard Library, Room 460
1630 Holloway Ave
San Francisco 94132-1722
larc@sfsu.edu
URL: http://library.sfsu.edu/larc
**Title:** San Francisco Pride at Work records

**Date (inclusive):** 1998-2012

**Date (bulk):** 2007-2012

**Creator:** Pride at Work. San Francisco Pride at Work

**Physical Description:** 7.25 Cubic Feet (12 boxes and 2 oversize folders of textual materials, artifacts, 13 CDs and 1 USB flash drive)

**Collection number:** larc.ms.0418

**Accession number:** 2017/004

**Repository:** Labor Archives and Research Center

J. Paul Leonard Library, Room 460
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**Abstract:** The records of San Francisco Pride at Work (SFPAW) contain papers, artifacts, and digital content which document and illustrate the mission, campaigns, projects, ideas, and activities of the often irreverent group of LGBTQ activists. SFPAW, a self-described non-hierarchical, anti-authoritarian, radical queer organization, sought, through direct action, to build coalitions between organized labor and the LGBTQ community around social and economic justice issues. Materials are stored offsite; requires advance notice.

**Languages:** Languages represented in the collection: English.

**Availability**

Collection is open for research. A few documents have been restricted to protect personal identifiable information. Access restrictions are noted at the file level. Please contact the Director of the Labor Archives and Research Center for more information.

**Conditions Governing Use**

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**Preferred Citation**

[Identification of item], San Francisco Pride at Work Records, larc.ms.0418, Labor Archives and Research Center, San Francisco State University.

**Immediate Source of Acquisition**

Donated By Molly Anne Goldberg, 2017 (2017/004).

**Arrangement**


**History of San Francisco Pride at Work**

San Francisco Pride at Work (SFPAW), was a membership-based organization of queers for economic and social justice in San Francisco. Probably formed between 2006-2007, SFPAW was the San Francisco chapter of the National Pride at Work organization, which became an official affiliated constituency group of the AFL-CIO in 1997. An almost entirely volunteer-run organization, SFPAW was the LGBTQ arm of the Bay Area labor movement, actively campaigning to protect workers' rights and defending queer justice in the workplace. The organization is sometimes referred to by the name HAVOQ (Horizontal Alliance of Very Organized Queers). SFPAW's central enterprise was the Queer Youth Organizing Project (QYOP), which was renamed HAVOQ in 2009 and subsequently used as an alternative name for the organization. Internal divisions led to the demise of SFPAW/HAVOQ in late 2012/2013.

**Scope and Contents**

The records of San Francisco Pride at Work (SFPAW) contain papers, artifacts, and digital content which document and illustrate the mission, campaigns, projects, ideas, and activities of the often irreverent group of LGBTQ activists. SFPAW, a self-described non-hierarchical, anti-authoritarian, radical queer organization, sought, through direct action, to build
coalitions between organized labor and the LGBTQ community around social and economic justice issues. The materials in this collection reflect those issues that were central to the group, including workers' and tenants' rights, healthcare, immigrant justice, and gender nonconformity. Some of the material in the collection is in Spanish.

**Subjects and Indexing Terms**

Pride at Work. San Francisco Pride at Work  
Horizontal Alliance of Very Organized Queers  
Sexual minorities -- Political activity -- California -- San Francisco.  
Sex discrimination in employment -- Law and legislation -- California -- San Francisco.  
Gay rights -- California -- San Francisco.  
Transgender people -- Civil rights -- California -- San Francisco.  
Gender nonconformity -- California -- San Francisco.  
Immigrants -- Civil rights -- California -- San Francisco.  
Human rights advocacy -- California -- San Francisco.  
Political posters  
Banners

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**Series 1: Administrative Materials 1998-2012**

**Physical Description:** 17 folders (Box 1, folders 1-13; Box 4, folders 2-3; Map-case, drawer 42, folders 1-2)

**Arrangement**

Arranged as received.

**Scope and Contents**

Comprises membership brochures and forms; promotional materials; agendas; meeting and retreat notes; reports; grant proposals; fundraiser and other event announcement letters, flyers, and programs; original artwork and graphics for promotional materials; national PAW newsletters, some pre-dating formation of SFPAW; digitized support materials on CD, DVD, and one flash drive containing documents, photographs, calendars, and events; press featuring SFPAW; and song and chant lyrics. Miscellaneous folder contains two 2011 SFPAW/HAVOQ calendars.

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**box 1, folder 1**

**Membership materials 2001-2012**

**Meeting materials 2006-2011**

**map-case Drawer 42, folders 1-2**

**Retreat and workshop notes circa 2007-2012**

Consists of documents created for or used in support of meetings, including agendas, reports, meeting guidelines, membership forms and member's guides. Also contains retreat notes (see Retreats and Workshops Notes [Flate-file, folders 1-2] for extensive notes written on oversize flipchart pages).

Consists of two oversize folders containing notes from retreats and workshops that were written on flip chart paper. Folder 1 contains material on CitiStop, May Day (2012), Transformativ Justice, and Undoing Borders. This folder also contains notes from general retreats and unidentified retreats or workshops. Folder 2 contains material from Workers’ Rights Workshop for Union Leaders, Rights in the Workplace: Transgender Workers in San Francisco and California (including notes in Spanish), and Trans Unemployment Brainstorm.
box 1, folder 3  Grants 2006-2011
Scope and Contents
Consists of grant proposals, applications, funding updates, progress reports,
announcement of SFPAW receiving a RESIST Hell Yes! grant, and an auditor's report from
the 2005-2006 national Pride At Work organization.

box 1, folder 4  Fundraisers and benefits circa 2007-2012
Scope and Contents
Consists of fundraiser invites, programs, flyers, and proposals for donations. Includes
fundraiser materials for Queer Youth Organizing Project (QYOP).

box 1, folder 5  Events undated
box 1, folder 6  National PAW newsletters 1998-2004
box 1, folder 7  Certificates 2008-2011
box 4, folders 2-3  Press 2008-2010
box 1, folder 8  Graphics undated
box 1, folder 9  Support materials undated
box 1, folder 10  Digitized support materials
box 1, folder 11  Calendar files [CD] 2010 November
Scope and Contents
Folder contains five CDs

box 1, folder 11  No Borders Camp/QYOP [CD] 2007
box 1, folder 11  No Borders zine [CD] undated undated
box 1, folder 11  No Borders Camp video report [DVD] undated
box 1, folder 12  NMD (No More Deaths) photos [CD] 2009
box 1, folder 12  Photographs of San Francisco Pride at Work benefit [CD] 2008 April
box 1, folder 12  HAVOQ Variety Show [CD] 2011
box 1, folder 12  Queer Youth Organizing Project/San Francisco Pride at Work anniversary
slideshow [DVD] undated
box 1, folder 12  Queer Youth Organizing Project/HAVOQ photos and flyers [CD] undated
box 1, folder 12  Unidentified flyer [CD] undated
box 1, folder 13  Miscellaneous 2005-2011
Series 2: **Campaigns and Projects 2007-2012**

**Physical Description:** 17 folders (Box 2, folders 1-11; Box 3, folders 1-5; Box 4, folder 1)

**Scope and Contents**

The campaigns and projects series contains material produced from 2007 through 2012 for or about various campaigns and projects central to SFPAW's mission. The campaigns and projects are as follows: Bad Hotel (a song and dance flash mob protest held in the lobby of the Westin St. Francis in support of hotel workers); CitiStop, Forced Out, and No on 98 (tenants' rights campaigns with focuses on rent control, evictions, and gentrification); Migrant Justice, (contains various efforts by the Migrant Justice Working Group regarding the immigrant detention system, an alliance with San Francisco Immigrant Rights Defense Committee, No Borders Camp [a resistance gathering at the California/Mexico border to reject borders of all kinds], "Some Thoughts" [a zine created as a companion to the report on meeting with No More Deaths, the Arizona advocacy group that seeks to end the deaths of undocumented immigrants crossing the California/Mexico border]); Undoing Borders Presentation/Tour (a touring presentation on the intersection of queer and immigrant experience; Labor (concerning sexual orientation discrimination in the workplace, a campaign highlighting Alcatraz/Hornblower Cruises and Coors boycotts, and queer and labor activist Howard Wallace); No on Sit/Lie (a resistance to Proposition L, an ordinance that would make it illegal to sit or lie on sidewalks in San Francisco); Know Your Rights (guidelines to negotiating LGBT-inclusive contract language and presentation material on gender diversity and transgender inclusion); Occupy (the international movement in opposition to social and economic inequality: SFPAW's involvement centers on demonstrations against Wells Fargo Company); Trans Healthcare and Prisoner Pen Pal Project (promoting equal healthcare for transgender people, and solidarity with trans prisoners). Materials within the campaigns and projects folders consist of action plans, press releases, notes, flyers, agendas, campaign training scripts, questionnaires, presentation typescripts and supporting materials, original graphics, stencils, poetry and prose for zine, song lyrics, newspaper articles, and ephemera. In addition, there are campaign and projects notes and other documentation within the Meetings folders in Series 2: Administrative Materials. There are also posters and signs from individual campaigns within the Posters and Signs folders in Series 3: Artifacts.

**Arrangement**

Arranged alphabetically.

**Language of Material:** A small amount of material in this folder is in Chinese.

**Conditions Governing Access**

This folder includes four documents that are restricted and sealed until 2062 to protect personal identifiable information. Redacted photocopies of these documents are provided.

**Conditions Governing Access**

Folder 4 includes two documents that are restricted and sealed until 2062 to protect personal identifiable information.

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Series 3: Artifacts circa 2007-2012

Physical Description: 7 boxes (Boxes 6-11, 32 items; Box 12, folders 1-7)

Arrangement
Arranged as received.

Scope and Contents
Consists of cloth banners, t-shirts, buttons, a plaque, and ephemera. Many items promote various campaigns and projects undertaken by SFPAW.

Posters and signs
General
See Series 2: Campaigns and Projects for corresponding document files on individual campaigns and projects.

Campaigns: Bad Hotel, Occupy, No on Sit/Lie (Proposition L) 2010-2012


Campaigns: Labor circa 2008-2012
Scope and Contents
Contains posters protesting Alcatraz/Hornblower Cruises and its CEO Jerry McCrae for discriminating actions against deckhand Vincent Atos, who was fired for allegedly “acting too gay” in the workplace and for attempting to organize a union. Also contains posters and signs endorsing The Employment Non-Discrimination Act (ENDA).

Campaigns: Trans Healthcare 2012

Campaigns: Social services budget cuts (anti Gavin Newsom) undated

General undated
Scope and Contents
Posters and signs promoting San Francisco Pride at Work, workers rights, and queer justice.

Banners circa 2007-2012

Queer Revolutionary Finishing School 2012
Scope and Contents
Banner used in demonstration at Wall Street West, January 20, 2012

Existimos/We Exist We Resist 2012
Scope and Contents
Banner used in demonstration on May 1, 2012.

Queer Rights are Worker Rights and Worker Rights are Hot! undated

HAVOQ/Horizontal Alliance of Very Organized Queers undated

No Sit/Lie, No on L 2010

T-shirts circa 2007-2012

Language of Material: English.

Trans Healthcare Now! circa 2012

Pride at Work [fists] circa 2007-2012

Proud Union Queer, Pride at Work SF circa 2007-2012

Queers Stand Against Sit/Lie, No on Prop L circa 2010

Plaque - Harvey Milk In His Footsteps Award 2007

Scope and Contents
The Harvey Milk LGBT Democratic Club plaque presented to The Youth Organizing Committee of Pride at Work.
Scope and Contents
Consists of three stickers and temporary tattoos, five screen printed cloth patches and signs, one bandanna, and cloth bag containing twelve buttons.