

B I P O C
ADULT INDUSTRY COLLECTIVE

**JUNE 2020-
JULY 2021
IMPACT
REPORT**

**JULY 9, 3PM PST | 6PM EST
YNOTSUMMIT.COM**

Written by Kamilah Rouse and B. Vanessa Coleman

BIPOC

ADULT INDUSTRY COLLECTIVE

THANK YOU

I'd like to extend a special thank you to each and every member volunteer, community member, our amazing allies, sponsors, individual donors, and most importantly, our grantees for your trust, faith, and inspiration which have made the work reflected in this report happen.

BIPOC-AIC has been fortunate to receive guidance from established sex worker rights organizations on our journey. Through the wisdom and support of our comrades in the fight for sex worker liberation, the [Sex Worker Giving Circle at Third Wave Fund](#), [The Black Sex Workers Collective](#), [Red Canary Song](#), [Best Practices Policy Project](#), and our partner organization, [The Sex Worker's Project at Urban Justice Center](#), BIPOC-AIC has decided to delay 501c3 status. Instead, we seek a fiscal sponsor, allowing the opportunity to learn, grow, and prepare to take on legal responsibility, tax liability, and build a Board of Directors that represents the diversity of the community we represent along with the mission and values of the organization.

We are grateful for the warm reception these powerhouse organizations have given our fledgling community and aim to live up to the legacy of their work and the trust they, our community, and our donors have put in BIPOC-AIC. We look forward to continuing to build with organizations who see racial equity, queer liberation, trans rights, and decriminalization as key to economic freedom for Black, Indigenous, and People of Color in the sex trades.

Sinnamon Love, Founder

Table of Contents

“Necessity is the Mother of Invention”	3
Not All Heroes Wear Capes	5
We Are the Ones	5
Strategic Partnerships	6
Doing The Work: One Year In	7
Mental Health & Wellness	
Education	9
What We Do and Who We Do It For	10
Demographics	11
Financial Assistance	12
The Math	13
Where the Cash At?	15
Testimonials	16
Where Do We Go From Here?	15
BIPOC-AIC Strategic Plan	17
August 2021 - July 2022	
Acknowledgements	19

“Necessity is the Mother of Invention”

In June 2020, industry agents, production companies, and media outlets acknowledged the unfair practices and historical issues with racism within the industry, including disparate wages based on ethnicity. Admissions of purposefully paying non-BIPOC women higher wages for having intercourse with Black men, using racially charged language to market BIPOC performers, and a lack of representation of marginalized people, above and below the line, were shared during a moment of seemingly deep reflection. These admissions opened a dialogue about improving working conditions in every aspect of the industry. The Adult industry’s diversity, equity, and inclusion problem spans from production to tech, novelty items to strip clubs, leaving marginalized performers vulnerable to sexualized racism, with fewer opportunities for advancement and being underpaid for the same labor as their non-BIPOC coworkers.

Days before XBIZ’s Virtual Town Hall convened to discuss industry-wide complicity towards racism in the workplace and corporate accountability, a small group of Black and brown veteran performers and content creators met to discuss what they felt would represent sustainable change for the industry. Guided by the belief that marginalized communities must be included in all discussions regarding repairing harm, BIPOC-AIC’s first [official statement](#) supplied the Adult Industry with a comprehensive list of solutions to create ethical and equitable business practices. Holding the industry accountable is imperative, however, we quickly learned that the primary emphasis, as dictated by the intensity of the COVID-19 pandemic, must be on putting money and resources directly into the hands of those who need it most.

Despite challenging working conditions in the mainstream industry, there has been an explosion of NSFW content creators over the last several years. Easy access to production technology and social media’s facilitation of a direct-to-consumer delivery system in a high-demand market has lowered the barrier to entry into the legal adult sector, bringing a new class of digital workers.

Issues of systemic racism and oppression, including inadequate housing, food insecurity, over-policing, lack of adequate education, and access to traditional employment, make sex work a viable option for many BIPOC & QTPOC living in the United States. Once an individual has appeared in online NSFW media, that content is forever. Few can build real wealth, some find moderate financial success, but most individuals producing digital content are working-class people just scraping by. Today, more survival sex workers are making and appearing in online porn than ever before. Many of these independent content producers are experiencing houselessness, need access to mental health and medical resources, or are looking for a respite from traditional employment with subpar wages--if they can find formal work at all.

Many enter the industry unfamiliar with content production and distribution nuances, making them vulnerable to exploitation. Successfully navigating digital content production as an independent creator has a learning curve that requires access to resources not available to everyone.

The work BIPOC Collective has been able to do in just one year has given us a clearer picture of the current, most pressing needs of sex workers of color across the sex trades. Still, it has powerfully demonstrated the necessity of this work, shaping the direction we'll take to serve the greater community.

In this impact report covering the year since that first letter, we'll tell you who we are, how we've met our community's needs, what we've learned, and how that informs BIPOC-AIC's work as we move forward. We'll demonstrate how our approach to caring for sex working communities of color across the country has been holistic and inclusive, radical and multifaceted, creative and intentional.

And most importantly, we'll tell you where the money went.

Our mission is to center and amplify BIPOC sex workers and creators, asking ourselves in everything we do, "How will this action put money into the pockets of sex workers?" By intentionally seeking to staff paid roles with community members, BIPOC-AIC models how to hire and uplift sex workers outside of performance roles and normalize sex work, the first step towards decriminalization.

We hope that the BIPOC Collective story will inspire *everyone* to support this vital work and encourage more adult performers, creators, and sex workers of color to request aid or join us in providing it in the spirit of solidarity, not charity.

Not All Heroes Wear Capes

In the case of the members and founders of the Black, Indigenous, and People of Color Collective (BIPOC-AIC), some often don't wear clothes at all.

BIPOC-AIC was one of the many community-based organizations born during this global crisis to provide mutual aid and advocacy to support at-risk communities in the radical tradition of taking care of (y)our own after the state fails to meet the needs of the people.

Chances are, no sex worker you ask is surprised when organizations like the BIPOC-AIC form in the midst of crisis; after all, banding together to take care of our own is what marginalized communities have always done. The scrappy determination, quick-witted creativity, and clever ingenuity that sex workers must hone to succeed allowed BIPOC-AIC to swing into action and provide life-sustaining support to those who were already struggling and whose intersections the pandemic pressed on to intensify the harshness of its impact.

Heroic as these acts may appear, "hero" is a title you'll have trouble finding someone to take at the BIPOC-AIC. Learning and adapting in a changing environment while responding to a crisis is second nature to our community members. That adaptability will be integral to our growth, as it has been to our work since our inception. The lessons we are learning as we go, coupled with the deep knowledge each of our founders brings and the resources found within our entire community, are shaping how we direct our energy to ensure a profound, lasting impact.

We Are the Ones

The BIPOC-AIC is an Unincorporated Association in the the State of New York, consisting of Adult industry professionals spanning a range of roles within the consensual and commercial sex trades, dedicated to transforming the adult industry into a safe space for everyone, regardless of ethnicity, gender identity, or sexual orientation. Inspired by a long legacy of radical movements before us, the BIPOC-AIC is a sex worker-led organization that empowers marginalized sex workers by offering financial assistance, career development, performer advocacy, peer-to-peer skillshare, and access to mental health and wellness resources.

The BIPOC AIC's work is informed by 531 BIPOC & QTPOC (Queer & Trans People of Color) sex workers producing NSFW media across North America, Puerto Rico, and parts of Europe & South Asia. Eleven (11) active volunteer members regularly work together to produce ongoing wellness and educational programming, manage our social media and web presence, as well as participating in the selection process to award monthly Microgrant recipients.

A special thank you to Raquel Savage for insisting BIPOC-AIC outline its values, mission, and organizational structure before beginning the work of serving the community.

BIPOC-AIC employs a harm reduction model, offering culturally competent care and supporting sex workers of color to achieve their goals without judgment. Its mission and vision are firmly rooted in helping, with dignity and respect, the diverse community of BIPOC adult performers and sex workers. We achieve this through social media outreach, regular ongoing programming, and strategic partnerships to provide for community members in need. Through this approach, we've been able to provide real-time support, informed by and delivered directly to the most marginalized and system-impacted workers of them all: BIPOC (and particularly QTPOC, disabled, student, and caregiving) sex workers.

According to the directives of our steering committee, composed of Sinnamon Love, Jet Setting Jasmine, and Fivestar Contreras, the BIPOC-AIC delivers our services and programs under three pillars: Mutual Aid, Education, and Mental Health and Wellness. The greater community membership body meets bimonthly to discuss and vote on steps the organization will take towards achieving our intended goals. Our internal structure reflects our priorities and objectives around meeting the community's immediate and long-term needs.

Strategic Partnerships

BIPOC-AIC has been fortunate to receive guidance from established sex worker rights organizations on our journey. Through the wisdom and support of our comrades in the fight for sex worker liberation, the [Sex Worker Giving Circle at Third Wave Fund](#), [The Black Sex Workers Collective](#), [Red Canary Song](#), [Best Practices Policy Project](#), and our partner organization, [The Sex Worker's Project at Urban Justice Center](#), BIPOC-AIC has decided to delay 501c3 status. Instead, we seek a fiscal sponsor, allowing the opportunity to learn, grow, and prepare to take on legal responsibility, tax liability, and build a Board of Directors that represents the mission and values of the organization.

We are grateful for the warm reception these powerhouse organizations have given our fledgling community and aim to live up to the trust they, our community, and donors have put in BIPOC-AIC. We look forward to continuing to build with organizations who see racial equity, queer liberation, trans rights, and decriminalization as key to economic freedom for Black, Indigenous, and People of Color in the sex trades.

Doing The Work: One Year In

The BIPOC-AIC strives to build, over time, a comprehensive, holistic approach that provides sex workers of color equal opportunities for financial empowerment, community support, and the skills necessary to fulfill their goals. BIPOC-AIC aims to provide the tools to manage microaggressions in the workplace and, where desired, circumvent an antiquated studio system that has yet to catch up to today's standards of anti-racism and anti-oppression in the workplace. We intentionally designated three pillars to encompass our work: Mental Health and Wellness, Education, and Financial Assistance/Mutual Aid.

Mental Health & Wellness

Sex Workers exist at many intersections of marginalization, leaving them vulnerable to trauma, exploitation, and the inability to access resources. Often, sex workers struggle to find competent medical and mental health care that does not vilify or blame their occupation for ongoing stressors or medical needs. By offering holistic stress reduction practices, therapeutic services, and educating clinicians on how to provide competent care, BIPOC-AIC minimizes harm experienced within the BIPOC Adult performer and sex working community.

In our first year, BIPOC-AIC took a multifaceted approach to support community members' mental health and wellness. BIPOC-AIC delivered culturally competent, sex work safe spaces for regenerative care by centering our initiatives around suggestions and desires of community members.

Performer Advocacy

BIPOC-AIC's Mental Health & Wellness Committee built its foundation on conflict mediation, a transformative justice framework for those who need support navigating challenging conversations in the workplace. Community members have requested conflict mediation for disputes surrounding consent on sets, content trade issues, pay disputes, interpersonal conflict with coworkers and other sex workers.

Specifically, BIPOC-AIC offered the following opportunities for transformative justice, ongoing and emergency services to community members:

- Serviced (4) requests for mediation between performers surrounding consent, payment, and harm reduction issues.
- Served as a performer advocate for a dispute between a BIPOC-AIC community member and their talent agent regarding failure to deliver promised, work-related housing.
 - Arranged safe housing for (2) weeks
 - Facilitated the performer exiting a contract with their agent
- Participated in a multi-organization effort to provide safe shelter to an alleged trafficked sex worker and reunite them with their family.
- Distributed 500 menstrual cups to community members who bleed, regardless of gender.
- Created a resource list of mutual aid resources for housing, food, financial assistance, and emergency resources available to sex workers in general and BIPOC sex workers specifically.
- Established relationships with other national & local sex work organizations to share resources.
- Promoted the importance of non-judgmental, culturally competent, trauma-informed mental healthcare at the “Clinical Convening for Therapists of Color” conference.
- Recruited BIPOC sex workers to participate in the “[Sexual Health Alliance Conference](#),” training Sex Therapists to provide competent care to marginalized demographics.

Virtual Wellness Programming

A key to meeting the community we serve where they are includes inviting sex workers into a peer-led community to build a reliable network and receive support. Volunteer community members curated BIPOC-AIC’s integrative approach by contributing things they felt would best serve their needs.

BIPOC-AIC launched free drop-in, virtual wellness programming to ensure community members received ongoing support throughout the pandemic.

BIPOC-AIC prioritizes sourcing qualified sex workers with appropriate licensure where required to facilitate our Mental Health and Wellness programming, furthering our mission of putting money into the pockets of BIPOC sex workers when possible.

To date:

- BIPOC-AIC’s Wellness Committee Chair is a Black, Filipina, and Panamanian sex worker, content creator, producer, and licensed clinical therapist with a

second Master's degree in Gerontology. This unique intersection allows us to provide trauma-informed, culturally competent therapeutic services to those seeking judgment-free support while ensuring our work is BIPOC sex worker-led.

- BIPOC-AIC has used (3) licensed BIPOC sex working yoga instructors to facilitate weekly, virtual yoga classes.
- BIPOC-AIC sourced much-needed sponsorships from production companies and individuals to directly pay sex working, licensed yoga instructors for their services without tapping into much-needed microgrant funding.

Drop-in Weekly Virtual Yoga Program

A holistic approach to wellness considers the correlation between the wellbeing of the body and the mind.

- Beginning August 2020, BIPOC-AIC hosted a weekly virtual yoga program, free of charge, to BIPOC performers and sex workers.
- From August 2020 - March 2021, 267 people registered for our free online yoga classes.

Drop-in Weekly Virtual Stress Management Group Therapy

- From September 2020 - March 2021, 210 people registered for our free weekly drop-in support group.

Education

As a sex worker-led organization, BIPOC-AIC does not require people to leave the industry, or prostrate themselves to receive support. BIPOC-AIC fosters independence and financial empowerment for content creators through peer-to-peer skillshare and virtual webinars. The oral traditions of BIPOC people centers on passing information from one generation or individual to the next. Our robust programs build on this tradition by tapping knowledgeable sex workers to teach others how to develop healthy business practices that allow them to thrive outside the studio system, regardless of their tenure. By doing so, we can prevent vulnerability to an already marginalized population that is susceptible to exploitation.

Virtual Programming

Over the past year, BIPOC-AIC's education initiative has serviced our community through:

- Providing (1) educational webinar on “The History of Black Women in Porn” with [Dr. Mireille Miller-Young](#) (UCSB) providing historical context for the critical work BIPOC-AIC does.
- Providing (9) informational sessions on the topics of online marketing & sales, branding, social media management, cybersecurity, navigating gender & sexuality in a heteronormative industry, negotiating contracts and pay, consent, and manifesting goals using sex magick.
- Providing (2) informational sessions on legislation meaningful to the sex work community and (1) virtual safe space for post-election discussion for BIPOC sex workers and extended community.
- Offered a weekly peer-led, virtual coworking cafe for BIPOC sex workers to focus on administrative tasks, seek advice from one another, and build community in an informal setting.
- Created an International Film Festival centering marginalized Adult content creators.
 - Our intention was to make this a monthly event, but opted to divert funds to Asian-American and Asian American Pacific Islander applicants following the violence against massage workers in Atlanta.

Attendance

- (1,000) unique registrations for BIPOC-AIC's educational programming
- (697) self-identified BIPOC sex workers registered for BIPOC-AIC's educational programming.
- (133) self-identified Allies registered for BIPOC-AIC's educational programming.

What We Do and Who We Do It For

In “[A Taste for Brown Sugar: Black Women in Pornography](#)” (Duke University Press,) Dr. Mireille Miller-Young, reports Black women typically earn 75% less than their non-Black counterparts for the same labor. Dr. Miller-Young also noted that historically, Black women typically provide caregiving duties for their children and extended family, including parents, grandparents, nieces, nephews, and siblings.

Since September 2020, BIPOC-AIC has received a total of 292 applications for financial assistance. The demographics of our applicants & grantees largely confirm Dr. Miller-Young's research across ethnicities of BIPOC sex workers.

Demographics (Applicants)

- Largest populations of requesting assistance
 - Ethnicity - 65.7% identify as Black or African American
 - Gender - 37.3% of applicants identify with she/her/hers pronouns
 - Age - 41.5% of applicants are 25-30
 - Caregiver status
 - 35% of applicants have dependents who are adults
 - 15% have dependents who are children
 - 4.4% have dependents who are both
 - 40.3% did not reply
 - Length of time in NSFW Media - 48.1% of applicants report working in NSFW media for 1-5 years
 - Types of Sex Work - 61% of applicants reported working in both legal and criminalized forms of sex work

Demographics (Grantees)

- Ethnicity - 40% identify as Black or African American
- Gender
 - 48% of applicants identify with she/her/hers pronouns
 - 24% identify with she/they pronouns
 - 4% identify with they/them pronouns but use she/her pronouns for sex work
- Age - 56% of applicants are 25-30
- Caregiver status
 - 36% of applicants have dependents who are adults
 - 24% have dependents who are children
 - 4% have dependents who are both
 - 36% did not reply
- Length of Time in NSFW Media - 76% of grantees report working in NSFW media for 1-5 years
- Types of Sex Work - 76% of applicants reported working in both legal and criminalized forms of sex work

Highlights and Takeaways:

While BIPOC-AIC did not require disclosure of the purpose of funding, individuals reported the following needs:

- Housing Insecurity
- Gender Confirmation Surgery
 - Two (2) applicants received grants to support their fundraising efforts for gender confirmation surgery.
- Student Sex Workers
 - Two (2) applicants received funding to assist with living expenses.
- PPE
 - Two (2) Member Volunteers purchased PPE for four (4) community members in need.
- Diapers
 - Two (2) BIPOC-AIC Member Volunteers offered monthly subscriptions of diapers for a pregnant, immunocompromised sex worker with a small child until the need no longer exists.
- Applicants who were not eligible or not awarded received a national resource list of mutual aid programs, emergency housing, and food programs. These applicants were offered a 1:1 meeting to discuss imminent needs and connect them with local resources.
- All eligible applicants remain in queue until funding is available.
- Unfunded applicants can reapply if their need increases.

To view the full Demographics report for BIPOC-AIC Microgrant applicants & grantees for August 2020-July 2021 click [here](#).

Financial Assistance

BIPOC-AIC began its mutual aid efforts during COVID-19 to provide financial assistance to BIPOC sex workers in need of housing, food, PPE, work supplies, and dependent and medical care. To mitigate fraud and offer help to as many people as possible with limited funding, The BIPOC-AIC established its Microgrant Program with the following applicant criteria:

- Must self-identify as a BIPOC sex worker living in the US

- Must be over the age of 18
- Must have participated in online sex work or content production (mainstream, amateur, independent, webcam, phone sex, etc.) for at least one year
- Can also participate in-person sex work
- Prioritizing the most at-risk sex workers, including queer, trans, caregivers, people living in rural communities and those with high incidents of racial or gender violence, or experiencing homelessness.

The Math

Fundraising & Virtual Programming

BIPOC-AIC's goal to offer free, peer-led educational, mental health, and wellness programming was made possible through the generosity of donors, peers, and sponsors who believe in our mission. It is our intention to always be transparent regarding fundraising.

From July 2020-July 2021, Shine Louise Houston, N. Jasmine Johnson, and Fivestar received a total of \$20,243 on behalf of BIPOC-AIC thanks to the generosity of individual donors & community members.

How did we do it?

Virtual Programming

From August 2020-July 2021 BIPOC-AIC raised a total of \$3,846 from its virtual programming, allowing it to offer these programs for free to BIPOC sex workers.

BIPOC-AIC's:

- Education Committee raised \$3,134.29 from donation-based tickets to attend virtual educational programming.
- Wellness Committee raised \$94.01 from donation-based tickets to attend virtual yoga classes.
- Raised \$562.22 from donation-based tickets for its Black, Brown, & Blue film festival.

GoFundMe:

- To date, \$14,397 has been raised through GoFundMe after transaction fees:

- From July 1, 2020-January, 2021, Shine Louise Houston received the initial \$10,804.31 in donations from BIPOC-AIC's GoFundMe, maintained recordkeeping, and assumed tax liability.
- Starting January 2021, Fivestar began receiving donations from BIPOC-AIC's GoFundMe and assumed tax liability.
- From April 2021-Present, Fivestar has received \$6156.05 from BIPOC-AIC's GoFundMe and continues to receive donations on behalf of BIPOC-AIC.
- BIPOC-AIC was invited to a fundraising event hosted by Genevieve Pleasure which netted \$2556.00 through GoFundMe from attendees with the event producer matching the first \$1000.00. *(This number is included in the above GFM total.)*
 - BIPOC-AIC arranged for the first place winner of its film festival to perform during the event and receive compensation directly.

Direct Donations

- Fivestar received donations totaling \$1,740.00 via Zelle from community member volunteers, allowing BIPOC-AIC to self-fund its film festival without seeking outside sponsorship.

In-Kind Donations

- From September 2020 to February 2021, [Blue Pearl Therapy, LLC](#), offered (25) stress management, group therapy sessions free of charge to BIPOC-AIC members, valued at \$2,500.00.

Sponsorships

- In August, an anonymous BIPOC-AIC community volunteer member sponsored our first month of yoga classes, valued at \$260.00.
- From September 2020 - January 2021, [TROUBLEfilms \(NSFW LINK\)](#) (a queer adult production company) sponsored (23) weeks of yoga valued at \$1,495.00. Yoga instructors were paid directly due to BIPOC-AIC's limitations on receiving incoming donations.
- [Rae Threat \(NSFW Link\)](#) (a photographer & BIPOC-AIC community member) sponsored (9) weeks of yoga for February-March, valued at \$585.00. Yoga instructors were paid directly due to BIPOC-AIC's limitations on receiving incoming donations.
- Beginning March 2021, [Pineapple Support](#) committed to ongoing sponsorship of Blue Pearl Therapy's weekly support group's facilitation, by bringing BIPOC-AIC support group under its offerings, valued at \$100.00/ session. Funds are paid directly to Blue Pearl Therapy due to BIPOC-AIC's current limitations on receiving incoming donations.

Committed Donations

The Sex Workers Project at Urban Justice Center has committed to donating \$5000.00 to BIPOC-AIC to help continue its work serving marginalized Adult content creators.

Where the Cash at?

- From September 2020-March 2021, Shine Louise Houston paid out \$10,500.00 to BIPOC-AIC Microgrant recipients.
- In September-October 2020, N. Jasmine Johnson received \$3,063.00 from Eventbrite and transferred funds via Zelle to Shine Louise Houston.
- From November 2020-December 2020, N. Jasmine Johnson received \$783.33 in donations through Eventbrite and continues to hold those funds until BIPOC-AIC is prepared to receive them.
- Shine Louise Houston continued to pay out Microgrant recipients through March, 2021 before transferring the remaining balance of \$304.31 to Fivestar Contreras.
- In April 2021, Fivestar began paying out Microgrant recipients.
- In March 2021, Fivestar has paid out \$915.77 to BIPOC-AIC Film Festival participants, winners, and staff.
- In March 2021, Rae Threat paid out \$300 to a Film Festival Participant on behalf on BIPOC-AIC.
- Since April 2021, Fivestar has paid out \$5,000.00 to BIPOC-AIC Microgrant recipients.

In total, Shine & Fivestar paid out the following on behalf of BIPOC-AIC:

- provided \$15,000.00 in emergency funding to 25 BIPOC Sex workers through its Microgrant Program
- paid a total of 3 licensed yoga instructors a total of \$260.00 for its virtual yoga program.
- paid a total of \$600.00 to 6 Adult content creators for appearing in its film festival.
- paid a total of \$500.00 in prize money to 2 Adult content creators for its film festival.
- paid \$200.00 to 1 non-BIPOC sex worker for editing services.
- paid 1 retired, elder adult performer \$300.00 for appearing at the film festival & facilitated payment from Dr. Mireille Miller-Young for appearing on the cover of her book.

Currently, BIPOC-AIC has \$1990.59 remaining in its Microgrant fund.

Testimonials

Words from our community affirm and keep us going, exemplified in the statements we offer for reflection here:

“Of the countless program offerings and support groups I participated in, there was only one that gave me what I needed... a space to fall apart and build back up. A place where there were no ‘wrong’ emotions, only validation of one’s truth. A place where what was really needed was organically created - CONNECTION. The BIPOC-AIC Weekly Support Group became the light I held onto when I was surrounded by darkness.”

- BIPOC-AIC Community Member and Volunteer iLov Grate

"Through BIPOC Collective I have met mentors, peers, collaborators, and a network of sex working support. The weekly support groups and co working spaces have given me a greater understanding of my own self personally, and my brand caree-wise, as a neurodiverse trans queer relationship anarchist erotic artist and sex worker. I've gained confidence in my artistry, skills and resources to create my own erotic film DIY DOM, a melding of the vocal performance of my steamy poetry with the physical embodiment of domming myself. I felt honored to win the first BIPOC-AIC Erotic Film Festival! This collective is an important resource, especially as someone newer to sex work."

- Sir Nik, Content Creator and Black, Brown, & Blue Film Festival Winner

Where Do We Go From Here?

With thanks and reverence for those we’ve served in our first year, over the next five years we aim to strategically increase, doubling year-over-year, the number of grants awarded, introduce programming focused on increasing skills with and access to technology for BIPOC adult creators, and increase the availability of our support groups as well as 1-on-1 mental health/therapy support for our community.

In addition to our Strategic Plan for the upcoming fiscal year, some of BIPOC-AIC’s high level goals include:

- Diversity & Inclusion training for adult industry companies
- Sex work and trauma-informed training for therapists
- Intimacy Coordinator training for former sex workers specific to porn sets
- Incarcerated sex worker support
- Immigrant sex worker support
- Creating an online library of all previous education events
- Creation of a Sex Worker Speaker's Bureau
- Compile a database of BIPOC content creators and companies

BIPOC-AIC Strategic Plan

August 2021 - July 2022

- **Corporate Structure:**
 - **Secure fiscal sponsorship**
 - **Sign up for Act Blue for recurring donations**
 - **Set up business banking**
- **Mutual Aid Program:**
 - Monthly Microgrant Program
 - Fundraising Goal: \$40,000/ year
 - Increase microgrant recipients to (50) people
 - Quarterly BIPOC Creator Film Festival
 - Fundraising Goal: \$10,000.00/ year
 - Goal: Increase creator submission grant and prize money
 - Secure sponsorships to cover the cost of production and prize money.
 - Launch Sex Workers' Media Production Education and Consulting Program "SW A/V Club"
 - Fivestar will initially helm this quarterly program
 - Goal: to teach people how to use the tech they already have.
 - Contact allies, companies, & community members looking to donate gently used & refurbished tech to community members in need to work, grow or expand their business.

- Student Sex Work Research Project
 - Collaboration with Sex Workers Project
- **Mental Health & Wellness:**
 - Drop In Weekly Virtual Wellness Program
 - Introduce weekly harm reduction support group
 - Expand weekly support group to include specific populations
 - Source qualified, licensed, BIPOC (sex working) therapists to facilitate support groups
 - Launch 48-hour Harm Reduction Fund for SW escaping domestic violence
 - Respite from Interpersonal & Domestic Violence: Alternative Space
 - Fundraising Goal: \$10,000
 - Launch Therapy Fund for 10 BIPOC SW in need of 8 weeks 1:1 therapy
 - Fundraising Goal: \$10,000
- **Education:**
 - Schedule 24 Educational Webinars from July-August
 - Fundraising Goal: \$7,000.00
 - 2 Events per Quarter will be Tech Webinars/ AV Club
 - Monthly Events should be as follows:
 - 1 practical/ hard skills to teach people how to make money
 - 1 soft skills centering emotional, psychological, sexual, or physical safety related to working in the business.
 - Goal: to pay sex working speakers for their labor and expertise
 - Creating SFW stock photography featuring BIPOC people for media outlets who write about sex, relationships, porn, and sex workers to use in their publications. We are actively seeking sponsors interested in covering the costs of models and Rae's services to complete this project. Please email Rae at threat@threat.tv.
- **Staffing Goals:**
 - Compensate 5 Community Member Volunteers \$500 each/ month
 - Hire [Destinee Marketing](#) (a sex working social media management company,) for social media mgmt
 - Hire 4 sex working Student Interns \$500/ month
 - Hire [Dita Tax](#) for Accounting
 - Become a client of [Lawyer's Alliance of New York](#)
 - Best Practices Policy to complete [Peace Development Fund](#) application for fiscal sponsorship

- Hire Full Time Executive Director

At this pivotal stage in our journey, we share this report with you to take stock of all the energy and effort of supporting Black, Indigenous, and other Sex Workers of Color since the onset of COVID-19.

The pandemic created a unique opportunity alongside an urgent need that the BIPOC-AIC could leverage to profoundly impact the lives, careers, and overall well-being of countless BIPOC sex workers. We hope to continue receiving the celebration and support that this work deserves to continue enhancing and empowering the lived experiences of Black, Indigenous, queer, and trans Sex Workers of Color across the country.

If you are a Black, Indigenous, or Sex Worker of Color interested in becoming a member volunteer, seeking assistance support with conflict mediation, or in need of direct support in any way, please visit our website at [BIPOC-Collective.org](https://bipoc-collective.org).

If you are interested in sponsoring our initiatives, please email info@bipoc-collective.org for more information.

If you'd like to support us directly, please share this report, donate to our [Mutual Aid Fund](#), sign our [Petition to end racism](#) and wage disparity in Adult media, and our [Petition to end cop porn](#).

Testimonials

Thank to everyone who believed in our work including all of the BIPOC-AIC Community volunteers, Halo the GxdBody for assisting in writing the impact report and helping put together today's presentation, Dani Rose and Lync Johnson for running social media, Rex Whamming for updating our website and building out our microgrant application, Tiana Glittersaurus Rex you are clearly a gift to this industry and Domme Kat for putting together an unbelievable film festival, Daisy Ducati, Lasha Lane, Rae Threat for always showing up for the incredibly challenging duty of selecting grantees, Jet Noir, Amazon Maddox, ILov, Sir Nik, LT, Mia Little, Xerlina, Wolf Hudson, Ana Foxxx -- I cannot thank you all enough. To our members I didn't mention, charge it to my head and not my heart. Courtney Trouble, Geneveive Pleasures, Jiz Lee, Shine Louise Houston, all of our phenomenal speakers and panelists for lending their time and wisdom, our grantees for reaching out for help -- we do this for you. Our comrade advisors, R.J. Thompson and Zola Bruce at Sex Workers Project, Akynos at Black Sex Workers Collective, Yin Quan at Red Canary Song, PJ at Best Practices Policy Project, Raquel Savage, Dr. Mireille Miller Young for your dedication to documenting the legacies of Black women in porn, and to each and every one of our donors and sponsors for continuing to support this work.