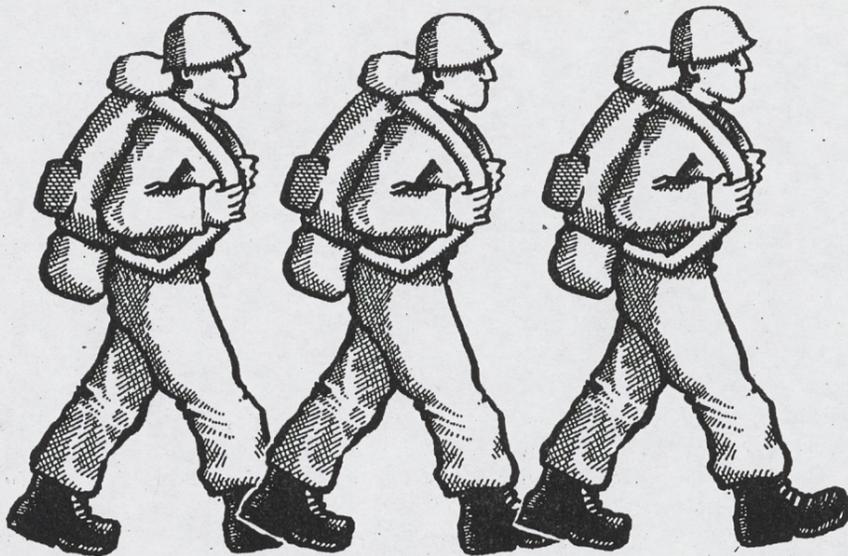


# OPINION

## COMMENTARIES



Roger Kuo/Guardian

# QUEER DEFENSE

## GAYS IN THE MILITARY

### Those Who Oppose Lifting the Military's Ban on Gays and Lesbians Base Their Arguments on Ignorance and Fear

By Paul Harris  
Contributing Opinion Writer

**B**ecause all of the following people have been outspoken almost to the point of being ballistic over the issue of allowing gays and lesbians to openly and proudly serve their country in the armed forces, I am publicly inviting the Pat Robertsons, Jesse Helmses, Lou Sheldons, Strom Thurmonds, Colin Powells, Sam Nunns and Patrick Buchanans of the world to answer the following questions.

- Why have you chosen not to publicly cite the Pentagon's own 1988 and 1991 studies — suppressed by the Bush administration — which concluded that there was no legitimate basis for prohibiting gays in the military based on national security concerns? If you previously voiced this concern, have you publicly admitted you were wrong?

- What is your view on the meaning of "Commander-In-Chief" (the president), as it relates to the military? Should this title only be respected sometimes?

- Don't you find it the least bit admirable that almost overnight, President Clinton has attempted to save taxpayers about \$20 million a year by halting investigations of gays in the military?



**Opponents of allowing gays in our military claim it will demoralize our troops. The fact of the matter is that unless a member of the military is unconscious, he or she is well aware that there are millions of lesbians and gay men currently serving their country in the armed forces and there always will be.**

- Some government employers, such as the postal service, award "veterans' preference" in which points are added on to the test scores of veterans competing against non-veterans for jobs. If lesbians and gays are denied this opportunity by being banned from military service, how can you argue that they have equal opportunities in employment?

- Can you explain why the Italian, French, Swedish, Israeli, Canadian, Norwegian and German armies have survived just fine with no bans in effect against gays and have not suffered the side effects you have warned about? Are they genetically superior?

- You and your colleagues have alluded to the fact that public opinion is overwhelmingly against allowing gays in the military. If society were allowed to vote on bills to outlaw discrimination against blacks in housing, would you abide by a public mandate allowing racial discrimination? In other words, should public opinion be the determinant of whether law-abiding citizens deserve their civil rights?

- It's been said that lifting the ban would lead to a demoralization of the troops. Have you ever thought for a second that discriminating against

See HARRIS, Page 5

### The Military Knows What it's Doing When it Comes to Recruitment

By Greg Heckman  
Contributing Opinion Writer

**T**he recent furor over the issue of homosexuals being excluded from the military raises many questions, most notably: why all the sudden importance? Homosexuals have *always* been excluded from service, and admitted homosexuals or bisexuals have been evicted from all branches of the service for years. So why is everyone suddenly so upset over this?

Many political scientists would answer that the issue has gained significance because of President Clinton's campaign promise to "lift the ban" on homosexuals. Correspondingly, the issue has been kept alive by members of the gay community who voted for Clinton and are now demanding fulfillment of his promise.

Others would suggest that the issue of homosexual intolerance has been thrust to the forefront by those people — congressional leaders among them — who have been disgusted when reviewing military budgets over the past few years. The "price tag" for winning the Cold War seems disgustingly high now, especially with the dire economic status of the nation as a whole. The arguments against the need for, such a large, expensive military have grown steadily for some time now, and the attacks on such military policies as the ban on homosexuals may have stemmed from "military bashing" becoming standard.

Whatever the cause, the issue is probably not going to fade anytime soon from public discernment. There are a number of court cases, filed mostly against the Army and Navy, by certain individuals throughout the country who have been forced out of the military for "coming out of the closet" to assure this. That being established, let me take a side and say that the ban against homosexuals serving in the United States armed forces should not be lifted, and individuals within the armed forces who are admittedly gay or bisexual should continue to be expedited from service.

My first argument is that the sole duty, above all else, of the Army, Navy, Air Force and Marines is to protect and defend America. A modern extension of this duty would be the responsibility of protecting and defending the democratic ideals of this country throughout the rest of the world. In either capacity, the role of the armed forces supersedes the rights of select groups of individuals and individuals within that group. It has to. Without this backbone of protection, the basic rights of United States citizens could cease to exist.

The Army has a job to do. It can't be everything for everybody. It has to serve society as a whole, and it is therefore inevitable that some categories of citizens are going to be discriminated against.

The Armed Forces may have been discriminating against some people for years. Entrance into any branch of the service requires the taking of an Armed Services Vocational Services Aptitude Battery (ASVAB) test. Score too low in some sections and you will be refused entrance into most of the higher-tech occupations within the military. Score too low in all categories and there may not be a job for you anywhere in the service. Who would have believed this 50 years ago at the height of World War II?

An even better example of blatant discrimination is the military's height and weight standards. Fitting into a proper military uniform requires that an individual fall into one of the fitting sizes (S, M, L, etc.). These sizes encompass probably 95 percent of the American population, and the Marines are not about to make a special uniform for some would-be soldier who is over seven feet

See HECKMAN, Page 5

## GAYS IN THE MILITARY

### What's at stake

In a campaign speech last October, Bill Clinton promised to lift the military ban on gays and lesbians. The armed forces will not admit gay and lesbian recruits and discharges any openly gay and lesbian recruits.

#### The Key Players

President Clinton, Secretary of Defense Les Aspin and Senate Majority Leader George Mitchell (D-Maine) all favor lifting the ban. Key political and military leaders who are either reluctant or opposed to lifting the ban include Sen. Sam Nunn (D-Georgia), Senate Minority Leader Robert Dole (R-Kansas) and the Joint Chiefs of Staff, most notably Chairman Colin Powell.

#### The Agreement

An agreement was reached two weeks ago between Clinton and Nunn. As part of the agreement, Clinton will not act to lift the ban on gays and lesbians until July. In exchange, the military will no longer ask new recruits their sexual orientation.

#### The Ruling

On Jan. 28, U.S. District Judge Terry Hatter Jr. declared the gay ban unconstitutional, saying that it violated the Constitution's guarantee of equal protection of the laws. The ruling, however, will only affect policy in the portions of California under Hatter's jurisdiction.

#### The Arguments in favor of lifting the ban

■ The ban violates the constitutional rights of gays and lesbians.  
 ■ Among all the countries in the North Atlantic Treaty Organization (NATO), only the United States and Great Britain ban gays and lesbians from the armed forces.  
 ■ Discrimination on the basis of sexual orientation is no more justifiable than discrimination based on race, gender, or religious affiliation.

#### The Arguments Against Lifting the Ban

■ Allowing gays and lesbians to serve with heterosexual soldiers would be disruptive to the morale of troops.  
 ■ Merely lifting the ban does not necessarily ensure harassment will stop. In fact, reports of threats and violence have risen since the lifting of the ban was proposed.  
 ■ President Clinton, who has no experience in the armed services, should defer to the judgement of those who have spent their entire lives in the military.

Sources: *Time*, *The Los Angeles Times*  
 Philip Michaels/*Guardian*

### HARRIS: We can never tolerate random discrimination

Continued from page 4  
 law-abiding gays who show exemplary conduct does much more than demoralize them?

• If you consider yourselves open-minded, have truly availed yourselves of learning more about the concerns of lesbian and gay Americans and claim to be educated and sensitive to the topic, why do you continue to refer to gays as "homosexuals?" This is analogous to still referring to blacks or African-Americans as Negroes.

• Where do you draw the line on permitting discrimination in employment for gays? Would you oppose gays working in law enforcement because someone claims it would be disruptive to other officers? Would you oppose gays working in public schools because someone claims it may be demoralizing to parents?

• You are opposed to gays being allowed in the military. Thus, may I assume that you do not follow the tenet that people should be judged solely on the basis of their performance and conduct, rather than on the basis of who they are?

• And finally, do you recognize the difference between "homosexuality" in the military and "homosexuals" in the military?

Opponents of allowing gays in our military claim it will demoralize our troops. This same argument was used to oppose blacks and women serving in the military. The fact of the matter is that unless a member of the military is unconscious, he or she is well aware that there are millions of lesbians and gay men currently serving their coun-

try in the armed forces and there always will be. However, just like some parents' greatest fears, that of having a gay child, they just don't want to hear about it.

As to the argument that fundamentalist Christians in the military might quit the armed forces because they find it offensive to work next to gays, I would suggest the fundamentalists get some much needed therapy. How can we strive to have a defense second to none, with men and women supposedly prepared to handle most any combat situation and all kinds of stresses, but who can't handle working next to someone who is slightly different from themselves?

Claims have been made that gays will suddenly start seducing heterosexuals in the ranks when the ban is lifted. Let's get real. While that might be wishful thinking on the part of some egotistical heterosexual, the environment that exists in the military will not permit such behavior — except by some heterosexual men, as exemplified by the Tailhook scandal.

One reason that has not been addressed as to why the military may oppose removing the ban is that traditionally, homophobia is used as a training tool by drill instructors, and it works, so they are reluctant to lose that tool.

Get a bunch of naive 18-20-year-old young men who aren't too sure of their masculinity, and how do you turn them into soldiers? You make them compete with one another to be tough and mean, and you make them ashamed of any human feelings they might have. The ones who don't quite measure up are ridiculed and called "faggot" and "queer." You teach them to dominate and overpower. You reward them with weekend passes and

encourage them to go into the nearest town and fornicate with the first willing female they can find. This type of mentality breeds the idea that it is almost a duty for men to treat women like possessions and makes it okay to make unwanted sexual advances toward women. God forbid, should a gay man ever act that way toward a heterosexual man!

Homophobia is also used against women in the military to keep them in line and punish them for complaining about sexual harassment or other abuse. Many people refuse to accept the fact that such occupations can be performed just as well by lesbians, bisexuals or gay men as by heterosexuals. This threatens many because it contradicts the biases with which we were brought up.

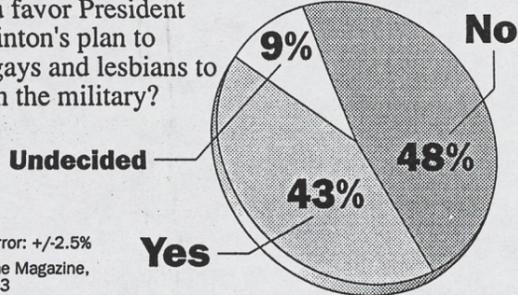
The bottom line is that we cannot tolerate arbitrary discrimination against people based on who they are. We must judge people based on the quality of their work. We cannot afford to waste the talents of any contributing members of our society.

Lesbians and gays who have not come to terms with their orientation need to heed Malcolm X's words when he said, "Never accept images that have been created for you by someone else. It is always better to form the habit of learning how to see things for yourself."

Likewise, fearful and ignorant heterosexuals need to stop accepting homophobic stereotypes and learn to see for themselves that gays are not another species. We are your family members and your friends, and we feel emotions of love, hate, fear and caring as intensely as you do. As long as you treat us with respect, we can all live in a more harmonious and nurturing world.

### The Time/CNN Poll

Do You favor President Bill Clinton's plan to allow gays and lesbians to serve in the military?



Sampling error: +/-2.5%  
 Source: *Time Magazine*, Feb. 8, 1993

René Bruckner/*Guardian*

### HECKMAN: Serving your country is a privilege, not a right

Continued from page 4  
 (Nor is the Navy going to alter the heights of overhead clearance in their submarines.) Yet these ideas are called "standards" and not "discrimination," and nobody makes that big of a deal of their continued existence. Again, the military is a machine, with specific

parts, and it cannot accommodate everybody.

The end of the Cold War meant the general downsizing of the military. Recruiters can now actually afford to be "selective." In fact, with congressional cutbacks looming, recruiters are forced to be selective. The result should ultimately provide our country with a smaller, smarter, better-trained military with a select membership. Should this membership reflect the social diversity of the Ameri-

can population? Of course not. The dilemma is how well this diminutive, less-expensive military protects America and American democracy, not how well it mirrors society.

Homosexuals would severely disrupt the cohesion the military has worked so hard to create. This cohesion is a must; it can make the difference between kill or be killed in a war zone.

Homosexuals would disrupt this  
 See HECKMAN, Page 6

## AN OFFENSIVE WHITE EGO FEEDING-FRENZY IN STEPHEN'S COLUMNS

#### Editor:

First "White Boy Dissin," now "Marley was a white man." When will Gregory Stephens' idiotic spewing of nonsense stop? He seems to be manipulating the facts to fit his twisted opinions. In the process, he is helping to create negative perceptions of black people.

In his Jan. 7 commentary, he wanted to start the new year off with some "positive vibrations."

He then proceeded to give examples of black-on-white crime. He concluded that this was wrong, and that we should all get along regardless of race. And, oh yeah, this is especially true because Gregory "put his Irish-American butt on the line for civil rights."

As a black man reading this trash, I found nothing positive about it. Maybe Gregory should have looked out of his ivory tower long enough to see that black people would not enjoy finding out they are the culprits of spreading a "new social disease."

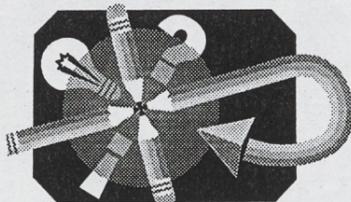
Now, Gregory is beginning his "celebration of Black History Month" (Feb. 4). The only thing is, once again he has confused fact and opinion. He

talks about Bob Marley's life and the importance of the message Marley brought with him.

Gregory concluded that because Bob's parents were an interracial couple (one black, the other white), not only was he a great black man and human, but also a great "white man" as well. Now, of course, Black History Month may truly begin...

Let's clear up a fact. Black genes are dominant over white ones. It does not matter if one of Bob's parents was white. Bob Marley was a black man. If we looked at things the way Gregory does, then all the so-called "black people" today would be white. We all got a little slave-master blood in us somewhere down the line, yet that does not make us any less black. Furthermore, this was supposed to be a celebration of Black History Month. How does the point of Bob being white fit in here?

I would find a discussion on black-on-white crime, Bob Marley or children of interracial couples interesting if it had consisted of arguments based on facts. Gregory, though, has managed to weave his racist opinion from what appears to be logical facts. Closer



### READERS' FORUM

The Guardian welcomes letters from its readers. All letters must be no longer than three pages, typed, double-spaced and signed. We reserve the right to edit for length and clarity. Send all letters to:

The Guardian  
 Opinion Editor  
 9500 Gilman Dr. 0316  
 La Jolla, CA 92093-0316

inspection, though, reveals nothing but a white ego feeding-frenzy that is offensive to this African-American.

Péter Benefiel

### UCB Lawsuit Would Be a Waste of Money

#### Editor:

Ely Rabani claims that the administration should welcome the UCB

lawsuit ("Just What Are They Afraid Of?" Feb. 11). Since when does anyone welcome a lawsuit? They are extremely expensive these days. He claims that the administration could recover its legal fees from the UCB budget if it wins, but I doubt the University Center fees are enough to pay both the UCB's legal fees and the administration's. If the money is even there, it is supposed to be spent for the benefit of students, not lawyers. The administration should set a precedent? I favor the precedent that disputes should be settled within the university.

David Wasserman

### Don't Waste Time on Victimless Crimes

#### Editor:

As I was perusing the "Lights and Sirens" police blotter in the Feb. 8 issue of the *Guardian*, I noticed an interesting trend.

The officers' reports consisted of numerous cars, bicycles and computers being stolen, a report of domestic violence and an "unknown suspect brandishing a weapon" in front of the

main gym. Unfortunately, it is becoming increasingly difficult for students at UCSD to feel that their property and even themselves are safe on campus.

However, the week was not a total loss for the UC police, as they did manage to capture one perpetrator. A student was arrested for smoking marijuana outside Porter's Pub. Yes, the local battalion in the ever-noble War on Drugs allowed all of us in the UCSD community to sleep a little easier, knowing that yet another dangerous pothead had been brought to justice.

It seems to me that this is not an unusual pattern for "Lights and Sirens."

While burglary, auto theft and even rape plague our campus, the police focus their efforts on victimless crimes like smoking marijuana. Until our shortsighted, brainwashed politicians find the gumption to legalize marijuana, may I humbly suggest to the UCSD police department that their time and effort expended hassling pot smokers could be better spent protecting us from real crimes.

Name Withheld

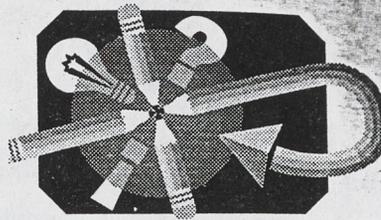
# LITTLE THOUGHT APPARENT IN COMMENTARY

**Editor:**

This letter is just to answer a few of the questions which Paul Harris poses but obviously gave little thought to in his commentary ("Gays in the Military," Feb. 16). The first and, as far as any military personnel is concerned, the most heinous question Mr. Harris raises is that of the commander-in-chief. If Mr. Harris had any idea at all what being a loyal and dedicated professional serving his country in the armed service was all about, he never would have thought to question this.

The quote by General Carl Mundy, commandant of the United States Marine Corps, sums up the very essence of military dedication—"Marines do not quit their post, they receive their orders, salute crisply and carry them out in the most effective manner. We are the guardians of our country and are responsible for its safety, we do not engage in politics to question our leaders." This should put to rest any thought that anyone in the military would even think of questioning the respect of our president. The very raising of this question is an insult to all that the Marine Corps and the military in general stand for.

As to the second question of some purported savings of \$20 million a year, this figure, like all those out of Washington, is doctored to fit the mold. President Clinton could also halt investigations into fraud and perjury if he wanted to save money, but surely no one believes this should be so. And as we have seen by his State of the Union address, President Clinton is not interested in saving money, merely redistributing it in the



## READERS' FORUM

Democratic tradition.

The issue of gays in foreign militaries is irrelevant and inapplicable. Most of the countries Mr. Harris mentions have mandatory service and conscription laws. And none of them can hope to hold a candle to our fighting force. They are less effective, less capable and less important to overall security. While they protect individual interests, the United States protects ours and theirs, as well as freedom and democracy.

The issue of whether or not the public should have a voice is absurd. Of course it should, and in fact, it is exactly because of this that blacks and other minorities have their civil rights ensured, but nowhere at any time has military service been a right. People are excluded because they are too fat, too short, too slow, not capable physically or mentally and for a host of other reasons. If they were not excluded, then the military would cease to be an effective force and would fall into disarray and worthlessness.

The next issue is hardly worth discussing, but must be in this incredibly naïve tip-toe dance we are forced

to do in order not to be culturally insensitive. The term homosexual is no more or less descriptive or demeaning than gays, lesbians, bisexuals or whatever they may want to be called today. Mr. Harris seems to have forgotten that not too long ago Americans of African descent wanted to be called African-Americans, before that Afro-Americans, before that blacks and before any of those colored.

The line, of which Mr. Harris asks, should be drawn in such cases as unusually close physical and psychological contact, as in the military. Due to its very nature, whether in training, in the field or in combat, Marines, soldiers and sailors live, eat and breathe in closer proximity to each other than in any other professions. If any tension, resentment or unease exists, it can jeopardize the mission and the lives of those involved.

One final point I wish to make is that in his crack about religious groups, Mr. Harris only sought to weaken his own case by demonstrating the very discriminatory practices he purports to be against. In his cheap shot at a very large segment of the country, Mr. Harris shows his own intolerance of groups with whom he disagrees after berating the majority of the public for disagreeing with the homosexual or gay lifestyle. This is typical of such close-minded, one-sided thinking, to assert that certain ideals are good for one group, often in the minority or counter to the mainstream of American family values, but not for anyone else.

**Brendan S. Mulvaney**

in two senses Bill Clinton has to live up to his own polyanna. His plan does not contain the cuts which he implies it is. For is he the messiah of change he portrays himself to be. The should be clear from our pain of betrayal at the hands of...

of which leads me to agree with Carlo Lewis when he says, "[Bill Clinton] is the status quo. He is unusual with a vengeance, dis-an emissary of change."

ardian: That's crazy. How he spend \$60 billion on es for one man?

uff: Have you ever seen ak eat blintzes?

ardian: That's it! We quit! e not going to get anybody to e any of this.

uff: We can, gentlemen, and ll. We have the right stuff.

stening as question after idiotic on was directed at the hapless s God a man or a woman? How ave free will if God knows what going to do? How can God be separate entities? Can I kill a and still go to heaven? What do ean masturbation is a sin?

he poor padre, fed up with re- ing the same answers to the same on to the same indignant smart- s day after day, finally pro- ced us all heretics and damned th with for our brazen impiety. If ory serves, I believe I earned an n that class.

ALBERTO

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April 23, 1993

## Alcohol, safe sex don't mix, group says

By CHERYL CLARK; Staff Writer

Section: LOCAL

Edition: 1,2,3,4,5,6

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Estimated Printed Pages: 3

### *Index Terms:*

ABUSE

ADVERTISING

ALCOHOL

CONFERENCES

DISEASE

HAZARDS

**HOMOSEXUALS**

PREVENTION

SEX

YOUTH

### Article Text:

Alcohol ads with scantily clad models in sexy poses would be history. And containers of beer, wine and liquor would warn that drinking can lower inhibitions and lead to unsafe sex and AIDS.

Those are just two steps being promoted by a coalition of educators, parents, researchers and gay activists to stop the spread of AIDS and other sexually transmitted diseases by reducing excessive drinking.

"We've already made a lot of headway with DUI campaigns, driving under the influence of alcohol," said Judy Winston, chairwoman of the San Diego Council on Alcohol Policy. "What we want people to realize now is that SUI (sex under the influence of alcohol), can cause a fatal accident as well. Especially for our kids."

Such concerns prompted a conference here through Saturday on "HIV and Alcohol Impairment: Reducing Risks." Offered through UCSD Extension, the conference focuses on tactics to prevent overconsumption, said its director, Tom Colthurst.

"We have strong evidence that alcohol is a contributor to unsafe sexual behavior," said Jan Howard of the National Institute on Alcohol Abuse and Alcoholism. To what extent and how, she said, is still being studied.

Judi Strang, of the San Diego County PTA's 9th District and mother of seven, said she has read "data indicating that 60 to 70 percent of teen-agers' first sexual experience takes place under the influence of alcohol."

Strang said kids are being "sold a bill of goods by alcohol advertisements . . . (that) it's normal to drink -- when it's not -- and that if they drink, they will be sexually desirable." "It's difficult to find one alcohol ad that isn't at least marketing sex as much as it's marketing alcohol," said Ron Stall, assistant epidemiology professor at the University of California San Francisco. "That's ridiculous," said Jeff Becker of the Beer Institute in Washington. Targeting youth or using sex in ads "would be very irresponsible and not something our industry would engage in," he said.

Surveys show the public "is aware that when you drink too much, it can lead to problems," said Elizabeth Board of the Distilled Spirits Council in Washington. She denied that the industry targets youth. Others disagree.

"Now they have black rappers doing commercials," said Cleo Malone, director of Palavra Tree Inc. For Malone, a key issue is the marketing of alcoholic beverages to young people, particularly minority members, who already experience a disproportionate share of the nation's AIDS cases.

Palavra Tree is a recovery and prevention center serving minority youth in South San Diego.

Malone described one drink that "looks and tastes like soda pop, but a pint is equal to five shots of 80-proof vodka. He said he recently took a 16-year-old to the hospital after the teen, who drank the beverage on a dare, collapsed from acute alcohol poisoning. Among the strategies being proposed to prevent overconsumption and "sex under the influence" is legislation offered by state Sen. Diane Watson, D-Los Angeles, to require bars and restaurants that sell alcohol to also sell or give away condoms.

Other approaches include:

{ } Laws prohibiting alcohol ads with sexually explicit messages or campaigns targeting youth.

{ } Bartender classes in effective intervention when patrons' behavior gets out of hand.

{ } Laws requiring safe-sex warnings on alcoholic beverage containers. { } Increased taxes on alcoholic beverages to support AIDS groups and research.

A key conference topic is the impact of alcohol on the immune system. A paper in the April issue of the Journal of Infectious Diseases suggested alcohol may change cells in a way that allows HIV, the human immunodeficiency virus that causes AIDS, to replicate more rapidly.

Consumption of alcohol is a difficult issue in the gay and lesbian community, where a large social network revolves around bars. Alcohol-related unsafe sex "is our No. 1 problem," said Pam Rahn, spokeswoman for Stepping Stone, an alcohol recovery and prevention program for gays and lesbians.

Rahn said that of more than 200 people responding to a survey at last year's Gay Pride Festival in San Diego, 31 percent acknowledged engaging in unsafe sex and 42 percent said they were under the influence of alcohol at the time. Half of those were under age 29, she said.

Compounding the problem is that many AIDS groups receive funding from the alcohol industry, said David Jernigan, associate director of the Marin Institute in San Francisco. "It seems news to everybody (in AIDS organizations) that alcohol has a role in AIDS," he said. When one brewer, Pride, marketed its product to homosexuals, with a portion of profits going to AIDS, as many AIDS activists applauded as objected.

Diane Bonne, acting director of AIDS Foundation San Diego, said the foundation accepts no money from the alcohol industry. And the San Diego HIV Care Coalition voted to oppose the Pride campaign, said Dan O'Shea, coalition president.

For heterosexuals in alcohol treatment, AIDS infection also is very real, said UCSF's Stall. In a study of 500 heterosexuals in alcohol treatment centers last year, Stall found 4.3 percent infected with HIV.

Dr. Michele Ginsberg, San Diego County epidemiologist, said linking HIV with alcohol is important. "Many organizations dealing with drug- and alcohol-abuse treatment may not be thinking about how those addictions may lead to HIV or other sexually transmitted diseases." Any

opportunity to encourage lower-risk behavior should be maximized, "including having condoms in bars," Ginsberg said.

Memo: Head varies  
Editions Vary

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UCSD

Spring 1993

# Staff Association Newsletter

Vol. 2, Number 3

## MONTHLY PROGRAMS

by Maggie Houlihan

The UCSD Staff Association and the UCSD Faculty and Staff Assistance Program are pleased to co-sponsor the following programs. All staff and faculty are invited. There is no charge, and reservations are not required.

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CUCSA Report	p. 9
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and more...	

PMS: PUZZLING MONTHLY SYMPTOMS.  
NOT SO PUZZLING, AFTER ALL  
TUESDAY, MAY 11:00-1:30 P.M.  
Room 111A, Matthews Campus

We are pleased to present Dr. Margo Napoletano who will focus on explanations for PMS and provide practical recommendations to reduce symptoms. Dr. Napoletano is a licensed clinical psychologist and provides psychological treatment for children, adolescents, and adults, including seniors. She has 15 years experience as a psychotherapist, university professor of psychology, consultant to corporations, and published researcher. She has developed numerous training programs for women, and specializes in helping her clients develop more fulfilling personal

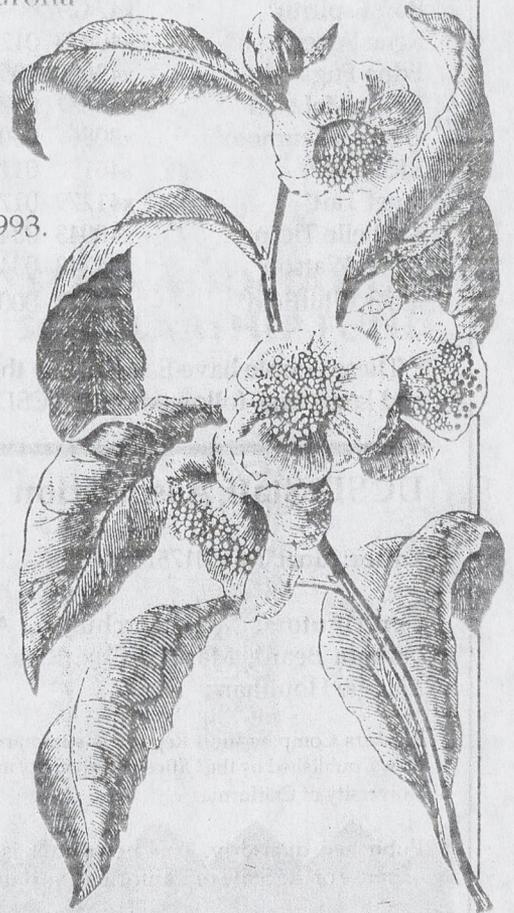
(cont. on page 5)

## BINGO NIGHT

The Staff Association will be hosting a bingo night at the Barona Indian Reservation on Thursday, May 27, 1993 from 6:30 to 9:30 p.m. The cost is \$20 per person and includes round trip bus transportation, admission (including packet of game cards and marker), and free popcorn. Pickup will be at two convenient locations. Proceeds from the event will be used for the Staff Association Scholarship Fund. A non-smoking section is available at Barona

Reservation. Advance reservations and payment are required by May 12, 1993.

For further information please contact Janet Whitfield at extension 43477, or Barbara Beard at extension 43471. Hope to see you there!



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Rick Ord*	x46170 0114 FAX 47029
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Michelle Tiernan	x40043 0346
Anita Watson*	x44743 0346 FAX 47379
Janet Whitfield*	x43477 0006 FAX 46523

\* These people have E Mail. Use their first initial and last name, followed by @ UCSD.

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### UCSD Staff Association Newsletter

Editor: Janet Tait, 0175H

Contributors: Micki Archuleta, Albert E. Aubin, Barbara Beard, Marilyn Cox, René Feuerbach, and Maggie Houlihan

Workers Compensation Report is summarized from Legislative News, published by the Office of University and External Relations, University of California.

Published quarterly. This newsletter is not printed at the expense of the State of California. Next deadline: July 1, 1993

### GUEST EDITORIAL

by Micki Archuleta

Is the University committed to its own policy of non-discrimination? Not if it does business with groups which do discriminate.

In particular, the Boy Scouts of America (BSA), a major United Way fund recipient, does discriminate based on sexual orientation. Yet this is one of the protected categories in the University of California's "Non-Discrimination in Employment" policy. Therefore, one would think that support of the BSA would be inconsistent with University goals. But instead of showing strong commitment to its own policy, UCSD allows the BSA an exception to the rule.

Who else will get an exception? And doesn't such an exception actually legitimize discrimination? Does UC's non-discrimination policy mean anything, or not? UC standards of non-discrimination should be the basis of University conduct, especially if the University expects its employees, as well as the outside community, to take the concept of non-discrimination seriously. The fact that some organizations are allowed an exception to the rule dismisses that rule entirely. And the fact that University funds are used to promote the United Way campaign actually lends institutional legitimacy to discrimination.

As employees of UCSD, we should expect that this institution provide vision and leadership in this matter. As responsible employees of UCSD, we are obligated not to support the University in its discriminatory behavior. Individual letters to the Administration and cancellations of United Way employee donations will let the Chancellor know that the UCSD community expects him to behave in accordance with the ideal of equal treatment contained within UC's non-discrimination policy.

## DOMESTIC PARTNERSHIP BENEFITS: GAINING MOMENTUM

by Albert E. Aubin, UCLA

"BART grants benefits to partners." "Levi Strauss ok's benefits for unmarried partners." "Lotus offers benefits to partners of gay, lesbian employees." "Domestic partners advance in D.C." "Borland extends benefits to gay couples." "L.A. extends domestic partner perks." "Pitzer College ok's partner benefits." "Stanford extends benefits to gay employees." "University of Iowa offers gay-positive benefits."

Major corporations and educational institutions are beginning to extend the same benefits packages to domestic partners of their unmarried employees that they have traditionally (but for no legal reason) offered only to legally married couples. In The Gay/Lesbian/Bisexual Corporate Letter, Ron Hayden suggests that the new trend is partly the result of a domino effect started last year by the highly publicized announcements by Lotus Development Corporation, whose software is used by millions of computer users, that it was extending domestic partnership benefits to the committed partners of its gay and lesbian employees.

Hayden reports that there is a growing recognition that while employers spend fully 38 per cent of their compensation packages on benefits primarily designed for married couples with children, such "traditional" families now account for only 23% of all American households.

At the request of many staff employees, the Council of University of California Staff Assemblies started to discuss the issue of domestic partnership benefits within the University of California during the 1990-91 academic year. CUCSA is the only group that represents staff at all University of California locations. CUCSA advised the Office of the President on personnel programs and policies, compensation programs and benefits.

As the staff group, the CUCSA representatives participate in providing input to the administration about issues of concerns from the perspective of all non-represented staff (more than 90,000 employees).

A survey was conducted on all nine UC campuses and the Office of the President to determine the extent of staff interest and/or support of the work that was being done on "spousal equivalent" issues, even if the individual was not directly affected. Of the 4,736 respondents, 65.3% indicated they were supportive; 21.8% were not (12.9% had incomplete information).

In February 1991, an initial response to an early inquiry from CUCSA resulted in the following:

"Current University health and welfare plan coverage reflects prevailing employer and insurance industry standard practice. Further, the University health plans have been established and are defined under State statutes which set eligibility standards and is the basis for per capital funding for all participating state agencies. The statutory and hence University insurance regulations define eligible family members consistent with California law. As you know, a partner in marriage includes only heterosexual marriages - under a civil contract authorized by the Code - and California does not even recognize common law marriages. Issues concerning the relative support given to employees in various status situations--married, single dependency, income, age and citizenship--are continually the subject of legislative review. **If a change in the societal concepts of what constitutes a legal relationship is to come, it must first come from the various legislators, both federal and state.**"

Before a formal recommendation is made to the UC Office of the President, CUCSA staff representatives are trying the implications of UC extending benefits that are now made available to employees' spouses and children to the domestic partners of

employees and such partners' children. Following the Stanford "model" we will consider a number of factors, including the ethical, administrative, legal, and cost implications of extending coverage.

Readers are encouraged to submit recommendations, ideas, and comments to: Albert E. Aubin, Chair, CUCSA, c/o UCLA PCPC, 405 Hilgard Avenue, Los Angeles, CA 90024-1573.

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### PROGRAMS (cont. from p.1)

lives and relationships.

#### MANAGING LIFE'S TRANSITIONS

TUESDAY, JUNE 8

12:00-1:30 P.M.

Room 111A, Matthews Campus

We are pleased to again present Dr. Ann Goshen, Director of Coast Counseling Services, who will be speaking on managing life's transitions. Many of you will remember Dr. Goshen from our February program when she presented "Taking Charge and Conquering Fear." She was an extremely well received speaker who certainly lived up to her reputation as an engaging and informative speaker. Dr. Goshen has been a psychotherapist, educator, and organizational consultant for over twenty years.

Please join us for these timely programs that promise to be interesting as well as informative. If you have any questions, you can contact Nancy Ellers-James of the Faculty and Assistance Program at x45523 or me at x43537.

#### TOWN MEETINGS WITH THE CHANCELLOR

CAMPUS

Friday, June 4, 12 - 1 pm

SMALL BALLROOM, PRICE CENTER

#### MEDICAL CENTER

Thursday, June 10, 12-1 pm

MEDICAL CENTER AUDITORIUM

After a brief budget update, Chancellor Atkinson will open the floor to questions from staff. Michael Stringer, Director, Medical Center, will join the Chancellor on the 10th. Feel free to bring your lunch. This event is co-sponsored by the UCSD Staff Association, the Chicano & Latino Staff Association, the American Indian Staff Association, the Black Staff Association, the Pan Asian Staff Association, the Community Advocates for Disabled Rights and Education, and the Women's Caucus. We hope to see you at one of the two town meetings! If you have any questions you may call me at x43537 or Marcia Strong at x40496.

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### ATTENTION UCRS 02 EMPLOYEES

If you began your UC employment between 1966 and 1971, and were eligible to join the UC retirement plan but elected not to because of your age (less than 30 years old) you may be a UCRS 02 non-contributing member. The Council of UC Staff Assemblies (CUCSA) has asked the Office of the President to review the inequitable application of benefits to staff under the UCRS Plan 02, non-contributing members. If you believe you are one of these individuals and would like to participate in a survey, please contact Maggie Houlihan (ext. 43537) or Barbara Beard (ext. 43471).

#### STAFF ASSOCIATION EXECUTIVE BOARD ELECTIONS!

If you are interested in running for the Board, please contact Zelda McLeish at x45667 or mail code 0074 by May 1, 1993.

Elections will be held this summer.

## ADVISORY COMMITTEES

by Maggie Houlihan

Each year, the UCSD Staff Association is asked to appoint representatives to various campus committees. In our summer 1992 newsletter we asked staff interested in serving on any of the committees to contact me. Listed below are the representatives for the term October 1, 1992-September 30, 1993 and a brief statement of the charge to each committee.

**Bookstore Advisory Committee. Representative: Claire Parker.** This committee functions as an Advisory Committee under the aegis of the Vice Chancellor - Business Affairs. The Committee develops recommendations that will assist Bookstore management in making operational improvements, determining and reviewing both short range and long range goals, and reviewing general service and operational philosophy. Its charge includes a responsibility for establishing and maintaining a two-way communication between Bookstore management and the various segments of the University community.

**Day Care Center Advisory Committee. Representative: B.J. Barclay.** This committee makes recommendations to the Vice Chancellor - Business Affairs on operating policies and other matters of major importance to the Center.

**Faculty and Staff Assistance Program Advisory Committee. Representative: Maggie Houlihan.** This committee is advisory to the Associate Vice Chancellor - Business Affairs. The Committee develops recommendations that will assist Faculty and Staff Assistance Program management in making operational improvements, determining and reviewing both short range and long range goals, and reviewing general service and operational philosophy. Its charge includes a responsi-

bility for establishing and maintaining a two-way communication between Faculty and Staff Assistance Program management and the various segments of the University community.

**Transportation Policy Committee. Representative: Rene Feuerbach.** This committee advises the Vice Chancellor - Business Affairs on the development of UCSD's transportation programs and facilities, including those at the La Jolla and Hillcrest campuses and all other UCSD divisions at satellite locations. It is expected to promote and sustain UCSD as a pacesetter in terms of its responsiveness to legitimate concerns about the quality of the environment, equity of treatment, thoughtful use of land, and fiduciary obligations. Specifically, the committee shall provide advice on: 1) the development of alternative transportation programs; 2) fees and rates; 3) the location, timing, and scope of future facilities; and 4) the disposition of transportation and parking system revenues.

**Campus/Community Planning Committee. Representative: Nicole Moran-O'Neil.** The charge to this committee is to provide advice to the Chancellor with respect to the physical development of the La Jolla campus and the surrounding community. In discharging its responsibility, the committee will perform the following specific functions: 1) review sites proposed by Building Advisory Committees or other committees for planned facilities, and advise the Chancellor in regard to conformance with approved plans and concepts; 2) review and advise the Chancellor with respect to long range physical planning issues and planning studies; 3) comment to the Design Review Board regarding designs of buildings and major landscape projects; and 4) monitor developments in the surrounding community and evaluate potential impacts on the University to ensure that campus interests including nearby housing,

retail services, open spaces and parks, pedestrian and vehicular access and mass transit needs, are adequately considered.

**Vehicle Accident Review Board. Representative: Barbara J. Wesser.** This Board is advisory to the Vice Chancellor - Business Affairs. The objective of this Board is to encourage safe driving habits by University employees and reduce the occurrence of preventable motor vehicle accidents involving University employees through: 1) reviewing the causes of vehicle accidents to determine if they may have been preventable; and 2) generating recommendations to drivers, supervisors, and administration to assist in the prevention of similar accidents and encourage safe driving habits.

**Institutional Biosafety Committee. Representative: Patricia LaPorte.** This committee is advisory to the Chancellor on all matters relating to the safe use of hazardous biological materials and organisms, and it shall be the Committee's responsibility to establish policy and develop guidelines and manuals for such use. Any use of such materials must be reviewed and approved by the Committee or the Biological Safety Officer operating within guidelines established by the Committee. The Committee is to provide a diversity of disciplines relevant to Recombinant DNA technology, biological safety, and engineering.

**Laser Safety Committee. Representative: Joannes Costa.** This committee is advisory to the Vice Chancellor - Business Affairs on all matters relating to laser safety, for reviewing and approving all proposed uses of laser radiation, and for advice and guidance in carrying out the UCSD Laser Safety Program.

**Radiation Safety and Surveillance Committee. Representative: Simone Green.** This committee is advisory to the Vice Chancellor

- Business Affairs on all matters relating to radiation safety, for reviewing and approving all proposed uses of ionizing radiation and radioisotopes, and for advice and guidance in carrying out the Campus Radiation Safety Program. Responsibility of the committee also includes the recommending and enforcing of suitable controls necessary to prevent interference with or contamination to, the various low level counting procedures at this University.

**Program Review Committee. Representative: Alejandra Ruiz.** This committee is advisory to the Vice Chancellor - Academic Affairs on academic programs.

**Chancellor's Affirmative Action Advisory Committee. Representative: David Scronce.** Among other things, this committee reviews and makes recommendations on UCSD's overall affirmative action programs, on campus affirmative action objectives, and on recruitment programs so as to measure their effectiveness on increasing the representation of affirmative action groups as defined by federal laws and regulations. It reviews recommendations from its subcommittees, including the Staff Subcommittee of the Chancellor's Affirmative Action Advisory Committee described below.

**Chancellor's Affirmative Action Advisory Committee. Staff Subcommittee. Representative: Maggie Houlihan.** Among other things, this committee reviews and makes recommendations on the organizational structure of the staff affirmative action program, on the campus affirmative action objectives, and on staff recruitment programs so as to measure their effectiveness on increasing the representation of affirmative action groups as defined by federal laws and regulations. It also advises on the use of funds designated by the Chancellor for staff affirmative action purposes.

*(cont. on p. 8)*

## A Message from the Co-Chairs

-Diane Rouda and Rachel Ross

Greetings to our Women's Caucus members. We would like to take this opportunity to introduce ourselves to you and update you on the status of the Women's Caucus. Rachel is the Program Representative for the Student Affirmative Action and Human Relations Programs and Diane is the Assistant Resident Dean at Third College.

We have been co-chairing the Women's Caucus for the past six months and have focused our leadership on planning programs that provide education for women on relevant topics. Our most recent programs were on breast cancer and the glass ceiling. Both programs were very well received, we think, because they spoke to issues of great importance to us as women and as UCSD employees.

While we do have a number of programs planned for the remainder of the year (see Program news, page 3), another goal we have is the recruitment of new members. To meet that goal, we have planned a Women's Caucus Open House for May 19th at noon. While we recognize that your time is very valuable, our steering committee has enjoyed their work over the last year, and are excited about encouraging more women to get involved with the Caucus. The Women's Caucus does not take a lot of time, but truly has many benefits. You'll have an opportunity to meet women from many different departments on campus, attend educational programs and plan and discuss events for the campus and community.

At the end of Spring Quarter, we will be asking for nominations for the 1993-94 steering committee. We encourage you to participate in this process so that next year's Women's Caucus can continue to address the needs of women on our campus.

The Women's Caucus encourages all members of the UCSD community to get involved, discuss our mutual problems as University women, share possible solutions and work together in an atmosphere of support and cooperation.

Thank you

## MARK YOUR CALENDAR

### Women And Money In The Nineties

Tuesday, April 13  
12 - 1pm  
Gallery A, Price Center

### Health Lecture Day

Saturday, April 17  
All Day  
The Pavilion at UCSD Thornton Hospital  
(See article pg 4)

### Caucus Steering Committee Meeting

Tuesday, May 4  
12 - 1pm  
South Conference Room, Student Center B

### 1992 Cancer Survivors Day

Sunday, June 6  
The Pavilion at UCSD Thornton Hospital  
(See In the News page 3)

## Contents

Health Page	2
In the News	3
Editorial	4
Membership Application	4

### The Guerilla Girls!

"Do women have to be naked to get into the Metropolitan Museum?" In a way, YES...Less than 5% of the artists in the Modern Art section are women, but 85% of the nudes are female. Since 1985 the Guerilla Girls have asked questions like this to combat sexism and racism in the arts. As the "conscience of the art world" armed with gorilla masks, biting humor and irony, the Guerilla Girls wage war against the obvious under-representation of women artists in New York's major museums and galleries.

You can help bring their exhibit "The Guerilla Girls Talk Back--The first five years: 1985 - 1990" to UCSD. Please send your contribution to Maryann Callery at the Grove Gallery, mail code 0338. Do it today... or do it by May 5th. Just one dollar from each Caucus member would help enormously to bring the Guerilla Girls Exhibit to UCSD. Contributions of \$5 or more will be recognized in the Grove Gallery. For more information, call Maryann at 534-6313.

**EDITORIAL**

Is the University committed to its own policy of non-discrimination? Not if it does business with groups which do discriminate. Specifically, the Boy Scouts of America (BSA), is a major United Way fund recipient and it does discriminate based on sexual orientation. Yet, this is one of the protected categories in the University of California's "Non-Discrimination in Employment" policy. Therefore, one would think that support of the BSA would be inconsistent with University goals. But instead of showing strong commitment to its own policy, UCSD allows the BSA an exception to the rule.

Who else will get an exception? And doesn't such an exception actually legitimize discrimination? Does UC's non-discrimination policy mean anything, or not?

UC standards of non-discrimination should be the basis of University conduct, especially if the University expects its employees, as well as the outside community, to take the concept of non-discrimination seriously. The fact that some organizations are allowed an exception to the rule dismisses that rule entirely. And the fact that University funds are used to promote the United Way campaign actually lends institutional legitimacy to discrimination.

As employees of UCSD, we should expect that this institution provide vision and leadership in this matter. As responsible employees of UCSD, we are obligated not to support the University in its discriminatory behavior.

Individual letters to the Administration and cancellations of United Way employee donations will let the Chancellor know that the UCSD community expects him to behave in accordance with the ideal of equal treatment contained within UC's non-discrimination policy.

*-Submitted by Micki Archuleta, Caucus member.*

**Women's Caucus Membership Form**

**Membership through June 30, 1994**

Make your check for \$5.00 payable to Women's Caucus. Return this form with your check to Mollie Martinek, 0069.

Name \_\_\_\_\_ Mail code \_\_\_\_\_

Department \_\_\_\_\_

Job Title \_\_\_\_\_ E-mail address \_\_\_\_\_

Phone \_\_\_\_\_ New \_\_\_\_\_ Renewal \_\_\_\_\_

I would like to be contacted by mail regarding active involvement with Women's Caucus. Yes \_\_\_\_\_ No \_\_\_\_\_

**Thank you for supporting the efforts of Womens Caucus at UCSD.**

**UCSD Women's Caucus  
1992-93 Officers**

**Co-Chairs**

Rachel Ross  
534-6708

Diane Rouda  
534-4340

**Treasurer**

Mollie Martinek, 534-7117

**Membership Chair**

Debbie Fidler, 534-1067

**Programming Chair**

Yvonne Reid-Hairston, 534-5793

**CAAAC Representative**

Susan Shinagawa Smith, 543-2164

**Please send Letters to the Editor and news items to Christine Oakley at 0039.**

**UCSD Women's Caucus  
Newsletter**

**Editor:**

Christine Oakley

**Production:**

Dawn Valencia

**The Women's Caucus strongly supports UCSD's efforts to sustain the environment. We ask you to recycle this newsletter or give it to a friend after you are finished with it.**

**Scholarship News**

The Women's Caucus is currently accepting requests for scholarships offered through the Maria del Drago Scholarship fund. Applicants must be women employed at UCSD who are pursuing an educational activity (e.g. a course or seminar) for either career development or a career change. If you are interested, the following information is needed: The name of the educational activity for which funding is being sought; the cost of the activity; and a brief description of how this activity is involved in your career development or career change plan. Requests should be sent to Rachel Ross, mail code 0309, no later than May 15.

UCSD

# Chispas

The Chicano/Latino Staff Association Newsletter

Volume 3

Number 2

## UCSD Chicano/Latino Concilio: Continuing Its Struggle

by Patrick Velasquez

The UCSD Chicano/Latino Concilio is an organization composed of Chicano/Latino faculty, staff and students at the University of California, San Diego. Our Concilio was formed to increase the empowerment and self-determination of Chicanos and Latinos at UCSD by ensuring our equitable representation in all aspects of the university.

A recent (April, 1993) report by California's Department of Finance stated that Chicanos and Latinos will represent over 50 percent of the state's population by the year 2040. Currently, Raza is over 25 percent of California's people. These demographic changes, together with the relatively young age of Chicano and Latinos, have increasingly vital implications for the future work force and social fabric of California. The UCSD Chicano/Latino Concilio views that the University of California at San Diego as a very important public institution with a strong responsibility to reflect and serve all communities in the San Diego area, including Chicanos and Latinos. We are particularly concerned with UCSD's ability to provide a high-level quality of education to Chicano/Latino youth who can provide leadership to their communities in the complex, often unstable future. Historically, UCSD has not done a good job of meeting its responsibility to the Chicano/Latino community. At this time, Chicanos and Latinos are terribly underrepresented at virtually all levels at UCSD, including faculty, administration, student services, staff, and most importantly students.

Beginning in March, 1991, the UCSD Chicano/Latino Concilio began to work as a coalition to provide a comprehensive analysis of the underrepresentation of Raza at UCSD, particularly in identifying institutional barriers for Chicanos and Latinos. Since that time, our Concilio has met

Please see "Concilio" page 2

## Editorial

By Micki Archuleta

Is the University committed to its own policy of non-discrimination? Not if it does business with groups which do discriminate.

In particular, the Boy Scouts of America (BSA), a major United Way fund recipient, does discriminate based on sexual orientation. Yet this is one of the protected categories in the University of California's "Non-Discrimination in Employment" policy. Therefore, one would think that support of the BSA would be inconsistent with University goals. But instead of showing strong commitment to its own policy, UCSD allows the BSA an exception to the rule.

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### **"Recommendations" Cont. from page 2**

Unfortunately, virtually all of these recommendations have been ignored, distorted or denied. Our Concilio has now reached a point where the ability and/or the will of UCSD's administration to meet the needs of San Diego's Chicano/Latino community is under serious question. As the state's budget crisis continues, it appears that UCSD's streamlining the university into an institution for elite, high income, white students and their familia (a recent UCSD administration newsletter contained an article calling for the conversion of the University of California into a private institution).

The UCSD Chicano/Latino Concilio is determined to prevent the current budget situation from being used as an excuse to deny access to and benefits from the University of California to Chicanos and Latinos. Our efforts will require the support of the local Raza community, as well as the state legislators who are responsible for ensuring that the equity provisions of California's high education acts are not eroded. For more information as to how you can lend your active support, please contact Lydia Zendejas at (619)534-4994 or Patrick Velasquez at 534-3760. We appreciate your interest in this most important issue. Viva La Raza!

**Administrative  
Response  
to Editorial  
United Way/CHAD  
Campaign and UCSD  
Discrimination Policy**

Chancellor Atkinson referred your memo of March 31, 1993 to me and requested that I respond to you directly. I appreciate your expression of interest regarding the promotion and protection of the interests and civil liberties of people within the UCSD community.

I can assure you that we have raised the issues addressed in your March 31, 1993 memo identifies with the United/CHAD Campaign staff members. They are well aware of the concerns members of the UCSD community have identified in connection with the policies of the Boy Scouts of America. We will continue to raise these concerns and to request that the United Way/CHAD Campaign staff members inform us of future actions regarding this issue in a timely fashion. I agree that there is a vital need for UCSD to continue to meet its responsibilities to the San Diego community. I assure you that I will continue to monitor carefully this situation to ensure that high quality services are provided to people throughout the San Diego community.

**Note: This is the response from the Office  
of the Assistant Vice  
Chancellor-Personnel Administration,  
Quelda M. Wilson**

# Chicano/Latino Roundtable

By Jaime Velasco

The Chicano/Latino Staff Association presented the final workshop for the 1992-93 academic school year entitled "Chicano/Latino Intersegmental Convocation Roundtable" on May 5, 1993.

The Roundtable was a follow-up on the Intersegmental Convocation held this past November 16-17, 1992 in Los Angeles.

The panel of presenters discussed such topics as. Chicana/ Latinas: Developing a Research and Activist Agenda, The Chicano/ Latino Student Movement: Strategies for the 90s, Eligibility of Chicano/Latino students to the University of California and the California State University System.

These topics provided an opportunity for participants to exchange information and concerns regarding Chicanos/Latinos in higher education in California. A general feeling throughout the program was the importance of becoming active and making our concerns known not only on our campus, but also in Sacramento.

Now more than ever we must unite with our brothers and sisters to make a difference for future generations.

We encourage all CLSA members to start making plans for attending next years convocation to take place in March 1993 in Northern California. If you have any suggestions or would like printed materials from the Roundtable, please contact either Patrick Velasquez at x43760 or Jamie Velasco at x40370.

The editorial views in this newsletter do not necessarily reflect the opinions and views of the Chicano/Latino Staff Association, the Regents of the University of California, or the UCSD Staff Association.

All articles, graphics, announcements, and artwork are welcome. Please mail material to Stephanie De La Torre at 0337, or Grace Jiho-Hignight.

Chispas. The Newsletter of the  
UCSD Chicano/Latino Staff Association  
Grace Jiho Hignight. 1993 Editor  
Stephante De La Torre. 1994 Editor  
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MICKI ARCHULETA

0067

**NewsBank InfoWeb**  
**The San Diego Union-Tribune**

July 2, 1993

**Sexual orientation left out of policy on discrimination**

By LILLIAN SALAZAR LEOPOLD; Staff Writer

Section: LOCAL

Edition: 1,4

Page: B-3

Estimated Printed Pages: 3

*Index Terms:*

CULTURE  
DISCRIMINATION  
HOMOSEXUALS  
SAN DIEGO  
SCHOOLS

Article Text:

EL CAJON - EL CAJON -- Bowing to public pressure, the Grossmont Union High School District Board of Trustees has reversed its decision to adopt a multicultural education policy that prohibits discrimination against students based on sexual orientation.

Instead, in a 4-1 vote last week, with board member Michael Harrelson dissenting, the board approved the multicultural education policy without the words sexual orientation. In a separate vote, the board asked the district's Race and Human Relations Task Force to consider a separate policy involving sexual orientation.

The change caught many of the district staff members by surprise because the policy had been adopted in its entirety at an earlier board meeting last month.

But when the issue came back for its second reading and final adoption last week, a number of people spoke in opposition to the policy.

Most were parents who opposed only the sexual orientation portion of the non-discrimination policy.

"I commend the board for what it is attempting to do with this policy," said parent Marcial Felan. "However, I must state how offended and appalled I am that myself and other true minorities and individuals would be grouped together with those of sexual orientation."

"You're tearing down the morals of our nation," said El Cajon Councilman Bob McClellan. "Children don't need to be taught this at this young age."

The purpose of the policy is to create an educational climate where students of all races would be accepted regardless of creed, language, national origin, citizenship status, gender, age or disability.

The policy goes even further by promoting curriculum that would include members of all segments of society.

"Part of the feeling of inclusion is that many individuals all contribute to the body of knowledge,"

Assistant Superintendent Carl Wong said yesterday. "We want to make students feel that there is no segment of the population or community of lesser value.

"We tried to be very noble in our attempt," Wong said. "But the nobleness was what got us into trouble."

Those supporting the policy at the meeting, several of whom were Grossmont district graduates, said it was important to include sexual orientation in the policy.

"We don't want a separate policy," said Tony Valenzuela, a Granite Hills graduate who is gay. "If there is a policy, it needs to include lesbians and gays. If there is a separate policy, it will send a message that lesbians and gays are not part of diversity." Valenzuela said yesterday he and several other Grossmont district graduates would be meeting with Wong and a member of the task force today to present their ideas on the policy.

Clara Harris, a member of the task force, was disappointed in the reactions of many of those in attendance.

"I don't know how they can listen to people as eloquent as the Valenzuelas and still go away with those same, ugly feelings," Harris said. "We're going to have representatives from the gay community and the religious right on the (upcoming) committee. Hopefully we'll have some communication that will lead to better understanding." In struggling with the issue, board members said they were compelled to change their votes because of the overwhelming number of people who had called, written or attended the meeting.

"This policy probably has raised the most concerns from the public," said board member Tom Davies, who also was a member of the task force. "As it stands now it has some flaws. It's a problem we will have to wrestle with for a long time if we include sexual orientation.

"We have adequate policies and procedures in place to deal with discrimination," Davies said. "We provide avenues for redress." But board member Harrelson, who opposed taking out the words sexual orientation, said it was important to implement all portions of the policy.

"Sexual orientation scares the hell out of people and they don't want to see it anywhere," Harrelson said. "It's a difficult job to stand up and say what is right even if you're in the minority.

"Leadership has to go beyond just pleasing the largest number of people," Harrelson said.

The earliest a possible separate policy would be discussed is September when the Race and Human Relations Task Force meets again, Wong said.

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NewsBank InfoWeb  
**The San Diego Union-Tribune**

July 18, 1993

**Gay pride parade attracts thousands**

By ED JAHN; Staff Writer

Section: LOCAL

Edition: 1,2

Page: B-1

Estimated Printed Pages: 3

*Index Terms:*

DEMONSTRATIONS

DISCRIMINATION

DISEASE

HOMOSEXUALS

MILITARY

PREVENTION

Article Text:

A police supervisor at the event yesterday estimated the crowd at more than 25,000 and up to 40,000 along the parade route. Yesterday's 19th annual San Diego Lesbian & Gay Pride Parade and Festival brought together record numbers under the banner "A Family of Pride." And like most diverse and outspoken families, there was a bit of tension.

The moment came when former Sgt. Joe Zuniga, a parade grand marshal and the Sixth Army's 1992 soldier of the year until he was discharged in April for declaring his homosexuality, spoke at a Balboa Park rally capping the parade.

"We have not forgotten AIDS but we have another issue here," Zuniga said, emphasizing his opposition to President Clinton's suggested "don't ask, don't tell, don't pursue" policy toward gays in the military.

People in the crowd immediately began shouting at Zuniga, telling him, "AIDS is a life-and-death issue," and "Get rid of the military." "What I am talking about is not a simple issue. It is not a military issue either. AIDS is a life-and-death battle and so is the fight for civil rights in this country," Zuniga said.

Allowing the government to say, "It is perfectly OK to discriminate in the military," is to allow the hate mongers and bigots to continue to bash us," said Zuniga, who was a medic during the Persian Gulf War.

"We are not asking for special rights, just equal rights. That's what people in our military have been fighting for in every war -- civil rights and nothing less," he said as the crowd cheered. The festival of continuous live entertainment and more than 150 booths of food, drink, fashions, associations and information continues today from noon to 10 p.m. at Marston Point in the southwest corner of Balboa Park. The festival entrance fee is \$7, which goes toward making the annual event self-sustaining. A police supervisor at the event yesterday estimated the crowd at more than 25,000 and up to 40,000 along the parade route. As the parade ended and people walked to Balboa Park, the six blocks from University Avenue to the park was a sidewalk-to-sidewalk mass of people.

Clinton got his share of criticism during the parade, which began at Normal Street and cut through Hillcrest to Sixth Avenue and then south to Robinson Avenue. One float had a huge picture of Clinton with the word, "Liar," written across it.

Mayor Susan Golding was criticized by the ACT UP activist group for not acknowledging the AIDS crisis or appearing in the parade. Former Mayor Maureen O'Connor, the first of San Diego's mayors to march in the parade, was on hand yesterday.

Ben Dillingham, O'Connor's former aide, was the event's "Man of the Year." Dillingham, who was a captain in the Marine Corps, spoke at the park rally against the compromise on gays in the military. "This fight will not be won by activists alone. Until we all come out of the closet, it will not be safe for any of us," he said. But the overwhelming themes of the event were of diversity, of people celebrating their right to their own sexual orientations, and tolerance.

"I had to live with labels all my life. I don't want him to have to experience that," said Valerie, who was carrying her 2-year-old son, Justin, and was one of a large contingent of lesbian mothers in the parade.

"Minority gays are more united," said Mama Cass, who is Filipino and was crowned Miss Gay Hillcrest. He was wearing gold lame from head to toe. "When you are a person of color, you learn to stand together."

Mama Cass, who is the manager of an insurance agency, said the primary objective of his reign was to "make Hillcrest a safe place for gays and lesbians again."

Several contingents from Tijuana were in the parade, including an AIDS awareness organization and Grupo y Que, which had men wearing folkloric dresses.

Cross-dressing was preferred by many others in the parade, from tall blonds in one-piece bathing suits to a striking Marilyn Monroe "illusionist" in a strapless evening gown riding on the top of a moving van.

Among the parade units were gay and lesbian American Indians, computer operators, triathletes, scuba divers, hairdressers, boaters, pet lovers, caterers, motorcyclists, square dancers, actors, leather fetishists, ministers and politicians.

As part of the current effort to devalue words used to discriminate against gays and lesbians, there was a contingent named "UCSD Queer University Employees," a man on roller skates wearing a multicolored cape, tights and a shirt that said "Super Fag," and a truckload of women carrying signs that said, "We're just dykes."

A contingent that brought some of the loudest cheers was made up of seven San Diego law-enforcement personnel in uniform and several in plain clothes who held their hands together in a victory salute. "We're more alike than different," said a woman in the Parents & Friends of Lesbians and Gays contingent. Next to her was a young woman carrying a sign that said, "I love my straight parents."

Caption:

1. On a roll: A colorful skater takes part in the 19th annual San Diego Lesbian & Gay Pride Parade yesterday.(B-7) 2. Thousands throng to 19th gay pride festivities (A-1)  
CAP= 1. Union-Tribune / JOHN NELSON  
2 PICTURES

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# Parade

Gay pride festival continues today

Continued from B-1

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