

*From Silence,*  
**To Solidarity**



# *PrideGuide 2023*



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*Trans*  
**PRIDE OF MOBILE**



*Rainbow*  
**PRIDE OF MOBILE**



# Happy Pride!

As you may notice as you flip through the pages of this year's PrideGuide, there have been some changes. This year, We mean this not as a guide for one event, but for our full Pride Season. In keeping with this year's theme: From Silence, To Solidarity, there are also some new things included, like information on voting, anti-Lgbtq bills across the country, and other useful bits of information. With all of this, we aim for the PrideGuide to not just showcase our donors and sponsors, but also help keep you informed and able to stand in solidarity with the parts of our community that need us the most.

## Upcoming Community Events

- April 8<sup>th</sup>: Come Out Mobile: Glitter & Gold Gala
- April 14<sup>th</sup>: TranLucent
- April 15<sup>th</sup>: PrideFest
- April 22<sup>nd</sup>: Delta Red Walk
- April 22<sup>nd</sup>: Prism Prom
- June 3<sup>rd</sup>: Color Fairhope With Pride
- June 9<sup>th</sup>: Pride ArtWalk
- July 8<sup>th</sup>: Bent Broadway
- September 17<sup>th</sup>: Pride Family Picnic

This list only contains events that had a date set at the time of publication. There are many more events through the year for you to keep an eye out for!



# From the Executive Director

**”In the End, we will remember not the words of our enemies,  
but the silence of our friends.”**

When Dr. Martin Luther King, Jr. spoke these words, he was referencing the silence of those who called themselves friends – allies of the civil rights movement – who stayed silent when it really mattered. These silence of these “allies” enable racism, discrimination, oppression, and violence. Unfortunately, today we see silence enabling those very same things, and more.

Silence enables the violence that allowed 166 trans people who have been murdered in the time between Transgender Day of remembrance and Transgender Day of Visibility.

Silence emboldened elected officials to introduce almost 500 anti-LGBTQ pieces of legislation this year. Many of these bills explicitly target our trans siblings.

It’s time to move away from silence. It’s time to use our voices. It’s time to move to solidarity. If you consider yourself an ally, this means it’s time to step up. Use your voice to help decry the legislation that promises to erase our trans siblings.

Throughout this year’s PrideGuide, we have included a myriad of resources. These resources cover everything from LGBTQ terminology to how people convicted of felonies can regain the right to vote. I encourage you to start with these and learn to lift your voice in defense of those who are not allowed to lift their own.

Armed with these tools, I encourage you to join me in moving From Silence, To Solidarity with those in our community that are fighting for their very right to exist.

To the Future,

A handwritten signature in black ink that reads "Chance Shaw". The signature is fluid and cursive, with a large initial "C" and a stylized "S".

Chance Shaw

Executive Director,

Rainbow Pride Of Mobile





# Prism United

**FIND COMMUNITY.  
BE YOURSELF.**

Support for LGBTQ teens,  
preteens, & those who love them.

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**Completely Confidential**



# Tips for Allies of Transgender People

The following are tips that can be used as you move toward becoming a better ally to transgender people. Of course, this list is not exhaustive and cannot include all the "right" things to do or say because often there is no one "right" answer to every situation you might encounter.

When you become an ally of transgender people, your actions will help change the culture, making society a better, safer place for transgender people and for all people (trans or not) who do not conform to conventional gender expectations.

## **You can't tell if someone is transgender just by looking.**

Transgender people don't look any certain way or come from any one background. Many transgender people do not appear "visibly trans," meaning they are not perceived to be transgender by others. It is not possible to look around a room and "see" if there are any transgender people. (It would be like a person looking around the room to "see" if there are any gay people.) You should assume that there may be transgender people at any gathering or in any space.

## **Don't make assumptions about a transgender person's sexual orientation.**

Gender identity is different than sexual orientation. Sexual orientation is about who we're attracted to. Gender identity is about our own personal sense of being a man or a woman, or neither of those binary genders. Transgender people can be gay, lesbian, bisexual, straight, or any other sexual orientation.

## **If you don't know what pronouns to use, listen first.**

If you're unsure which pronoun a person uses, listen first to the pronouns other people use when referring to them. Someone who knows the person well will probably use the correct pronoun. If you must ask which pronoun the person uses, start with your own. For example, "Hi, I'm Alex and I use the pronouns he and him. What about you?" Then use that person's pronoun and encourage others to do so. If you accidentally use the wrong pronoun, apologize quickly and sincerely, correct your mistake, then move on. The bigger deal you make out of the situation, the more uncomfortable it is for everyone.

## **Don't ask a transgender person what their "real name" is.**

For some transgender people, being associated with their birth name is a tremendous source of anxiety, or it is simply a part of their life they wish to leave behind. Respect the name a transgender person is currently using. If you happen to know the name someone was given at birth but no longer uses, don't share it without the person's explicit permission. Similarly, don't share photos of someone from before their transition, unless you have their permission.





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# BE A PART OF SOUTHWEST ALABAMA'S

## FIRST LGBTQ+ COMMUNITY NEEDS ASSESSMENT!

ALABAMAINCLUSIONPROJECT.ORG

### WE WANT TO HEAR FROM YOU!

The Southwest Alabama Inclusion Project is conducting a high-turnout data collection effort initially focused on the Southwest Alabama region. The goal is to better understand the lived experiences and demographics of LGBTQ+ persons in Southwest Alabama and to identify their needs including those related to health, programming, services and safety. All participants will receive a \$10 Visa cash or gift card as a thank you. Go to [alabamainclusionproject.org](http://alabamainclusionproject.org) to take the survey today!

LEND YOUR VOICE. BUILD YOUR COMMUNITY.



@alabamainclusionproject

All participants will receive a

**\$10 VISA**  
CASH OR GIFT CARD





# Tips for Allies of Transgender People

## Understand the differences between "coming out" as lesbian, gay, or bisexual and "coming out" as transgender.

"Coming out" to other people as lesbian, gay, or bisexual is typically seen as revealing a truth that allows other people to know your authentic self. The LGB community places great importance and value on the idea of being "out" in order to be happy and whole. When a transgender person has transitioned and is living their life as their authentic self--that is their truth. The world now sees them as who they truly are. Unfortunately, it can often feel disempowering for a transgender person to disclose to other people that they are transgender. Sometimes when other people learn a person is trans, they no longer see the person as "real." Some people may choose to publicly discuss their gender history in an effort to raise awareness and make cultural change, but please don't assume that it's necessary for a transgender person to disclose that they are transgender in order to feel happy and whole.

## Be careful about confidentiality, disclosure, and "outing."

Some transgender people feel comfortable disclosing their gender history, while others do not. A transgender person's gender history is personal information and it is up to them to share it with others. Do not casually share this information, speculate, or gossip about a person you know or think is transgender. Not only is this an invasion of privacy, it also can have negative consequences in a world that is very intolerant of gender diversity. Transgender people can lose jobs, housing, friends, or even their lives when other people find out about their gender history.

## Respect the terminology a transgender person uses to describe their identity.

Transgender people use many different terms to describe their experiences. Respect the term (transgender, transsexual, nonbinary, genderqueer etc.) a person uses to describe themselves. If a person is not sure which terms best describes their gender, give them the time to figure it out for themselves and don't tell them which term you think they should use. You wouldn't like your identity to be defined by others, so please allow others to define themselves.

## Be patient with a person who is questioning or exploring their gender identity.

A person who is questioning or exploring their gender identity may take some time to figure out what's true for them. They might, for example, use a name or pronoun, and then decide at a later time to change the name or pronoun again. Do your best to be respectful and use the name and pronoun requested.

## Learn more about transgender people and history

In spite of the tremendous challenges that come with living in a culture that does not treat transgender people equally, transgender people have made and are making significant contributions to society.

*Together again!*

DOORTOSERENITY.ORG

251.610.3389



*...our door is open*



# Tips for Allies of Transgender People

## Understand there is no "right" or "wrong" way to transition, and that it is different for every person.

Some transgender people access medical care like hormone replacement therapy and surgeries as part of their transition in order to align their bodies with their gender identity. Some transgender people want their authentic gender identity to be recognized without hormones or surgery. Some transgender people cannot access gender affirming healthcare due to a lack of financial resources or access to trained providers. A transgender person's gender is not dependent on medical procedures or how they look. Accept that if someone tells you they are transgender, they are.

## Don't ask about a transgender person's genitals, surgical status, or sex life.

It would be inappropriate to ask a cisgender (non-transgender) person about the appearance or status of their genitals. It is equally inappropriate to ask a transgender person those questions. Don't ask if a transgender person has had "the surgery" or if they are "pre-op" or "post-op." If a transgender person wants to talk to you about such matters, they will bring it up. Similarly, it wouldn't be appropriate to ask a cisgender person about how they have sex, so the same courtesy should be extended to transgender people.

## Avoid backhanded compliments and "helpful" tips.

While you may intend to be supportive, comments like the following can be hurtful or even insulting:

- "I would have never known you were transgender. You look so pretty."
- "You look just like a real woman."
- "She's so gorgeous, I would have never guessed she was transgender."
- "He's so hot. I'd date him even though he's transgender."
- "You're so brave."
- "You'd pass so much better if you wore less/more make-up, had a better wig, etc."
- "Have you considered a voice coach?"

## Challenge anti-transgender remarks or jokes in public spaces, including LGB spaces.

You may hear anti-transgender comments from anti-LGBTQ activists, but you may also hear them from LGB people. Someone may think that because they're gay, it's ok for them to use certain words or tell jokes about transgender people. It's important to challenge anti-transgender remarks or jokes whenever they're said and no matter who says them.

## Listen to transgender people.

The best way to be an ally is to listen with an open mind to transgender people speaking for themselves. Follow thought leaders in the transgender community. Check out books, films, YouTube channels, and trans blogs to find out more about transgender people and the issues people within the community face.



**U=U**

Undetectable =  
Untransmittable

**I CAN'T  
PASS ON HIV.**

**People on effective HIV  
treatment cannot pass  
on the virus.**

**Get the facts  
[AIDSAlabamaSouth.org](https://AIDSAlabamaSouth.org)**

**PEOPLE LIVING WITH HIV WHO TAKE THEIR MEDICATION  
AS PRESCRIBED AND HAVE AN UNDETECTABLE VIRAL LOAD,  
STAY HEALTHY AND HAVE EFFECTIVELY NO RISK OF  
TRANSMITTING HIV TO THEIR SEXUAL PARTNERS.**



# Tips for Allies of Transgender People

## **Support all-gender public restrooms.**

Some transgender, nonbinary, and gender non-conforming people may not feel like they match the signs on the restroom door. Encourage schools, businesses, and agencies to have single user, unisex and/or all-gender restroom options. Make it clear that trans, nonbinary, and gender non-conforming people are welcome to use whichever restroom they feel comfortable using.

## **Help make your company or group truly trans-inclusive.**

"LGBTQ" is now a commonplace term that joins lesbian, gay, bisexual, queer, and transgender people under the same acronym. If you are part of a company or group that says it's LGBTQ-inclusive, remember that transgender people face unique challenges, and that being LGBTQ-inclusive means truly understanding the needs of the trans community and implementing policies address that them.

## **At meetings and events, set an inclusive tone.**

In a group setting, identify people by articles of clothing instead of using gendered language. For example, the "person in the blue shirt," instead of the "woman in the front." Similarly, "Sir" and "Madam" are best avoided. If bathrooms in the space are not already all-gender, ask if it's possible to put an all-gender sign on them. In some circumstances, where not everyone is known, consider asking people to introduce themselves with their names and pronouns. For example, "Hi, I'm Nick and I use he/him pronouns." Start with yourself and use a serious tone that will discourage others from dismissing the activity with a joke. However, if you feel this practice will have the effect of singling out the trans people in the room or putting them on the spot, avoid it. Remember, it costs cisgender people nothing to share their pronouns, but for trans people it can mean they are sharing something very personal about their gender.

## **Learn that transgender people are not new.**

Transgender people have existed across cultures and throughout history. What is new is the heightened awareness of gender diversity and the transgender community because of increased media attention in recent years. Seek out resources written by transgender people about how trans people existed in the past, and how trans community exists in different countries around the world.

## **Know your own limits as an ally.**

Don't be afraid to admit when you don't know something. It is better to admit you don't know something than to make assumptions or say something that may be incorrect or hurtful. Seek out the appropriate resources that will help you learn more. Remember being an ally is a sustained and persistent pattern of action; not an idle or stable noun.



# REACHING NEW HEIGHTS

At Airbus we are committed to a culture of inclusion and diversity that fosters respect and opportunity for all our people.

We value and embrace the unique perspectives of all our employees. This is how the greatest ideas take flight and how Airbus is driving the aerospace industry to reach new heights.

[airbus.com](http://airbus.com) #EmbraceDiversity

**AIRBUS**



# State Advocacy Basics

## Advocacy by Definition

*Policy advocacy is the act of taking a position on an issue and sharing that position with someone who can do something about it to bring systematic lasting policy change.*



## Why Advocate Now?

- **Policy decisions affect everyone**—advocacy can help alleviate threats and/or strengthen policy decisions that create better outcomes for communities and individuals.
- **Not everyone can advocate**—advocacy gives a voice to those most impacted by policy decisions. While many low- and moderate-income households are not able to advocate for themselves, 501(c)(3) organizations are in a unique position to highlight their voices and stories.
- **Because advocacy works!**—effective advocacy can result in opportunity and better outcomes for the communities you work in, giving low- and moderate-income families a shot at a better life!

## Understanding the State Legislative Process

Each state has its own process for considering and enacting bills, for information specific to your state: <http://statescape.com>.

Legislator gets an idea, drafts bill

Relevant committee studies bill, holds hearings. Votes on bill.

Bill gets referred to other chamber. If amendments are added, bill gets sent back to the first chamber

Governor signs or vetoes bill

Bill is introduced, gets first reading

Bill goes to floor for second reading, subject to debate, amendments.

Conference—bill passes both houses

Legislation becomes law

Gets third reading, legislators vote on completed bill, with amendments.

# State Advocacy Basics

## How Do You Advocate for Change?

Advocacy does not have to be scary. There are some simple ways in which you can advocate for policy change, including:

- ✓ Data and research to make your case for change
- ✓ Careful messaging and framing to build awareness, change public perception and move people to action
- ✓ Educating and engaging policymakers and other stakeholders
- ✓ Building a strong and diverse coalition or network of partners to amplify your voice and impact

## Advocacy Strategies

### Data and Research:

- Produce data and research to highlight pressing needs in your community; to make the case for policy change
  - ✓ For state and local data on indicators of financial well-being, visit the [Prosperity Now Scorecard](#)

### Messaging and Framing:

- Share data and resources with elected officials to illustrate the implications of their decision
- Share stories about the impact of policy decisions on your community
- Write an op-ed or letter to the editor to share expertise on issue
- Use social media (Twitter, Facebook) to educate lawmakers and stakeholders about issue.
  - ✓ Don't forget to tag policymakers and include relevant hashtags!

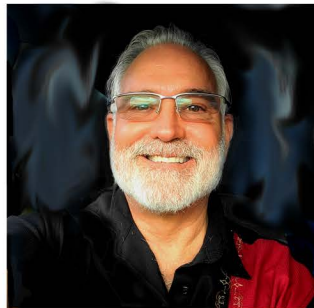






# Safe2BU

[www.safe2bu.org](http://www.safe2bu.org)



Gerardo "G" Cantú    C. Pichoff-DeLorca

Co-founders / Executive Directors

*Personalized Counseling ♦ Group Therapy ♦ Support Groups  
Community Resources ♦ Educational Development & Training  
Business Diversity Training Certification  
Trauma & Injustice Informed Care Training*

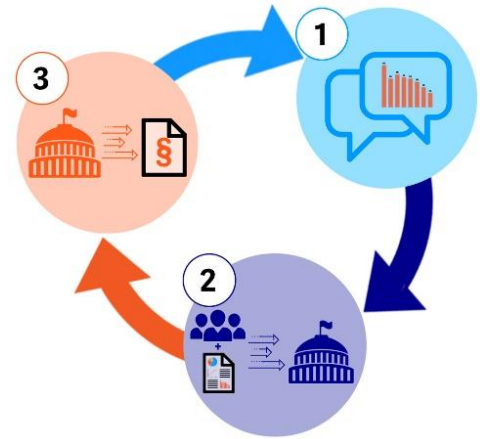
*Se Habla Español*

Tel. (251) 289-0868



# State Advocacy Basics

## Advocacy Strategies



### Educating and Engaging Policymakers:

- Host events (town halls, legislative breakfast, advocacy day, press conferences) to build public awareness about issue, to educate policymakers
- Invite policymakers to your organization/site to learn about an issue, service or program (elected officials love doing this, gives them a nice photo op!)
- Meet with your elected officials in person to weigh in on an issue or policy change
- Draft a petition or sign-on letter to express views on issue, ask coalition members for support
- Participate in a townhall and ask your elected officials questions about his/her policy positions
  - ✓ Hold them accountable to their stated positions!
- Submit comments or feedback on regulations as they are being developed

### Building a Strong and Effective Coalition:

- Organize and mobilize stakeholders (coalition partners) to share their story and advocate for change
- Educate the public about the legislative process
- Introduce constituents to the legislators who represent them—remember, policymakers always want to hear from their constituents!
- Hold advocacy days to train coalition members and stakeholders on basic advocacy skills, to educate them about issue





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WITH THE  
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Together we are helping correct common misperceptions and silencing the stigmas around HIV. We are spreading the word through local community events and educational programs such as Healthysexual<sup>®</sup> and Stop the Virus.

Together we are lifting each other up until HIV is no more.

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[GileadHIV.com](http://GileadHIV.com)

 [@gileadhivus](https://www.instagram.com/gileadhivus)

 [@GileadHIVUS](https://www.facebook.com/GileadHIVUS)





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SHELL HEALTH



# State Advocacy Basics

## Meeting with an Elected Official

DO	DON'T	PRO TIPS
<ul style="list-style-type: none"> <li>• Schedule an appointment</li> <li>• Identify your ask and three key takeaways</li> <li>• Ask questions and guide the conversation</li> <li>• Prepare a fact sheet to leave behind</li> <li>• Clearly communicate the ask</li> <li>• Take notes, highlight any follow ups</li> <li>• Thank the staff</li> <li>• Follow up with email offering to be a future resource/ expert on the issue</li> </ul>	<ul style="list-style-type: none"> <li>• Assume the elected official or their staff is knowledgeable about your issue               <ul style="list-style-type: none"> <li>✓ This is your opportunity to educate them on your issue</li> </ul> </li> <li>• Argue, even if you disagree               <ul style="list-style-type: none"> <li>✓ Remember your goal is to build good relationships</li> </ul> </li> <li>• Arrive late or exceed scheduled time</li> </ul>	<ul style="list-style-type: none"> <li>• Small group meetings are more effective</li> <li>• Even if the elected official isn't available, meet with the staff</li> <li>• Be prepared--research the lawmaker and their position on the issue</li> <li>• Think outside of the box--consider props and visuals to make your case (leave-behinds)</li> <li>• Tell your story!               <ul style="list-style-type: none"> <li>✓ Stories are a compelling tactic for helping an elected official understand how the issue impacts their constituents.</li> </ul> </li> </ul>

## Calling/Writing your Elected Official



### Do

- Research the issue and the lawmaker
- Expect to speak with a live person
- Be concise—clearly make your ask and highlight important takeaways
- Take notes from the conversation
- Send a follow-up email after your call
- Be polite--thank the staffer/official for their time
- Offer to be a resource in the future

### Don't

- Panic: if you don't know an answer to a question, just let the office know you will find the answer and respond via email
- Argue
- Discuss more than one issue at a time
- Be late or disrespectful



# YOUNG PARENTS



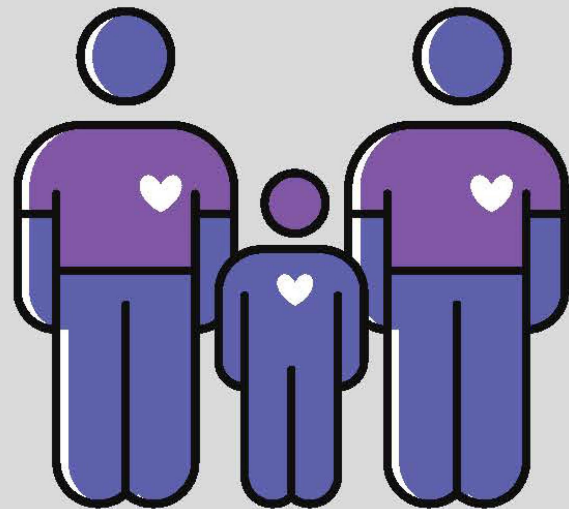
**MATTER**

AGES

13-23

505 Bay Shore  
Avenue  
Mobile, Alabama  
36607

[Ambitiouslyhimher.com](http://Ambitiouslyhimher.com)  
[Kingfoundation@ambitiouslyhimher.net](mailto:Kingfoundation@ambitiouslyhimher.net)



Ambitiously Him Her King Foundation, is an Nonprofit surrounded by helping Teen/ Young Adult Parents from the ages 13-23 (Mothers, Fathers & Pregnant Youth) in Mobile, Alabama, & surrounding areas.

Their Mission is to provide the Teen/Young Adult Parents with appropriate skills to live productive, positive and contributing lives.

Ambitiously Him Her King Foundation will be the driving force for the Youths, actively reducing: teen pregnancies, school dropouts, unhealthy living habits, Toxic Relationships and poverty amongst the population.

**Ambitiously Him & Her King Foundation**

# Alabama Voter Guide

## **Voter registration**

### **Eligibility and registration details**

Alabama requires that an applicant be a citizen of the United States who resides in Alabama. A voter must be at least 18 years old on or before Election Day. A citizen cannot have been barred from registering due to a felony conviction and cannot have been declared mentally incompetent by a court.

Voters cannot register during the 14-day period preceding an election. A citizen can register to vote at the following locations:

- License branches
- State or local government offices
- Public libraries
- Military recruiting stations
- County boards of registrars

Prospective voters may also mail in a registration form.

## **In-person voting**

### **Poll times**

In Alabama polls are open from 7:00 a.m. to 7:00 p.m. local time on the date of an election. An individual who is in line at the time polls close must be allowed to vote. According to state law, "All polling places in areas operating on eastern time shall open and close under this section pursuant to eastern time except the county commissions in Chambers County and Lee County may by resolution provide for any polling place to be excluded from this sentence and to be open according to central time."

### **Early voting**

Alabama does not permit early voting.

### **Voter identification**

Alabama requires voters to present photo identification at the polls.

A voter can obtain a free identification card from the Alabama Secretary of State, a county registrar's office, or a mobile location.

A voter must provide a copy of his or her identification with both an application for an absentee ballot and the completed ballot itself, with the exception of 1) voters for whom polling locations are inaccessible due to age or disability, and 2) overseas military members.

The Follow page contains a list of accepted forms of identification.



# Alabama Voter Guide

## The following list of accepted forms of identification was current as of March 2023.

- Valid Alabama Driver's License (not expired or has been expired less than 60 Days)
- Alabama Law Enforcement Agency Digital Driver's License
- Valid Alabama Nondriver ID (not expired or has been expired less than 60 Days)
- Alabama Law Enforcement Agency Digital Nondriver ID
- Valid Alabama Photo Voter ID Card
- Valid State-Issued ID (Alabama or any other state)
- Valid AL Department of Corrections Release - Temporary ID (Photo Required)
- Valid AL Movement/Booking Sheet from Prison/Jail System (Photo Required)
- Valid Pistol Permit (Photo Required)
- Valid Federal-Issued ID
- Valid US passport
- Valid Employee ID from Federal Government, State of Alabama, County, Municipality, Board, or other entity of this state
- Valid student or employee ID from a public or private college or university in the State of Alabama (including postgraduate technical or professional schools)
- Valid student or employee ID issued by a state institution of higher learning in any other state
- Valid Military ID
- Valid Tribal ID

## **Absentee/mail-in voting**

A voter is eligible to vote absentee in an election if he or she cannot make it to the polls on Election Day for one of the following reasons:

- The voter will be absent from the county on Election Day.
- The voter is ill or has a disability that prevents a trip to the polling place.
- The voter is a registered voter living outside the county, such as a member of the armed forces, a voter employed outside the United States, a college student, or a spouse or child of such a person.
- The voter is an appointed election officer or poll watcher at a polling place other than his or her regular polling place.
- The voter works a required shift of 10 hours or more that coincides with polling hours.

The absentee ballot application must be received at least five days prior to the election in the above circumstances. In the following circumstances, the deadline to apply for an absentee ballot is 5 pm. the day before the election:

- The voter is required by an employer under unforeseen circumstances to be out of the county on Election Day for an emergency business trip.
- The voter has a medical emergency requiring treatment from a licensed physician.
- The voter is a caregiver of a person who requires emergency treatment by a licensed physician within five days before an election.
- The voter has a family member to the second degree of kinship by affinity or consanguinity die within five days before an election.
- 

The absentee ballot must then be returned either in person by close of business the day before the election or by mail. If returned by mail, the ballot must be postmarked no later than the day before the election and received by the election manager by noon on Election Day.

# EVONIK IS COMMITTED TO CREATING AN INCLUSIVE WORKPLACE

that proudly celebrates the diversity of our community, employees & customers



## *Evonik is proud to play a strong role in the Mobile community!*

At Evonik worldwide, about 34,000 employees  
work together for a common purpose –  
globally and locally:

**We want to improve life  
today and tomorrow.**

**Evonik Corporation – [www.evonik.com](http://www.evonik.com)**

## **About Evonik**

Evonik is one of the world leaders in specialty chemicals. The company is active in more than 100 countries around the world and generated sales of €18.5 billion and an operating profit (adjusted EBITDA) of €2.49 billion in 2022. Evonik goes far beyond chemistry to create innovative, profitable, and sustainable solutions for its customers.





# GUIDELINES FOR ALABAMA VOTERS CONVICTED OF CRIMES

## Ineligible Convictions (Not Pardonable) black

Treason  
Impeachment

You cannot restore your voting rights if you have either of these convictions OR if you are sentenced to death.

## Ineligible Convictions (Pardonable) red

Murder  
Rape  
Sodomy  
Sexual abuse  
Sexual torture  
Enticing a child to enter a vehicle for immoral purposes  
Soliciting a child by computer  
Production of obscene matter  
Parents or guardians permitting children to engage in obscene matter  
Possession of obscene matter  
Possession with intent to distribute child pornography

To restore your voting rights, you must go through the pardon process.

## What's Next?

If your conviction is not a crime of moral turpitude and does not disqualify you, you can register to vote.

If you believe you are eligible to have your voting rights restored, contact the local Pardons & Paroles office in the county that you live in.

If you have already restored your voting rights, make sure you have also registered to vote.

### Board of Pardons & Paroles - Main Office

PO Box 302405  
Montgomery, AL 36130  
(334) 353-7771 or (334) 353-8067  
[www.pardons.state.al.us](http://www.pardons.state.al.us)

### Secretary of State - Elections Division

PO Box 5616  
Montgomery, AL 36103  
(334) 242-7210 or (800) 274-8683  
[www.alabamavotes.gov](http://www.alabamavotes.gov)



## CERV Eligible Convictions yellow

Manslaughter  
Assault  
Kidnapping, 1st or 2nd degree  
Human trafficking, 1st or 2nd degree  
Terrorism  
Soliciting or providing support for terrorism  
Hindering prosecution of terrorism  
Endangering the water supply  
Possession, manufacture, transport or distribution of a destructive device or biological weapon  
Selling, furnishing or giving away a destructive device or biological weapon  
Possession, manufacture, transport or distribution of a detonator, explosive, poison or hoax device  
Possession or distribution of a hoax device represented as a destructive device or weapon  
Attempt to commit an explosive or destructive device or biological weapon crime  
Conspiracy to attempt an explosive or destructive device or biological weapon  
Hindrance or obstruction during detection, disarming or destruction of a destructive device  
Possession or distribution of a destructive device or weapon intended to cause injury or destruction  
Trafficking in cannabis, cocaine, amphetamines, methamphetamines or other illegal drugs  
Bigamy  
Torture or willful maltreatment of a child under the age of 18  
Aggravated child abuse  
Prohibited acts in the offer, sale, or purchase of securities  
Burglary, 1st or 2nd degree  
Theft of property or lost property, 1st or 2nd degree  
Theft of trademarks or trade secrets  
Robbery, 1st, 2nd, or 3rd degree  
Forgery, 1st or 2nd degree

If you have only been convicted of one of these crimes, then you do not need a pardon to restore your voting rights.

You can apply for a Certificate of Eligibility to Register to Vote (CERV) if you have no pending criminal charges; completed full sentence, parole/probation, OR been pardoned; and paid all fines, fees, and restitution ordered at the time of the sentence on the disqualifying felony.

## Other Convictions green

If you have not been convicted of a crime in the black, red, or yellow boxes, then you have not been convicted of a crime of moral turpitude. You have **NEVER** lost your right to vote.

Check with your local registrar to update your registration information, or visit [alabamavotes.gov](http://alabamavotes.gov).

# GUIDELINES FOR ALABAMA VOTERS CONVICTED OF CRIMES

## VOTING RIGHTS RESTORATION PROCESS

### 1. Check criminal history.

If the conviction is not in the black, red, or yellow box, then the applicant has not lost their right to vote. They can register to vote with their local registrar or online at [alabamavotes.gov](http://alabamavotes.gov).

All convictions should be checked individually for whether it strips voting rights. It is possible a person with more than one conviction has one felony that leads to loss of voting rights while the other felony does not.

### 2. Check eligibility.

If the felony conviction is in the yellow box, then the applicant must meet the following conditions: has no pending criminal charges; has paid all fines, fees, and restitution ordered at the time of sentencing on the disqualifying felony (post-conviction fees do not apply, nor do fees owed on felonies in the green box); and has completed either the full sentence, probation/parole, OR been pardoned.

If these conditions are not met, the applicant is not eligible for voting rights restoration at this time. They can apply once they satisfy all conditions.

### 3. Contact Board of Pardons & Paroles.

If the applicant's criminal history does not include any crimes in the red or black boxes and is determined eligible in Step 2, then they can go in person to the local Pardons & Paroles office for the county that they currently live in. Applicants can also start their application over the phone by calling the main office at (334) 353-7771 or (334) 353-8067. They will be asked questions regarding their name, address, birth date, social security number, prison ID number, and conviction history, so the applicant should have all information on hand before calling.

### 4. Wait up to 44 days for a response.

The Board of Pardons & Paroles has a 30 day discovery period followed by a 14 day response window to process voting rights restoration applications. Based on the results of the investigation and a favorable determination by the Board of Pardons & Paroles, a voter rights restoration certificate will be issued. If the application is denied, the Board will provide a reason why.

### 5. Register to vote.

If an applicant is issued a voter rights restoration certificate, they are now cleared to vote but must still register to vote before election day. Registration deadlines are 15 days before an election. Individuals can register at their local registrar office, at any assistance office such as WIC or Medicaid, at the DMV, at the post office, at the library, through the mail, or online at [alabamavotes.gov](http://alabamavotes.gov).

Those currently incarcerated with non-disqualifying felonies are also able to register to vote and to vote by absentee ballot. Ask a Sheriff or Warden to obtain the forms.

### 6. Get a voter ID.

In addition to driver's licenses, passports, and government IDs, individuals are able to obtain a free voter ID card at their local registrar office. Prison ID cards are also an accepted form for voter ID.

### 7. Get help.

If there are questions or problems with this process, contact the Board of Pardons & Paroles at (334) 353- 7771 or (334) 353-8067, Legal Services Alabama at 1-866-456-4995, ACLU of Alabama at (334) 265- 2754, or The Ordinary People Society at (334) 791-2433.





## SPECTRUM OF SERVICES

### COMPREHENSIVE HEALTHCARE

- Prescription drug program
- Telemedicine

### CASE MANAGEMENT

- Social work
- Housing assistance
- Transportation assistance to medical appointments
- One-on-one telemedicine counseling
- Medical/Treatment education and adherence guidance
- Short-term emergency financial assistance for utilities
- Oral health care assistance
- Linkage to healthcare services
- Referrals to community resources
- HIV positive peer-based support groups
- Food bank and hygiene items
- Affordable Care Act registration

### PREVENTION SERVICES

- Free and confidential HIV, Hep C, and COVID testing
- HIV/AIDS educational presentations
- Community outreach
- Mobile testing unit

### Stopping the Spread of HIV

Prevention Services continues to offer free HIV testing, free condoms, and education as part of a comprehensive strategy to minimize new infections.

## OUR MISSION

AIDS Alabama South is dedicated to eliminating new HIV infections and improving the health and well-being of people living with HIV through inclusive and empowering support services and HIV prevention education.




## Contact Information

Office Location:  
4321 Downtowner Loop N  
Mobile, AL 36609

Office Hours:  
Monday - Friday  
8:00 a.m. - 5:00 p.m. (CST)

Phone: (251) 471-5277  
Fax: (251) 471-5294

[AIDSALABAMASOUTH.ORG](http://AIDSALABAMASOUTH.ORG)

 [facebook.com/aids.alabama.south](https://facebook.com/aids.alabama.south)  
 [twitter.com/aidsalsouth](https://twitter.com/aidsalsouth)  
 [instagram.com/aids.al.south](https://instagram.com/aids.al.south)

# Glossary of LGBTQIA+ Terms

Many of us refrain from talking about sexual orientation and gender identity or expression because it feels taboo, or because they're afraid of saying the wrong thing. This glossary was written to help give people the words and meanings to help make conversations easier and more comfortable. LGBTQIA+ people use a variety of terms to identify themselves, not all of which are included in this glossary. Always listen for and respect a person's self identified terminology.

**Ally** | A term used to describe someone who is actively supportive of LGBTQ+ people. It encompasses straight and cisgender allies, as well as those within the LGBTQ+ community who support each other (e.g., a lesbian who is an ally to the bisexual community).

**Asexual** | Often called "ace" for short, asexual refers to a complete or partial lack of sexual attraction or lack of interest in sexual activity with others. Asexuality exists on a spectrum, and asexual people may experience no, little or conditional sexual attraction.

**Biphobia** | The fear and hatred of, or discomfort with, people who love and are sexually attracted to more than one gender.

**Bisexual** | A person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with pansexual.

**Cisgender** | A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.

**Coming Out** | The process in which a person first acknowledges, accepts and appreciates their sexual orientation or gender identity and begins to share that with others

**Gay** | A person who is emotionally, romantically or sexually attracted to members of the same gender. Men, women and non-binary people may use this term to describe themselves.

**Gender identity** | One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.





# SHELL HEALTH

## OPEN:

Monday, Wednesday, Thursday,  
and Friday 9:00 a.m. - 4:00 p.m.

Tuesday 11:00 a.m. - 7:00 p.m.

## SHELL HEALTH CLINIC

Our mission at SHELL Health is to provide essential, full circle sexual health services including everything from education and prevention to treatment; free of discrimination and bias.

## MEDICAL SERVICES

- HIV treatment and care,
- Hepatitis C treatment,
- PrEP (Pre-exposure prophylaxis),
- PEP (post-exposure prophylaxis),
- Sexually transmitted infection treatment and education,
- Gender Affirming Care (HRT).



[AIDSAlabamaSouth.org](http://AIDSAlabamaSouth.org)  
[SHELLHealth.org](http://SHELLHealth.org)

**CONTACT US** (251) 272-8918  
**OUR LOCATION** 4321 DOWNTOWNER LOOP N  
MOBILE, AL 36609

# Glossary of LGBTQIA+ Terms

**Gender non-conforming** | A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category. While many also identify as transgender, not all gender non-conforming people do.

**Genderqueer** | Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.

**Homophobia** | The fear and hatred of or discomfort with people who are attracted to members of the same sex.

**Intersex** | Intersex people are born with a variety of differences in their sex traits and reproductive anatomy. There is a wide variety of difference among intersex variations, including differences in genitalia, chromosomes, gonads, internal sex organs, hormone production, hormone response, and/or secondary sex traits.

**Gender binary** | A system in which gender is constructed into two strict categories of male or female. Gender identity is expected to align with the sex assigned at birth and gender expressions and roles fit traditional expectations.

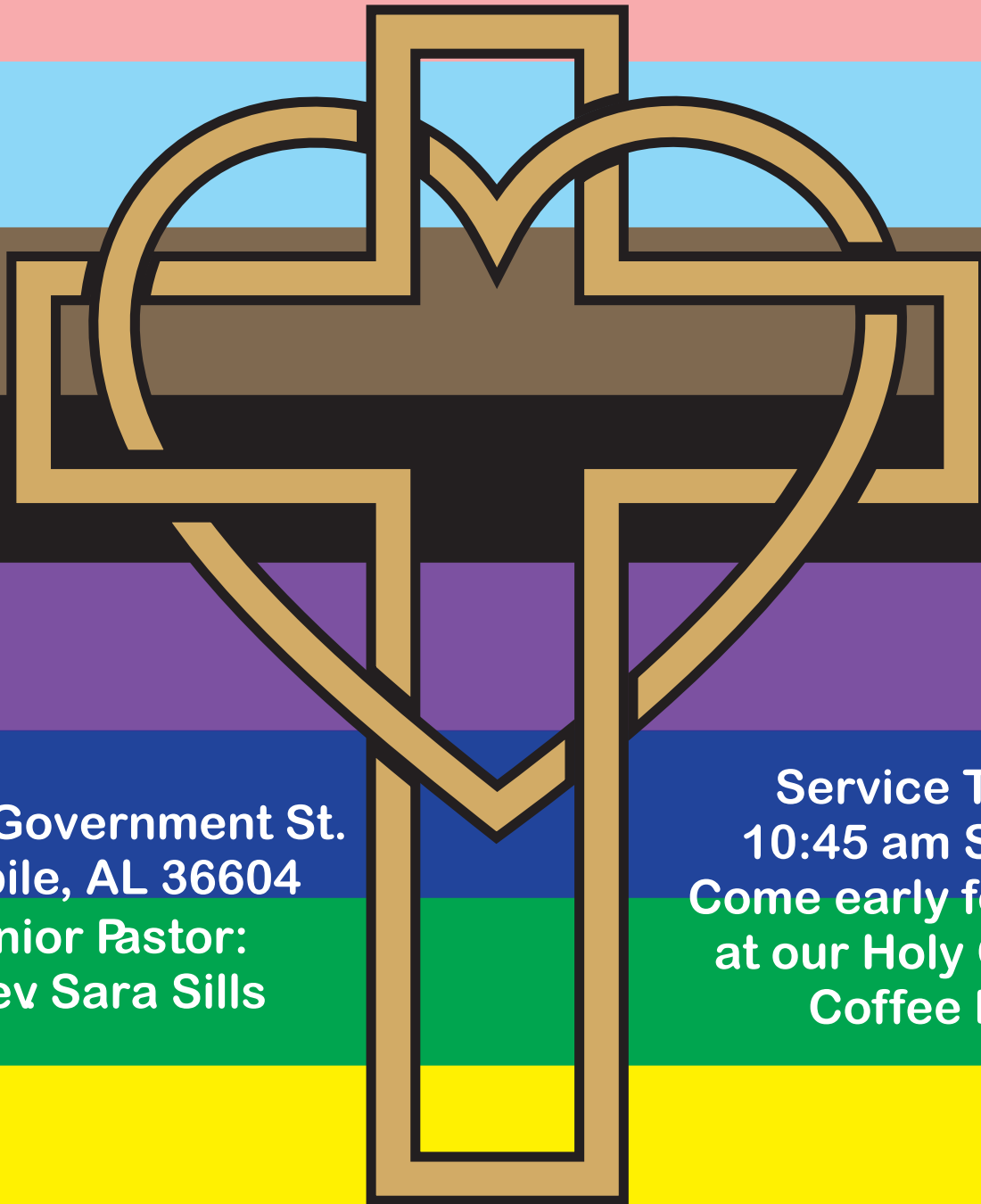
**Gender dysphoria** | Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify.

**Gender-expansive** | A person with a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system. Often used as an umbrella term when referring to young people still exploring the possibilities of their gender expression and/or gender identity.

**Gender expression** | External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.



# Cornerstone MCC



1007 Government St.  
Mobile, AL 36604  
Senior Pastor:  
Rev Sara Sills

Service Time:  
10:45 am Sunday  
Come early for snacks  
at our Holy Grounds  
Coffee Bar

Livestreaming at [cornerstonemccchurch.com](http://cornerstonemccchurch.com)  
and follow us on Facebook: Cornerstone MCC

# Solidarity

# Glossary of LGBTQIA+ Terms

**Gender-fluid** | A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.

**Lesbian** | A woman who is emotionally, romantically or sexually attracted to other women. Women and non-binary people may use this term to describe themselves.

**LGBTQIA+** | An acronym for “lesbian, gay, bisexual, transgender, queer, intersex, and asexual” with a “+” sign to recognize the limitless sexual orientations and gender identities used by members of our community.

**Non-binary** | An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do. Non-binary can also be used as an umbrella term encompassing identities such as agender, bigender, genderqueer or gender-fluid.


**Outing** | Exposing someone’s lesbian, gay, bisexual transgender or gender non-binary identity to others without their permission. Outing someone can have serious repercussions on employment, economic stability, personal safety or religious or family situations.

**Pansexual** | Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with bisexual.

**Queer** | A term people often use to express a spectrum of identities and orientations that are counter to the mainstream. Queer is often used as a catch-all to include many people, including those who do not identify as exclusively straight and/or folks who have non-binary or gender-expansive identities. This term was previously used as a slur, but has been reclaimed by many parts of the LGBTQ+ movement.

**Questioning** | A term used to describe people who are in the process of exploring their sexual orientation or gender identity.





# WHAT WE LIVE FOR<sup>®</sup>

STANDING  
SIDE BY SIDE  
WITH THE  
COMMUNITY

It will take all of us working together to address the stigmas and disparities that fuel the HIV epidemic.


By working hand in hand with the community, we are working to break down the barriers that stand in the way of people feeling accepted, seeking the care they need, and being their true selves.


Together we are helping correct common misperceptions and silencing the stigmas around HIV. We are spreading the word through local community events and educational programs such as Healthysexual<sup>®</sup> and Stop the Virus.

Together we are lifting each other up until HIV is no more.

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[GileadHIV.com](http://GileadHIV.com)

 [@gileadhivus](https://www.instagram.com/gileadhivus)

 [@GileadHIVUS](https://www.facebook.com/GileadHIVUS)



# Glossary of LGBTQIA+ Terms

**Same-gender loving** | A term some prefer to use instead of lesbian, gay or bisexual to express attraction to and love of people of the same gender.

**Sex assigned at birth** | The sex, male, female or intersex, that a doctor or midwife uses to describe a child at birth based on their external anatomy.

**Sexual orientation** | An inherent or immutable enduring emotional, romantic or sexual attraction to other people. Note: an individual's sexual orientation is independent of their gender identity.

**Transgender** | An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

**Transitioning** | A series of processes that some transgender people may undergo in order to live more fully as their true gender. This typically includes social transition, such as changing name and pronouns, medical transition, which may include hormone therapy or gender affirming surgeries, and legal transition, which may include changing legal name and sex on government identity documents. Transgender people may choose to undergo some, all or none of these processes.

## Acknowledgements

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**GUIDELINES FOR ALABAMA VOTERS CONVICTED OF CRIMES** is taken from the one pager of the same name made and distributed by Legal Services Alabama, ACLU. and The Ordinary People Society

**Alabama Voter Guide** is taken from *Ballotpedia's* page "Alabama Voter Guide"

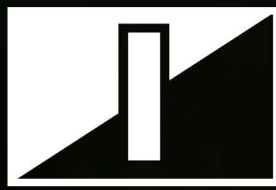
**Glossary of LGBTQIA+ Terms** is taken from HRC's Glossary of LGBTQ+ Terms, Produced by the HRC Foundation

**Tips for Allies of Transgender People** is taken from GLAAD's guide of the same name.

All web pages and sources were accessed from 4/5/2023-4/7/2023. All information is subject to change and should be verified with the source or by other means if necessary.



Be Proud. Be You.



**INGALLS**  
SHIPBUILDING  
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You Deserve to Be Happy

---

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Collins  
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- Trauma Processing
- Anxiety Disorders
- Mood Disorders
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- O.C.D.
- Substance Use Disorders

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