



**UCSD**

**LGBT CAMPUS  
HISTORICAL  
DOCUMENTS**

**UCSD CACLGBTI  
Center Proposal Sub-  
committee  
1997**



**UCSD CACLGBYI  
Center Proposal  
Subcommittee  
1997**

UCSD  
CACLGBTI  
CENTER PROPOSAL  
SUBCOMMITTEE

INFORMATION COLLECTED  
TO DATE (BACKGROUND)

● Distribution:

1. S. Archibald

2. L. Bush

3. P. Doss

4. P. Harris

5. N. Loevinger

6. J. White

7. E. Welch

● 8. J. Welch

Extra copies to:

9. S. Heath for LGBA  
Faculty

10. J. Halberstam

11. H. Hirsch

Chancellor's Office

12. S. Kirkpatrick

From: Sarah\_Archibald@PSYCHIATRY.ucsd.edu  
Date: Mon, 2 Feb 1998 13:13:00 -0800  
To: jwhite@ucsd.edu, welchj@ucsd.edu, Paul\_Harris@UCSDLIBRARY.UCSD.Edu,  
pdoss@ucsd.edu, rzohrer@ucsd.edu, lbush@ucsd.edu, ewelch@ucsd.edu,  
nloevinger@ucsd.edu  
Subject: LGBT Center Meeting

We had scheduled 2 more meetings for Thursdays at 4:45 on Feb.12 and March 1st. I just found out I will be out of town (my Mother is having surgery). I would like to propose we meet instead on the alternate Thursdays, same time. That would be Feb. 19th and March 5th. I'll arrange for a room but could you let me know if these dates are ok for most of you? Also, I'm sending copies of a few items that might be helpful via campus mail.

Summary of Last meeting, 1/29/98 Irvine room, 4:45

Our plan for the next two meetings is to:

- make a schedule for the proposal
- make an outline of the proposal (i.e. the sections)
- design a "marketing" sheet for use when presenting to our allies etc.
- design a sample letter of support for the proposal
- start a list of supporters and people to contact

We discussed inviting directors from other campuses to come and talk to us about what to include in a center, the proposal and how to work with faculty, staff and students. We may try to coordinate faculty coming to these presentations and they could also do a separate academic presentation while they're here. We began discussing other groups such as the student and staff associations, the center etc. that we need to involve also.

John White and myself will talk to the directors about these ideas this week at the UCLGBTA conference and arrange to get their original proposals. Nancy L. will get me (us) the final proposal for the women's center and I have the one for the cross cultural center.

Did I miss anything?

Sarah

\*\*\*\*\*  
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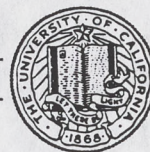
*Subcommittee  
 Meetings  
 Feb 19, 1998  
 March 5, 1998*

UCSD  
Center Proposal

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Staffing Request

June 1997



DATE: March 28, 1997

TO: CHANCELLOR ROBERT C. DYNES

FROM: SARAH L. ARCHIBALD and GAIL WISE, CACLGBTI

RE: REQUEST FOR ESTABLISHMENT OF A LESBIAN, GAY, BISEXUAL,  
TRANSGENDER RESOURCE CENTER

S. Archibald  
9500 GILMAN DRIVE  
LA JOLLA, CALIFORNIA 92093 0949

The Chancellor's Advisory Committee on Lesbian, Gay, Bisexual, and Transgender Issues (CACLGBTI) has determined there is a need for a safe, on-campus location where members of the campus community can locate resources and meet concerning issues of gender and sexual orientation. Therefore, the CACLGBTI recommends that you establish a staffed lesbian, Gay, Bisexual, Transgender (LGBT) resource Center at UCSD.

The Chancellor's Advisory Committee has tried to address some of these issues by producing informational brochures, forming a speakers bureau and sponsoring programming events. However, the best of the CACLGBTI's efforts remain inadequate compared to the visibility and consistency a resource center would provide. The committee cannot maintain the level of activity necessary to meet the needs of the UCSD community. The establishment of a staffed resource center would provide valuable services in the following areas:

- 1) **Safe space.** This is the most important function a resource center can fulfill. The CACLGBTI has collected many personal accounts of people, especially students, feeling isolated and fearful due to the lack of a place to get information and support. Members of the campus community need the safe environment that a LGBT center would provide - especially those individuals who are grappling for the first time with their sexual identity. For this reason alone, the establishment of a center at UCSD is imperative.
- 2) **Resources.** Currently there is no single location on campus where resources related to lesbian, gay, bisexual, and transgender issues can be distributed. The CACLGBTI has tried to address this need by publishing brochures and distributing them in the libraries, through Human Resources, and the campus resource centers. Nevertheless, many people still report a dearth of information and an inability to locate campus and community resources. A LGBT Center could house a dedicated library of materials for the campus community at large, including books, videos and magazines.
- 3) **Visibility.** Unlike many ethnic minorities, sexual minorities are often invisible. People struggle, because they may know few if any other gay, lesbian, or bisexual individuals. Visibility is an important part of making the campus a more safe and supportive environment for everyone. If located in a central place a Center could increase visibility in a positive way and improve the overall climate at UCSD.
- 4) **Support of Student Organizations.** Despite strong student support, the LGB organizations at UCSD have struggled to maintain continuity. Student LGBT organizations at other campuses have encountered similar difficulties. A Center could provide continuity with its

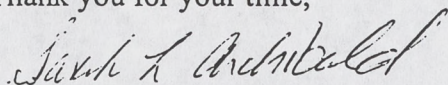
resources and staff presence. Evidence shows that these organizations thrive where campus resource centers have been established.

- 5) Campus and Community Outreach. The presence of a Center would foster outreach to existing campus organizations as well to the greater San Diego community. The CACLGBTI has made efforts to do this but has been hampered by both visibility and continuity. Permanent staff is necessary to meet this goal.
- 6) Programming. A campus resource center would organize educational and academic programming events regarding issues of sexual orientation and related climate issues.. Currently, the CACLGBTI sponsors occasional campus events. A center could provide a home for regular programming events and speakers. These kind of events would stimulate and enrich intellectual life on campus and in the community as a whole.
- 7) Mentors. A Center is a place where students, staff, and faculty can work together to provide support and mentoring. Other UC resource Centers have formal mentorship and leadership programs, peer counselor programs, and speaker's bureaus run by the Centers.

Many of the issues discussed in the CACLGBTI's 1995 Climate Report could be alleviated by the establishment of a LGBT Center on campus. The experience of other campuses that have established staffed resources provide evidence for this assumption. Currently, the following UC campuses have LGBT Centers : Los Angeles, Irvine, Riverside, Berkeley, Davis, and Santa Cruz. Most of these Centers have funded staff or are in the process of getting additional staff. It is clear these centers provide support and education for people of all sexual orientations and improve the campus climate. For these reasons the UCLGBTI has also made the establishment of campus resource centers a statewide priority. Also, Nancy Loevinger and Edwina Welch, (Directors of the Women's and Cross Cultural Centers respectively), have expressed their support of a LGBT Center to complement their Centers in addressing diversity issues at UCSD.

The CACLGBTI would be happy to provide you with any further information regarding the establishment of a LGBT Center at UCSD. For instance, the committee has met with representative of the student organization (LGBA), the Directors at other UC Centers including Davis, Los Angeles, Riverside and Irvine and we have collected information regarding the staff and space requirements of such centers. We propose you meet with a small group from the CACLGBTI to further address this issue and possibly form a planning committee. Please contact us at your earliest convenience.

Thank you for your time,



Sarah L. Archibald  
Chair, Policy Subcommittee  
Co-Chair, UCLGBTI

Gail Wise  
Policy Subcommittee  
Lecturer, Literature Dept.

cc: Richard Belmontez  
Jennifer Pournelle  
John White  
Susan Kirkpatrick

TO: ASSOCIATE CHANCELLOR KIRKPATRICK  
Office of the Chancellor, 0005  
Attn.: Irma Martinez

FR: CHANCELLOR'S ADVISORY COMMITTEE ON  
LESBIAN, GAY, BISEXUAL, AND TRANSGENDER ISSUES (CACLGBTI)  
Attn.: John O. White, 0915

*Jim for you*

Per your request, CACLGBTI has prepared an annual budget for 1997-98. Additionally, divisions of expenses into six month increments are included. Please also note:

There is a carry forward of \$1,000 from the 1996-97 budget for the HAPL Conference to take place during November 1997 not included in this request.

By previous agreement, the 1996-97 CACLGBTI budget is to be augmented by \$1,063 on a one time only basis for educational brochures. This includes \$823 incremental difference to print a total of 10,000 brochures, of which 5,000 are designated for Fall 1997 student orientation packets) plus \$240 for a portion of pre-press charges.

The 1997-98 budget request includes a new category for staffing (see proposal). This is a request for interim funding pending approval and formation of a campus LGBT Center.

We have prepared a budget matrix that lists on the horizontal axis five working committees. The vertical axis lists three budget categories: Supplies and Expenses, Travel, and Staff support. The Supplies and Expenses category is further subdivided into eight sub-categories.

Main Committee expenses include:

- A. Supplies and Expenses: \$1,330  
1) Telephone expenses for co-chairs; 2) photocopying related to general CACLGBTI business; 3) supplies such as computer and office materials; and 4) funds to support the Systemwide UC Lesbian, Gay, Bisexual, and Transgender Association, (UCLGBT) steering committee meeting to take place in San Diego in Fall 1997. Each campus takes a turn hosting a quarterly steering committee meeting or the annual conference of this association, which is recognized by the Office of the President.
- B. Travel: \$400  
Travel funds are required to send the two designated UCSD steering committee members to the quarterly UCLGBT steering committee meetings each year. UCLGBT represents broad LGBT matters, such as domestic partnership benefits and policy matters.
- C. Supplemental Staff Support: \$4,153  
This is 15% of an eleven month full time Student Affairs Officer I position to assist with Main Committee business.

Outreach and Education expenses include:

- A. Supplies and Expenses: \$3,750  
1) photocopying related to instructional materials; 2) supplies such as computer and office materials; and 3) library: resource materials provided to campus units such as Staff Education, Women's Center, and Cross Cultural Center; 4) brochures used to educate the campus community. We plan to produce a brochure titled "Creating Community" in the 1997-98 fiscal year.



B. Travel: \$2,680

Travel funds to: 1) send 6 people to the annual UCLGBTA conference to be held in Santa Cruz in February, 1998; 2) fund 7 people to attend the National Gay and Lesbian Task Force (NGLTF) Creating Change Conference. This important national conference teaches leadership skills, identifies resources, and promotes networking. The November 1997 conference will be held in San Diego affording an unusual opportunity for people on the committee to attend at a reasonable cost. 3) partial funding to send one person to the annual PROGRESS conference to be held in Dallas this September (this is an especially good investment) as the conference registration costs of approximately \$150 are nominal in as that they cover all hotel and most food costs in addition to training and networking with LGBT leaders from government, higher education and private industries groups working on LGBT work place issues; 4) funding to send one person to a national level conference (past conferences have been on Domestic Partnership Benefits and possible conferences this year include a conference such as the "National Lesbian & Gay Health Conference" and the "National AIDS/HIV Forum".

C. Supplemental Staff Support: \$6,921

This is 25% of an eleven month full time Student Affairs Officer I position to assist with subcommittee business. This includes brochure development and distribution.

Programming expenses include:

A. Supplies and Expenses: \$1,600

1) photocopying including flyers and announcements for events; 2) supplies include ad and flyer production and advertising costs; 3) honoraria for presenters.

B. Travel: \$400

Travel funds are required to support presenters' travel.

C. Supplemental Staff Support: \$6,921

This is 25% of an eleven month full time Student Affairs Officer I position to assist with programming activity.

Policy expenses include:

A. Supplies and Expenses: \$20

1) Phone; and 2) photocopying.

B. Travel: \$300

Travel funds to send a representative to meetings with Staff at the Office of the President. These meetings normally take place twice a year.

C. Supplemental Staff Support: \$2,768

This is 10% of an eleven month full time Student Affairs Officer I position to assist with policy related issues. This includes UC policy research and review and could provide information related to the formation of the LGBT Center.

Student Subcommittee expenses include:

A. Supplies and Expenses: \$20 ( photocopying)

B. Travel: \$615

Travel funds to send: 1) three students to the annual UCLGBTA conference at UC Santa Cruz; and 2) three students to attend the NGLTF Creating Change conference in San Diego.

C. Supplemental Staff Support: \$6,921

This is 25% of an eleven month full time Student Affairs Officer I (SAO-I) position to provide student outreach, mentoring, and advising.

CACLGBTI 1997-98 BUDGET REQUEST  
June 14, 1997

The 12 month budget for the committee is \$38,878 including salary for the SAO-I position (\$27,683). The 1997-98 CACLGBTI budget request for S&E and Travel (\$11,195) is nearly identical to the 1996-97 budget.

July 1997 – December 1997 request:

Supplies and Expenses:	\$ 2,525	
Travel:		\$ 2,120
Staff support:	<u>\$ 13,842</u>	
TOTAL:	\$ 18,487	

January 1998 – June 1998 request:

Supplies and Expenses:	\$ 4,275	
Travel:		\$ 2,275
Staff support:	<u>\$ 13,842</u>	
TOTAL:	\$ 20,392	

rev. 6/18/97 mhf

June 17, 1997

TO: CHANCELLOR ROBERT DYNES  
Office of the Chancellor, 0005

FROM: CACLGBTI  
c/o Sarah Archibald, 0949

RE: Request for Supplemental Staff Support

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The Chancellor's Advisory Committee on Lesbian, Gay, Bisexual and Transgender Issues (CACLGBTI) proposes the interim appointment of a casual, 11-month LGBT Student Affairs Officer Level I beginning Fall 1997. Despite the enormous commitment and energy of individual committee members, the CACLGBTI currently cannot adequately meet the needs of LGBT students, faculty and staff at UCSD. For this reason, the committee recently proposed the establishment of a staffed, on-campus LGBT center, which the Chancellor's Office agreed to consider. An interim staff person could be assigned responsibility to investigate the feasibility and to ultimately help organize an LGBT Center at the same time assisting CACLGBTI with its many activities. The staff persons job duties could include the following:

- coordination of LGBT programming events (i.e. advertising, speaker coordination, room reservation, scheduling, etc.)
- organizing and archiving of the committee's resources
- acquisition, design and distribution of brochures and educational materials - gathering of information for the climate report
- committee correspondence
- outreach to other organizations and centers including student groups, staff associations and faculty
- serving as ombudsman for campus activities
- researching the structure and organization of other LGBT centers - serving as liaison to other UC campuses
- serving as liaison to San Diego LGBT groups and organizations
- mentor student interns or work study students - provide support services to student LGBT groups

The Student Affairs Officer could be based in the Women's Center, the Cross Cultural Center or in any centrally-located University Center neighborhood office with phone, computer, fax, photocopier, e-mail and internet access. As the staff person would work closely with the existing Centers' Directors, it would be advantageous to house the LGBT office in one of those the two Centers. The Center Directors and the CACLGBTI share the common goal of fostering effective cooperation between the three communities. To this end, the Center Directors have regularly attended CACLGBTI meetings and have co-sponsored several events with our committee. CACLGBTI, in turn, seeks to reach out especially to both women and communities of color. We all agree that one of our most important challenges is to address the intersections of homophobia, racism and sexism as well as homophobia within the women's and minority communities.

Temporarily housing an LGBT Student Affairs Officer in one of the existing Centers would help to meet this immediate need. Of course, given the volume of work and limited available space at the Centers, this interim solution is less than ideal, and it cannot be sustained in the long-term. Access and privacy issues are important.

Nancy Loevinger, Director of the Women's Center, and Edwina Welch, Director of the Cross-Cultural Center, have indicated their initial support for this solution as a temporary measure. Both Directors are willing to approach their respective Boards for approval to house an LGBT officer. Currently, the Women's Center can provide a small office through the Fall 1998. The Cross Cultural Center can offer a desk in a shared office. Phone, fax, computer, e-mail and internet access are available in both cases.

A third option would be to house the staff person elsewhere in the University Center neighborhood. This solution would preserve the limited space and resources of both Centers, although cooperation and communication could be slightly more difficult. If the staff person is located in the University Center neighborhood, it is important to provide easy access and to establish a clear link to the other two Centers.

It is important to add that the position for LGBT officer would not be suitable for a student intern or for a work study student due to the high level of responsibility the job would entail. In addition, student involvement would require staff supervision, which is not available. If a staff position is funded, this individual could supervise and mentor student interns or work study students.

In closing, the Committee would like to emphasize that the appointment of an interim LGBT officer would not eliminate the need for permanent staff or for a permanent Center. Yet this interim solution would help the committee achieve its mission and goals much more effectively.

Thank you for your consideration. This proposal accompanies the 1997-98 CACLGBTI budget.

cc: S. Kirkpatrick, L. Williams, CACLGBTI Co-Chairs

CHANCELLOR'S ADVISORY COMMITTEE ON LESBIAN, GAY, BISEXUAL, AND TRANSGENDER ISSUES  
Budget Request - FY 97 - 98

	MAIN COMMITTEE	OUTREACH AND EDUCATION SUBCOM.	PROGRAMMING SUBCOMMITTEE	POLICY SUBCOMMITTEE	STUDENT SUBCOMMITTEE	TOTALS
TELEPHONE	\$30	\$0	\$0	\$20	\$0	\$50
COPYING	\$100	\$50	\$140	\$80	\$20	\$390
SUPPLIES	\$200	\$100	\$460	\$0	\$0	\$760
HOST UCLGBTA	\$350	\$0	\$0	\$0	\$0	\$350
LIBRARY	\$0	\$600	\$0	\$0	\$0	\$600
BROCHURES	\$0	\$3,000	\$0	\$0	\$0	\$3,000
HONARIA	\$0	\$0	\$1,000	\$0	\$0	\$1,000
CAMPUS CLIMATE SURVEY	\$650	\$0	\$0	\$0	\$0	\$650
S&E SUBTOTALS	\$1,330	\$3,750	\$1,600	\$100	\$20	\$6,800
TRAVEL	\$400	\$2,680	\$400	\$300	\$615	\$4,395
SUBCOMMITTEE TOTALS	\$1,730	\$6,430	\$2,000	\$400	\$635	\$11,195
STAFF SUPPORT (%)	\$4,153 15%	\$6,921 25%	\$6,921 25%	\$2,768 10%	\$6,921 25%	\$27,683
TOTAL	\$5,883	\$13,351	\$8,921	\$3,168	\$7,556	\$38,878

RB / JP / JOW & SA / SD / MHF  
sa / mh / jow 6 / 10 / 97

**CHANCELLOR'S ADVISORY COMMITTEE ON LESBIAN, GAY, BISEXUAL, AND TRANSGENDER ISSUES**  
**Budget Request - FY 97 - 98: HALF YEAR INCREMENTS**

	MAIN	O&E	PROGRAM	POLICY	STUDENT	7-12/97	MAIN	O&E	PROGRAM	POLICY	STUDENT	1-6/98	97-98
TELEPHONE	\$15	\$0	\$0	\$10	\$0	\$25	\$15	\$0	\$0	\$10	\$0	\$25	\$50
COPYING	\$50	\$25	\$70	\$40	\$10	\$195	\$50	\$25	\$70	\$40	\$10	\$195	\$390
SUPPLIES	\$100	\$50	\$230	\$0	\$0	\$380	\$100	\$50	\$230	\$0	\$0	\$380	\$760
HOST UCLGBTA	\$175	\$0	\$0	\$0	\$0	\$175	\$175	\$0	\$0	\$0	\$0	\$175	\$350
LIBRARY	\$0	\$300	\$0	\$0	\$0	\$300	\$0	\$300	\$0	\$0	\$0	\$300	\$600
BROCHURES	\$0	\$1,000	\$0	\$0	\$0	\$1,000	\$0	\$2,000	\$0	\$0	\$0	\$2,000	\$3,000
HONARIA	\$0	\$0	\$300	\$0	\$0	\$300	\$0	\$0	\$700	\$0	\$0	\$700	\$1,000
CLIMATE SURVEY	\$150	\$0	\$0	\$0	\$0	\$150	\$500	\$0	\$0	\$0	\$0	\$500	\$650
S&E SUBTOTALS	\$490	\$1,375	\$600	\$50	\$10	\$2,525	\$840	\$2,375	\$1,000	\$50	\$10	\$4,275	\$6,800
TRAVEL	\$200	\$1,280	\$100	\$150	\$390	\$2,120	\$200	\$1,400	\$300	\$150	\$225	\$2,275	\$4,395
SUBCOMMITTEE	\$690	\$2,655	\$700	\$200	\$400	\$4,645	\$1,040	\$3,775	\$1,300	\$200	\$235	\$6,550	\$11,195
STAFF SUPPORT	\$2,076	\$3,460	\$3,460	\$1,384	\$3,460	\$13,842	\$2,076	\$3,460	\$3,460	\$1,384	\$3,460	\$13,842	\$27,683
TOTAL	\$2,766	\$6,115	\$4,160	\$1,584	\$3,860	\$18,487	\$3,116	\$7,235	\$4,760	\$1,584	\$3,695	\$20,392	\$38,878

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