

## **Masculine Identified Lesbians of Color Collective (MILCC)**

### **Mission Statement/Purpose/Goals**

#### **Mission**

The Masculine Identified Lesbians of Color Collective (MILCC) is a community and peer support organization that was formed in order to build intergenerational bonds of solidarity between lesbians of color who are masculine identified or masculine of center (MoC). With headquarters in New York City, the work of the Collective is to gather, inspire, support, connect, and work together across the United States.

#### **Purpose**

The Masculine Identified Lesbians of Color Collective was formed for the purpose of creating and maintaining safe spaces for MILCC to be themselves and to create opportunities to express one's authentic identities, celebrating the varied expressions of female-bodied masculinity and attractions to women. The purpose of the organization is to also develop strategies to address the stigma associated with being a Masculine Identified Lesbian (MIL) or Masculine of Center Woman of Color and to provide a sense of mental, physical, and spiritual balance in living one's true self.

#### **Belief Statements**

We believe that each person can live out their authentic lives without apology or justification.

We believe in accepting the fullness of who we are and embracing our rich intersectional identities as masculine lesbians of color.

We believe in a "female masculinity" that is distinct from male masculinity, and that women have a unique way of living out various expressions of masculinity.

We value respect for each's other's intergenerational status, especially our youth and elders.

We believe in honoring our diversity, our history/herstory, our spirituality, and our ancestors whose shoulders we stand on.

We believe in self-care, self-love, self-respect, self-empowerment, self-reliance, healthy relationships with each other, and self-education about who we are as MIL/MoC women of color.

We believe in growth, self-enrichment, and self-development as MIL/MoC women of color because we are the experts in who we are and what our needs are.

We believe in building self-confidence and developing coping strategies necessary to addressing prejudice, discrimination, microaggressions, and other toxic behaviors that attempt to deny us our humanity.

We believe in educating others about the cultural realities of being women of color who are MIL/MoC.

We believe in being of service to our communities.

We believe in spiritual, mental, emotional, and physical health for our members and allies.

We believe in partnering with and supporting other MIL/MoC organizations across the country and the world.

We believe in continuing our participation and activism in women's concerns such as sexual assault and domestic violence prevention, reproductive justice, and equal pay.

We believe in social justice, equity, visibility, and liberation for women, people of color, LGBT+ people, and disenfranchised and oppressed peoples.

We believe that it is important to stand up for ourselves and for others who are marginalized and oppressed based on race, ethnicity, gender, gender identity, gender expression, attractional orientation, etc.

We believe in accepting moral and financial support from allies who sincerely support our mission and respect our need for independently organizing among ourselves.

### **Goals/Objectives**

Goal: To provide spaces for MILCC to congregate, fellowship, and plan activities for members and the wider community.

Objectives:

To provide an annual national conference for MILCC

To conduct mini-conferences and other events and forums

To participate in and advocate for social justice causes with a focus on marginalized intersectional identities

To do community outreach especially to youth and elders

To provide mentoring and other means of support for MILCCs of all ages

To create intergenerational spaces for dialogue, celebration, and exploring identities and expressions

To inspire leadership, volunteerism, and organizational skills

To offer consultation and resources to those in the community requesting education on women of color of masculine gender expressions

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