

**CHANCELLOR'S ADVISORY COMMITTEE ON
LESBIAN, GAY, AND BISEXUAL ISSUES**

CAMPUS CLIMATE REPORT

**University of California
San Diego**

October 1995

CHANCELLOR'S ADVISORY COMMITTEE ON
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XII. SUMMARY OF RECOMMENDATIONS BY CHAPTER HEADING

CAMPUS NONDISCRIMINATION POLICY

The University's nondiscrimination statement should be amended to prohibit both discrimination and harassment based on sexual orientation.

HARASSMENT

Funding should be provided to conduct a campus-wide survey on harassment and violence towards LGB students, staff, and faculty. Such a survey could be designed with assistance of the UCSD community.

Campus Administration and Student Affairs personnel should be cognizant of the potential for violence and harassment towards LGB persons on campus and pursue all violations to the fullest extent of the law and campus regulations.

Campus Police should maintain hate crime statistics with capabilities of readily identifying those cases based on sexual orientation.

Campus police, and any other appropriate campus units, should advertise self-defense classes they offer to the LGB community.

LGB organizations and individuals need to actively encourage survivors of violence or harassment to report the abuse to the proper authorities including the Police Department.

DOMESTIC PARTNER BENEFITS

Health and retirement benefits should be extended to domestic partners of UC employees and to their children.

A campus-wide domestic partner benefits policy, allowing all campus units to provide equivalent benefits to legal spouses, family members (with family not being legally defined), and domestic partners, is recommended. This would necessarily exclude those areas, such as health benefits, which are under control by The Regents or Office of the President at this time. A written document to this effect would eliminate departmental and staff variations, and reiterate the University's support of the nondiscrimination policy based on sexual orientation.

The term "family," when used in campus policies covering family illness, catastrophic leave, and/or bereavement, should be broadened to include domestic partners.

Campus family housing and married student housing should be available to domestic partners.

Transportation and Parking Services should ensure that its policy in issuing supplementary permits be administered equitably to all applicants without regard to a "legal relationship" factor.

If the UCSD Alumni Association implements a benefit available to alumni families, the benefit should be extended to domestic partners and to off-spring of domestic partners.

PSYCHOLOGICAL AND COUNSELING SERVICES

Funding should be made available in support of peer counselors.

EDUCATION AND ASSISTANCE

Other videos that are instructive and beneficial should be considered for purchase. In addition, it may be appropriate for the campus to produce its own training video.

Personnel from Staff Education and Development, Staff Affirmative Action, and Human Resources Department in general are encouraged to attend the CACLGBI meetings when relevant topics are discussed.

UCSD should follow the lead of other campuses and establish a LGB center. A formal proposal and recommendation for the establishment of a LGB center at UCSD will be forthcoming from this committee and LGB organizations on campus.

Any campus training in diversity issues should adequately address the areas of homosexuality and bisexuality.

A separate committee should be established to inform the Chancellor on HIV/AIDS issues that affect the UCSD community. Such a committee might encompass and coordinate a broad number of items including HIV/AIDS prevention, education, health service delivery, and public policy/legislation.

ETHNIC LESBIAN, GAY, AND BISEXUAL ISSUES

Campus leaders of color should be made aware of issues important to LGB people of color.

Interaction between the LGB groups and the various ethnic minority groups on campus should be encouraged whenever possible.

Administrative initiative should be made to institute the inclusion of the LGBA with other student groups that fall within the Student Affirmative Action Committee.

SPECIAL ISSUES AT THE UCSD MEDICAL CENTER

Effort should be made to improve the climate within the UCSDMC so that LGBs do not feel the need to be closeted.

For the sake of consistency, some of JCAHO's language should be adopted into the UCSD Medical Center's policy governing patient's rights and visitation.

HIV/AIDS RESOURCES/ACTIVITIES ON CAMPUS

Anonymous HIV testing at the Student Health Service should be promoted as much as possible.

The course, "Contemporary Issues 40 - AIDS Epidemic," should be widely publicized.

HIV literature available at the Student Health Service should continue to be reviewed and improved.

UCSD LIBRARIES

The Library should examine its periodicals and newspaper collections to see if LGB material is adequately represented to meet the teaching and research that is being conducted at UCSD.

The Library should contact Physical Plant Services to stock and repair the condom machines.

The Pathfinder covering LGB resources should be updated.

CURRICULUM

While the courses listed in this chapter are important, additional courses covering other disciplines are needed, particularly in the areas of history and psychology.

UNIVERSITY INTERACTION WITH OTHER AGENCIES

Until the Boy Scouts of American cease discriminatory practices against gay members and leaders, or until the local United Way chapter drops the BSA from its organization list, UCSD should cease providing personnel, resources, and support to the United Way campaign.

CHANCELLOR'S ADVISORY COMMITTEE ON
LESBIAN, GAY, BISEXUAL, AND TRANSGENDER ISSUES

1997 CAMPUS CLIMATE REPORT

*An Update to the
1995 Campus Climate Report*

University of California
San Diego

May 1997

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INTRODUCTION

When UCSD's Chancellor's Advisory Committee for Lesbian, Gay, and Bisexual Issues was established in June of 1994 (the committee's title was later expanded to include Transgender, thus the acronym CACLGBTI), one of the first agenda items for the committee was to document the climate for lesbians, gays, bisexuals, and transgenders (LGBTs) within the UCSD community. This effort resulted in a *Campus Climate Report* published in October 1995. The report investigated a variety of issues and concluded each issue with recommendations to correct the identified negative situations and to support and reinforce the positive ones.

During the summer of 1995 when the report was under production, The Regents of the University of California approved Resolutions SP-1 and SP-2 which prohibit the use of race, religion, sex, color, ethnicity, or national origin as criteria in University admissions, employment, and contracting practices. In the Fall of 1996, California voters approved Proposition 209, the California Civil Rights Initiative, which prohibits the state from discriminating against, or granting preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting. As of this writing, the constitutionality of the proposition is being appealed through the court system.

As a result of these measures and their impact on the methods by which UCSD had attempted to diversify its campus community, newly appointed UCSD Chancellor Dynes directed his advisory committees and staff associations to review their charges and programs for the purpose of evaluating effectiveness in diversifying the campus community. CACLGBTI decided that in addition to addressing the Chancellor's specific request, it would be an appropriate time to reassess the campus climate for LGBTs at UCSD and to include an update to the original 1995 *Campus Climate Report* as part of CACLGBTI's response to the Chancellor.

In preparing this report, chapter titles from the previous climate report have been reintroduced into this update. Each chapter begins with a section titled "Recommendations from the 1995 *Campus Climate Report*" and is immediately followed by a section that briefly describes the actions taken to meet those recommendations ("1997 Update on Recommendations"). Other information has been added as necessary to each chapter to document the current campus climate. Two new chapters have been added to this update: one chapter to capture the campus climate from the students' perspective and another to address the proposal to establish a LGBT Resource Center on campus.

In general, there has been progress -- some policies have changed. It is anticipated that the issue of benefits for domestic partners of University employees will soon be presented to The Regents, and several programs focusing on LGBT issues have been (and will continue to be) presented on campus. However, some areas still require improvement -- there is considerable need for a LGBT Resource Center, and there continue to be instances of harassment based on sexual orientation. In many respects, LGBTs still feel unsafe and threatened by being themselves, an indicator that the campus can be hostile to people.

CACLGBTI is pleased to present this report to Chancellor Dynes and to the UCSD campus community to provide insight into the nature of diversity and to help the campus reach its goal of providing a working and learning environment for all who support a climate of fairness, cooperation, and professionalism.