

UC DAVIS

**1996-97 Chancellor's Committee on
Lesbian, Gay, Bisexual and Transgender Issues**

Seventh Year Report

University of California, Davis
September 1997

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Committee Members

1996- 97

Bentley, Jennifer	Masters, Tracy
Betts, Sophie	McElwain, Jeanine
Boies, Sylvain	Medina, Gerardo
Breivik, Cris	Mercado, Rick
Brodkey, Lisa	Miranda, Jose
Cartwright, Edie	Munoz, Karen
Chamberlain, Jason	Myers, Claudia
Colby, Michael	Nelson, Artemis
Cortright, Kristy	Papagni, Lisa
Cutler, Brent	Pullum, Barry
Davis, Diana	Randall, Marion
Dixon, John	Redmon, Maggie
Elliott, Raleigh	Roberts, Warren
Fergoda, Joy	Rogers, Helen
Flagg, Nancy	Roth, Karen
Flynn, Neil	Ruda, Jeff
Fontes-Fulton, Ellie	Sala, Marbella
Frank, Sue	Schulz, Hank
Gonzalez, Gisi	Sellers, Barabara
Gustafson, Eric	Serrano, Nancy
Heckman, Jamie	Shimek, Dennis
Hoover, Larry	Smith, Bill
Hughes, Rhonda	Subasic, Allison
Hurt, Bill	Takakuwa, Kevin
Kaiser, Tom	Wilson, David
Kushigian, Nancy	
Lasdon, Kim	
Lawton-Haehl, John	
Little, Connell Ray	
Lovercheck, Suzie	
Luna, Reyes	
Maloney, Katie	
Marsh, Russ	

Committee Leadership Positions 1996/97

Chairperson: Allison Subasic

Recorder: Joy Fergoda

Finance Subcommittee Chair: Brent Cutler

Speakers Bureau: Karen Roth

Resource Center: Artemis Nelson, Allison Subasic

Leadership/Diversity Retreat Chair: Karen Roth

AIDS Subcommittee Chair: William Hurtt

Psychological Services Chair: Sylvain Boies

UCLGBTA representatives: Susan Lovercheck-undergraduate,
Kevin Takakuwa-professional school, Allison Subasic-staff

Annual Awards Dinner Chair: Marion Randall, Brent Cutler

Committee Charter and Structure

Since its inception in 1990, the committee has been a vocal advocate of policies and programs which educate and improve the campus community in regards to LGBT issues.

Structure

The Chancellor's Committee on Lesbian, Gay, Bisexual and Transgender Issues is comprised of current students, staff and faculty (regardless of sexual orientation or gender) who are interested in working on issues concerning the LGBT community on campus and with a good will towards our community. These individuals are from the UC Davis campus and the UC Medical Center. The group meets every four to six weeks and conducts most of its work through subcommittees. There is one acting chair of the committee and also appointed chairs of the subcommittees. An Annual Report for the Chancellor is produced after the end of the academic year and before the next academic year begins. Copies of the reports are housed in the LGBT Resource Center.

Leadership

The Chair position is a two year appointment. This position is responsible for overseeing the Annual Report and general running of the committee including but not limited to: preparing for and running meetings, attending annual conferences as necessary and being the campus liaison and contact for official functions at the chancellors , vice chancellors request.

The Chair position is nominated by ballot at the second to last meeting of the year. Names of nominees are given to the committee recorder who contacts the nominees for interest. A nominee is not obligated to run for office. The names of interested nominees are given to the committee for consideration. During the last meeting of the year, five minutes will be allotted to each candidate to give a statement of interest. Voting will take place confidentially and tallied by the Recorder. If results are available they will be given at this meeting. If not, or in the case of a tie, the committee will be notified and another voting will be conducted by mail to the Recorders office.

Recorder position is a volunteer position responsible for taking minutes, mailing out minutes and keeping the email and mailing list of committee members. This position is also responsible for sending out news items to the email list "CC NOTES" that are given to the Recorder by the Chair or other committee members.

Subcommittees

There are permanent and non permanent subcommittees with self appointed chairs of each. Each subcommittee will have at least three individuals of which one is chosen chair. Subcommittee Chairs are responsible for providing the Committee Chair with a section of the Annual Report detailing their groups work during the academic year.

Permanent:

Budget/Finance

Speakers Bureau

Leadership Retreat

Annual Awards Dinner 'Under the Rainbow'

Resource Center

UCLGBTA

Non-permanent:

These committees vary from year to year depending on interest and are not limited to the examples listed below.

AIDS

Domestic Partner Benefits

Bisexuality

Transgender

ROTC/Military Issues

Psychological support services

Diversity

Curriculum

Education/Sensitivity training

Outreach/Publicity

Voting

Occasionally issues arise that warrant a vote by the committee (i.e. Chair position, inclusion of the word 'Transgender' to the groups name in June of 1997). It has been agreed upon by the committee that when a vote is to take place, it will be announced at the meeting previous to the actual vote. The group members unable to attend the announcement meeting will be notified by the Recorder in a clearly marked section of the minutes and will have the option of attending the following meeting if it is an issue of interest to them. The vote will be done by a 2/3 majority of the members attending the meeting in which the vote takes place. Time will be allotted for discussion on both sides of the issue in question. Voting options include yes/agree, no/disagree, abstain or an individual's name when voting for a committee position. Voting will take place confidentially and tallied at the meeting by the Recorder. Results will be published in the next available minutes.

Introduction

1997 Report Introduction

On behalf of the Chancellor's Committee on Lesbian, Gay, Bisexual and Transgender (LGBT) Issues, I am pleased to present the Seventh Year Annual Report. 1997 has once again been marked by many highs and lows for our community. We continue to strive to meet our educational goals and increase our committee membership in the hopes of making Davis a safer and more welcoming environment for the LGBT community. We have progressed in these areas but homophobia continues to be a key factor in the lives of many of the students, staff and faculty here at Davis.

Many staff, students and especially faculty live in fear of reprisal in their jobs, dorms and classrooms if their sexual orientation was to become known. There are still individuals that are not comfortable coming to meetings or even being on our email lists because of the assumptions they fear might be made if their names were seen. One result of this fear, is a lack of positive involvement in the campus community. It also effects the number of people in our committee that are available to take on leadership roles and continue to make progress against the ignorance and fear of homophobia. Programs such as the Speakers Bureau and the Resource Center are key methods to changing the attitudes that cause an environment that is not welcoming or comfortable. It is extremely important that our educational efforts in these areas continue and be supported in the future.

This report focuses primarily on the reports prepared by the subcommittees and their recommendations. It does not spend a lot of time chronicling the day to day events that made up the year for all of us. Many events occurred that had a great impact on us and other communities such as the two hate crimes that strongly affected the students on our campus and resulted in the eventual strengthening of our community and our ties with other oppressed groups on campus (see Appendix E, I). Our community's resilience is always evident as we continue to make the best out of situations that were intended to divide and weaken us. It is no longer enough to fight for one specific cause but to work with the campus community as a whole and with all aspects of our unique constituent group. We are differing as much in our make-up as we are in our sexuality.

Highlights:

Some of the important events that happened this past academic year that may not appear in the subcommittee reports and are important to recognize are:

Out & About: How to deal with Harassment seminar. This event was put together because of a hate crime that occurred after the annual fraternity's 'Davis is Burning'. After the event, students leaving were heckled and chased in their cars by a group of young adults. Many of the students involved feared for their safety and were upset by the situation. A ripple effect was also felt throughout the community as people learned of the events. Though the incident was reported to the Davis police, the suspects involved have never been apprehended. A panel of students, police,

counselors and staff presented a workshop to discuss what had happened that evening and help to provide resources and safety tips for future events. (see appendix E).

The Chancellor's Committee also co-sponsored a dinner and workshop with UC Presents to meet the Joe Goode Dance Company. The evening was a great success and encouraged many from our community to take part in their show the next evening. (see appendix G).

Our committee also hosted the first Annual Graduation Ceremony for our LGBT students. They were each presented with a rainbow tassel and graduation certificate and walked across the stage at the Dinner Under the Rainbow celebration. (see appendix H).

A second hate crime occurred on campus later in the year. Murals from Delta Lambda Phi (gay fraternity) and the Young Black Scholars were vandalized. The students worked together to put on a rally to bring all the oppressed groups together to educate and heal from the incidents and also create an atmosphere where we all worked together in the future. (see appendix I).

A new Charter was written to give structure to our committee and a change in the title of the group was also voted on and passed. The inclusion of the word 'Transgender' was easily voted in. A few weeks of discussion and education took place before this vote occurred. This was the second time in 3 years that the subject of adding 'transgender' to our title has come up. (see appendix K).

Throughout this report, you will find evidence of both positive progress and the need for further improvement which can enable the LGBT community to achieve full inclusion within the diversity of our community at UC Davis.

Resource Center Funding Proposal

TO: Dennis Shimek
Carol Wall
Harvey Himelfarb
Ellie Fontes-Fulton
John Dixon

5-2-97

cc: Larry Vanderhoef

FROM: Allison Subasic

In preparation for our meeting on May 6, 1997, I have pulled together some information and cost comparatives to help us frame our discussion. It is my hope to establish funding for the operations and staffing of the Lesbian, Gay and Bisexual (LGB) Resource Center at UC Davis.

The creation of the Lesbian, Gay and Bisexual Resource Center Jan. 31, 1994, was the direct result of a recommendation by the Chancellor's Committee on Gay, Lesbian and Bisexual Issues in 1992. The committee provided a climate report that showed the need for a 'safe space' and support services for the campus Lesbian, Gay, Bisexual and Transgender (LGBT) community.

The Center's original operations were funded through donations (books, magazines, hundreds of volunteer hours, equipment and furniture), support from the Chancellor's Committee on LGB Issues and a one-time start up fund of \$7,000 from the Office of Diversity. Currently, the Chancellor's Committee provides \$2,700 per year from constituent group funds that are used for basic expenses such as phone, photocopies and mail. The first permanent funding began in Fall 1996. The funding is \$2,500 for a Student Director position and is currently administered through the Cross Cultural Center.

These two fund sources, while they are helpful, do not come close to meeting the financial needs of a functioning Resource Center. The \$2,500 does not cover 15 hours/week for the year at our current SA III level and it certainly does not cover the staff time to supervise and direct the overall future and everyday functioning of the Center. Two staff members have voluntarily Co-Directed the Resource Center this year. Due to burn-out, this is the second change in leadership since the Center's inception. Each Co-Director volunteers an average of 10-15 hours per week of their own time, often at the expense of their current campus positions.

At this point, my question to the administration is; "Do you support the idea of diversity, which includes the LGBT community?" If so, can we find a way to provide basic operating and staffing needs for the Resource Center?

The goal is to have a decentralized model for the Center that will work with other existing units to meet the needs of the LGBT students, staff and faculty. I believe

this type of model will best serve the needs of our campus community and provide services which do not overlap. However, this goal will not be easily attained as there are few units on campus that currently provide resources for this community. Curriculum development and educational outreach will be a priority in order to follow this model.

I have included a current survey of the nine UC campuses and their respective LGBT Resource Centers. Each of the campuses is unique in its student population and the needs of its LGBT community. Six of the nine campuses have a Center of some kind. The University of California Lesbian, Gay, Bisexual and Transgender Association (UCLGBTGA)-the systemwide committee for LGBT concerns- has made it their goal to help each campus establish LGBT Centers with permanent funding. The only UC without a Center and no plans of getting one, is UCSF. This is possibly due to the fact that they have no undergraduate population (typically the most in need of the services of a resource center) and a plethora of services available in the immediate community. Three of the six Centers are currently FTE staffed, but three more have proposals for funding these positions. The funding for the campuses with FTE staff ranges from \$38,500 to \$63,000 per year. Davis falls near the bottom of the range for overall funding and at the bottom of the range for schools that have a fully functioning Center.

Attached are the basic needs of a functioning and productive Resource Center at Davis. I have prepared a basic proposal which illustrates minimal funding. The total is not a formidable amount, especially when compared to the WRRC and the Cross Cultural Center, which were also established to meet the needs of high-risk, under represented groups on campus. Some of the programmatic choices and FTE position requests are specific to our campus.

Attachments:

Current Functions

Future Needs

Some of the current Center functions and resources are:

* A library of more than 500 books. A growing video selection, including popular and educational titles. Local and national newspapers and magazines. Most of the materials can be checked-out to patrons for personal use.

* A resource database and files on local resources available for the LGBT community including health professionals, legal services, clubs, organizations and community contacts both on and off campus.

* A bulletin board exchange where individuals from the community may advertise events, services, spaces for rent, etc.

* An electronic bulletin board on the UC Davis mainframe, for posting information relevant to the LBGT community. A web page that lists campus contacts and information about the Center including our current library collection.

* A monthly bulletin board listing events for and about the LGBT community.

* A meeting, social and study space, available during office hours and by appointment after hours.

* Twice quarterly newsletter describing current events both on and off campus mailed to over 150 community members.

Currently the Center is open at least 10 am to 4 pm Monday through Friday by student and staff volunteers and our Student Director.

FUTURE NEEDS OF THE LGBT RESOURCE CENTER

PROPOSAL, MAY 1997

Space- 600 to 1,000 square feet.

- Space divided into a meeting room, resource center room and library, separate office for director, separate office for the student director.

-We have quickly outgrown our current space. Many of the support groups and clubs would like to use a safe-space like the Resource Center to conduct their meetings but currently we do not have the room. Our space will hold approx. 20 people standing, not comfortably, and 10-12 seated. There is not a separate section for the directors or student director to work in and when the Center is open it is hard to get necessary work completed. There is also no place for any private conversations to take place. If someone wishes to confidentially ask about a resource or talk about an issue that they do not want to share with anyone else who may be using the Center, they do not have the option.

Staffing- 1 SAO II, full-time permanently funded, plus benefits.

1 Library Assistant III, 1/2 time (Resource Librarian).

-Consistency is a key to being dependable and providing good service to the campus, this can only be achieved through the permanent staffing of a full-time director position. This position would be responsible for the budget, programming, supervising and general running of the Center.

-The Resource Librarian position would be in charge of collection management-for monographs, serials, archival material and acquisitions, cataloging and copy cataloging at an advanced level. This position would also be responsible for the library databases including the library page on the Center's website. The Center urgently needs a Library Assistant position. Although Shields has an excellent LGBT collection in many ways (especially monographs), it is lacking in others. The fact remains that many people are uncomfortable, because of the largely unaddressed homophobia in our society, with searching out LGBT information in a large academic library.

Student Positions: 1 SA III, student director 15 hours/week.
2 SA II, student interns-possibly work study, 5-10
hours/wk.

-The student director position would be in charge of staffing the center with volunteers, training the volunteers, organizing and updating the volunteer and student director handbooks and scheduling meetings and social and special projects for the center.

-The student interns would be in charge of specific annual projects such as the Diversity Retreat and Pride Week activities. They would form an alliance with interns at the WRRC and CCC and also help organize other volunteers to help in these tasks. Other programming goals would include educational outreach to the dorms, Greek system, staff offices and classes.

OE&E:

-2 phone lines, mail, advertisements for programming, Rainbow Connection Newsletter, library books, magazine subscriptions, general upkeep and quarterly socials.

Programming:

-Pride week, peer counseling program, Safe Space program, 'OUT DAY' activities and newspaper ad, National Day of Silence, Graduation celebration and tassels, Diversity Retreat, Annual speakers series, Awards Dinner Under the Rainbow, Davis is Burning, and the campus LGBT Speakers Bureau.

Estimated Cost:

\$33,300.00 Director
\$12,666.00 Resource Librarian
\$ 5,000.00 OE&E
\$10,000.00 Programming
\$ 5,000.00 Student Staffing

\$66,466.00 Total

Systemwide Resource Centers

Campus	Undrgrd. Enrollment	Sq. Ft.	Age of Center	Report To	FTE	Student Staff	Programming S	OE&E	TOTAL S
UCB	#25,000	250 900 2 centers Social/ Resource	4 years 5 years	Student Affairs ASUCB	0 proposal in the works for full-time position	2-volunteer proposal for student staff	\$6825-ASUC \$3150-ASUC \$1742-ASUC \$435-ASUC \$3k AlumAssoc.	\$250 \$300 \$3K	17.7K
UCD	#18,936	250	3.5 years	Human Resources & Student Affairs	0	1-SA III 10-15hrs/wk 2.5K	0	2.7K	5.2K
UCI	# 14,000	955	2 years	Student services Dean of Students	1-SAO IV 52K 1-A.A. I 11 hrs/wk	2-SA III 15hrs/wk 1-Intern 1k/yr	5K	5K	63K
UCLA	#20,000	400	2.2 years	Campus Life (Assoc. V.C.)	1-SAO III 41K 1-SAO II 1/2 time 15K	3-work study SA-IV? (\$8.64/hr) 10 hr/wk 4K	0	5K	65K
UCR	#7,359	200	4 years	Student Services	1-SAO II 30K 11month	3-SA-I 7.5hrs/wk 2.5K	3K	3K	38.5K

