

UC Riverside

Riverside

LESBIAN, GAY, AND BISEXUAL RESOURCE CENTER

The Lesbian, Gay and Bisexual Resource Center (LGBRC) provides support services for the lesbian, gay, bisexual and transgender community at UCR, and educational programs for the entire campus community. Workshops, speakers, films, and activities designed to expand the awareness and understanding of lesbian, gay, bisexual, and transgender issues are part of the Resource Center's offerings. Programs and activities include Lesbian/Gay/Bisexual/Transgender Pride Week; National Coming Out Day; sensitivity training for the campus community; the Resource Center's Speakers Bureau; and IceBreakers, a support group for students who are coming out.

The LGBRC also provides "drop-in" support for students which includes advising, informal counseling, and resource referrals to the wide array of services and programs available on campus and within the community. In addition to these support services, the LGBRC houses an in-office resource collection of books, journals, magazines, and videotapes that is available for individuals conducting research on lesbian, gay, bisexual and transgender issues.

The Resource Center is dedicated to providing a safe and supportive environment in which students may reach their academic and personal goals. All students, regardless of sexual orientation, are encouraged to utilize the programs and services of the LGBRC to explore issues important to -- but not exclusive of -- lesbian, gay, bisexual and transgender people. The Lesbian, Gay, and Bisexual Resource Center is located in 250 Costo Hall. Telephone (909) 787-2267 or (909) 787-6414.

UNIVERSITY OF CALIFORNIA, RIVERSIDE
LESBIAN, GAY AND BISEXUAL RESOURCE CENTER

1996-97 Registration Fee Budget Request

Narrative Statements

Section #1--Organization and Mission

MISSION

The Lesbian, Gay and Bisexual Resource Center (LGBRC) is committed to providing support services to the lesbian, gay, bisexual and transgender student community at UCR, and educational programs for the entire campus community. The fundamental goal of the Resource Center is to inspire ALL students toward self awareness and self empowerment by affirming cultural diversity and cultural competence as essential elements in the development of an academic institution's curriculum. Our mission, therefore, is five-fold:

- 1) *Academic & Personal Achievement*
To encourage lesbian, gay, bisexual and transgender students to expand their educational, professional and personal opportunities at the university by participating fully in campus programs and activities
- 2) *Leadership & Professional Development*
To foster the development of student leadership skills by organizing social/cultural/educational programs and activities that address lesbian, gay, bisexual and transgender concerns
- 3) *Student Welfare & Support*
To provide informational services and resource referrals to all students, especially lesbian, gay, bisexual and transgender students, in order to enhance their educational experiences as well as to address their individual needs and concerns
- 4) *Campus Support*
To support and encourage UCR departments, staff, faculty, and students in becoming more sensitive to and knowledgeable about the needs and concerns of lesbian, gay, bisexual and transgender students
- 5) *Student Advocacy*
To establish, maintain and promote a safe and supportive campus environment where lesbian, gay, bisexual and transgender students can value their own stage of development, and appreciate the social and cultural diversity that the UCR campus community has to offer

All students, regardless of sexual orientation, are encouraged to utilize the resources of the LGBRC to explore issues important to -- but not exclusive of -- lesbian, gay, bisexual and transgender people. In this regard, the Resource Center functions as an educational forum where students, staff and faculty members can increase their sensitivity to and understanding of lesbian, gay, bisexual and transgender concerns through their active participation in programs and their interaction with the campus lesbian, gay, bisexual and transgender community.

SERVICES/GOALS

It has been recognized by prominent universities and colleges across the country that campus policies which affirm "diversity, acceptance and pluralism" are essential to the development of an academic institution's curriculum. UCR, with its already progressive stance on issues of cultural diversity and cultural competence, is well-equipped to advocate for the historically under-served and overlooked needs of lesbian, gay, bisexual and transgender students.

The Lesbian, Gay and Bisexual Resource Center provides the following services in order to fulfill its mission:

1) Academic & Personal Achievement: *To encourage lesbian, gay, bisexual and transgender students to expand their educational, professional and personal opportunities at the University by participating fully in campus programs and activities*

The LGBRC assists first year, transfer and re-entry students who are unfamiliar with UC Riverside by hosting a **New Student Orientation** at the beginning of the academic year. The Orientation serves as a structured introduction to the various programs and services available not only with the LGBRC but with other campus departments, and community-based organizations and agencies in the surrounding Riverside/San Bernardino area. The emphasis of the New Student Orientation is to acknowledge the University's already progressive stance on cultural diversity, addressing such topics as the University of California's non-discrimination statement and its support of lesbian, gay, bisexual and transgender students.

The LGBRC encourages greater campus involvement among students, staff and faculty by organizing activities for **Welcome Back Week**. Welcome Back Week activities coincide with **National Coming Out Week** celebrations held across the country. These programs and activities serve to highlight the contributions of openly gay, lesbian, bisexual and transgendered people. Past Welcome Back Week celebrations have included presentations by openly gay and lesbian professors on their academic studies and their experiences at the university, workshops by openly gay and lesbian staff people on workplace sensitivity, and panel discussions by openly gay and lesbian students sharing their own undergraduate and graduate school experiences with other students. These and many other similar programs serve to offset the widespread invisibility and exclusion of lesbian, gay, bisexual and transgendered people at UCR.

2) Leadership & Professional Development: *To foster the development of student leadership skills by organizing social/cultural/educational programs and activities that address lesbian, gay, bisexual and transgender concerns*

The LGBRC seeks to promote leadership skills among the students and student organizations it currently advises and coordinates activities with. The Resource Center Director serves as the advisor of **Queer Alliance**, UCR's Lesbian, Gay, Bisexual and Transgender Student Organization; the **LGBRC Newsletter** collective; and the **KUCR Radio Show** collective. By encouraging students to participate in these and various other campus activities and programs, the LGBRC actively fosters student growth and development. Therefore, it is imperative that lesbian, gay, bisexual and transgendered students are given the full opportunity to utilize their skills and talents through their involvement with the LGB Resource Center.

For many students, coming to terms with being lesbian, gay, bisexual or transgendered is an ongoing process that is often faced in isolation without support and very few role models. To remedy this culture of invisibility and exclusion, the LGBRC sponsors an annual **leadership retreat** during Winter quarter to promote student growth and development. The retreat is built into the yearly **University of California Lesbian, Gay & Bisexual Association (UCLGBA) Statewide Conference** that is attended by more than two dozen UCR students. The ultimate purpose of the leadership retreat is to provide students with working skills to assist

other students at their respective campuses. The retreat also serves as a valuable opportunity for students to better acquaint themselves with other students, staff and faculty members who would be able to assist them.

3) Student Welfare & Support: *To provide informational services and resource referrals to all students, especially lesbian, gay, bisexual and transgender students, in order to enhance their educational experiences as well as to address their individual needs and concerns*

The LGBRC provides help and assistance that is culturally sensitive to the pressures that lesbian, gay, bisexual and transgendered students face daily at the University. Because of the alarming incidence rate of harassment, violence, alcoholism, substance abuse, eating disorders and suicide among lesbian, gay, bisexual and transgender youth, it is essential that the LGBRC offers **drop-in support services**. The Director of the Resource Center provides **informal counseling** as well as **resource referrals** to the appropriate department on campus or in the community. Conversely, these organizations are able to re-direct students to the various programs and services available with the LGBRC.

The LGBRC also provides **up-to-date information and material** on many issues that impact the lesbian, gay, bisexual and transgender community (eg. community-based activities, volunteer opportunities, academic conferences, social activities, and health related information -- including but not limited to AIDS/HIV and safer sex guidelines for men and women, both gay and non-gay). The LGBRC holds an **in-office library** that includes scholarly volumes for graduate level research, recent fiction, current periodicals, newsletters, pamphlets and educational videos. By providing these educational resources, the LGBRC fulfills its role as a vital member of the campus academic community. Especially since the Resource Center offers information and material that is not readily available at other departments on campus or in the community.

4) Campus Support: *To support and encourage UCR departments, staff, faculty, and students in becoming more sensitive to and knowledgeable about the needs and concerns of lesbian, gay, bisexual and transgender students*

The LGBRC encourages lesbian, gay, bisexual and transgender students to become aware of their cultural heritage by sponsoring programs and activities during our annual **Lesbian/Gay/Bisexual/Transgender Pride Week**. Pride Week is a week-long series of speakers, workshops and activities held during Spring quarter to raise campus awareness of lesbian, gay, bisexual and transgender issues, while promoting a more accepting campus climate for lesbian, gay, bisexual and transgendered people. In the past, the focus of Pride Week has been to shed new light on the history of the modern lesbian, gay, bisexual and transgender movement.

The LGBRC trains and coordinates the **Speakers Bureau** which provides student speakers for presentations in both classroom and panel discussion settings. The Bureau is a structured outreach and educational effort by the Resource Center to provide the greater campus community with an opportunity (sometimes their first) to meet and dialogue with openly lesbian, gay, bisexual and transgender students, staff and faculty members. The goals of the Speakers Bureau are to communicate the diversity that exists within our community, and to respond to the questions and misconceptions some people still have about our community.

Oftentimes, faculty and staff members are not cognizant of the demoralizing and invalidating effects that heterosexist and homophobic remarks and actions can have on students. A major task of the LGBRC is to provide **sensitivity training workshops** where students, staff and faculty are given the opportunity to become aware of these kinds of situations. The workshops are highly structured programs that speak generally about cultural diversity and highlight the unique needs and concerns of lesbian, gay, bisexual and transgendered students.

Throughout the academic year, the LGBRC presents a **Film/Video Series** of lesbian, gay, bisexual and transgender-focused titles. Too often, social/cultural programs held on campus fail to include or adequately represent the real-life

concerns of lesbian, gay, bisexual and transgendered people. The Film/Video Series serves to make up for these omissions or distortions, while raising campus awareness and understanding.

In recognition of December 1st, as **World AIDS Day** and **A Day Without Art**, the LGBRC coordinates a campus-wide informational campaign to raise awareness about HIV and AIDS through a wide array of speakers, educational workshops, presentations, and informational displays. Particular attention is given to the HIV/AIDS concerns of lesbian, gay, bisexual and transgender students, considering general information available on campus about HIV/AIDS often overlooks these specific populations and their unique needs.

*5) **Student Advocacy:** To establish, maintain and promote a safe and supportive campus environment where lesbian, gay, bisexual and transgender students can value their own stage of development, and appreciate the social and cultural diversity that the UCR campus community has to offer*

Perhaps one of the most rewarding functions of the LGBRC -- aside from the many programs and services we coordinate -- is the role of the office as a **safe space** for lesbian, gay, bisexual and transgender students. The LGBRC serves as a drop-in center where students can be free from harassment, and where students can go to gather information, study, interact, hold meetings, relax and just be themselves. The importance of a safe space for any marginalized community is self-evident. Though clearly the LGBRC is more than a space; the office has become a coordinating center for the LGBT student community at UC Riverside.

LESBIAN, GAY AND BISEXUAL RESOURCE CENTER

FUNCTIONAL REVIEW (In Priority Order)

Section # 2--Functional Review

The Lesbian, Gay and Bisexual Resource Center (LGBRC) is committed to providing support services to the lesbian, gay, bisexual and transgender (LGBT) student community at UC Riverside, and educational support to the general campus community. The LGBRC fulfills a valuable role in the university's educational mission by raising awareness about the LGBT community, and by encouraging a deeper understanding of the diversity that exists within our multicultural community. The Lesbian, Gay and Bisexual Resource Center provides the following major programs, services and activities:

Function	Students	Type	Budget
1. Social/Cultural/Educational Programming	1,815	Male/Female Undergraduate & Graduate Students	\$14,039

The LGBRC sponsors and co-sponsors a wide array of social/cultural/educational programs all designed to enhance the educational environment at UCR. These programs vary in size (ranging from 12 to 350 participants), and focus. Though all of the programs serve to raise awareness of lesbian, gay, bisexual and transgender needs and concerns. Several ongoing programs include:

- New Student Orientation
- Welcome Back Week/National Coming Out Day
- World AIDS Day/Day Without Art
- Lesbian/Gay/Bisexual/Transgender Pride Week
- Film/Video Series

2. Outreach Activities	1,000	Male/Female Undergraduate & Graduate Students	\$5,273
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The LGBRC coordinates all outreach efforts to raise campus awareness of the various services and programs available through the office. These outreach efforts include Sensitivity Training Workshops, the LGBRC Speakers Bureau, the KUCR Radio Show, the LGBRC Newsletter, and formal and informal contact between the Resource Center staff and campus and community resources.

3. Advising/Informal Counseling/ Resource Referrals	1,200	Male/Female Undergraduate & Graduate Students	\$4,157
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The LGBRC co-sponsors and co-coordinates the IceBreakers support group, a discussion group for students who are coming out as lesbian, gay, bisexual or transgendered, or who are questioning their sexual orientation. The Resource Center Director also maintains office hours for drop-in support, student organization advising, informal counseling and resource referrals.

Function	Students	Type	Budget
4. Retention/Recruitment	75	Male/Female Undergraduate & Graduate Students	\$4,157

The LGBRC works with continuing UCR students to identify relevant issues pertaining to retention, and develops specific support programs to ensure completion of the student's academic program. These programs include the Leadership Retreat/UCLGBA Statewide Conference, the LGBRC's Student Volunteer Program and Internship Program.

5. Information Dissemination/ Library	150	Male/Female Undergraduate & Graduate Students	\$4,470
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The LGBRC collects and maintains an in-office resource collection of books, journals, magazines and educational videos of interest to the lesbian, gay, bisexual and transgender community at UCR, and those interested in conducting research on the LGBT community.

6. Lounge Area/Safe Space	150	Male/Female Undergraduate & Graduate Students	\$1,500
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The LGBRC serves as a drop-in center where students can be free from harassment, and where students can go to gather information, study, interact, hold meetings, relax and just be themselves.

EVALUATION

A. General Budget Evaluation

The Lesbian, Gay and Bisexual Resource Center appreciates the efforts of the Registration Fee Advisory Committee for its continued support of this Student Service Department. Clearly, the LGBRC must acknowledge the sensitivity of those on the committee who recognize that the historically overlooked and under-served needs of lesbian, gay, bisexual and transgender students are important, and must be adequately addressed at the UC Riverside campus.

The following is an evaluation of the different issues and concerns that our office is faced with in our mission to provide culturally-sensitive support services to the lesbian, gay, bisexual and transgender student community at UCR, and educational programs for the entire campus community:

1) Currently, the Director of the Lesbian, Gay and Bisexual Resource Center works 10 months full-time (September through June, with the months of July and August on furlough). The request for 11-month, full-time status is necessary to allow the Director adequate time to plan and coordinate programs and activities for the upcoming academic year; to participate in summer outreach activities, especially the campus New Student Orientation Program; and to coordinate the fiscal closing of the Resource Center's Reg Fee Budget. This expansion of the Director's appointment period would also bring the position in line with the appointment periods of other Directors in the Division of Student Services.

The Director of the LGBRC works 40 hours a week, and much of that time is spent in committee meetings addressing various issues of concern to LGBT (Lesbian/Gay/Bisexual/Transgender) students, as well with students in "drop-in" counseling, advising and support group appointments. Not much time is left available to plan, develop, coordinate and then participate in the various program events and activities designed for students. In order to represent the interests of students more fairly, the Director of the Resource Center must become a full-time, 11-month appointment.

2) Hourly Student Workers are essential to providing the Resource Center with reliable office assistance. Currently, the LGBRC Reg Fee budget funds only one staff position -- the Director's position. Hourly Student Workers would clearly alleviate some of the clerical demands on the Resource Center's Director, especially as the office continues to develop and expand our program and service offerings. Hourly Student Workers would assist in the creation of outreach material such as the office newsletter, flyers and banners for various programs and events; as well as in the distribution of these outreach material across the UCR campus. In addition, Student Workers would be useful in effectively planning and coordinating the Speakers Bureau, one of the Resource Center's outreach and educational programs.

Of even greater importance, however, these Student Worker positions would be able to provide badly needed office coverage for the Resource Center. Too often, the LGBRC must close its doors whenever the Director must leave the office to attend a meeting or scheduled appointment. Currently, the Resource Center relies on student volunteers for some office assistance. Though this volunteer assistance is a telling example of the LGBRC's support among UCR students, the current situation is an untenable one. A professionally staffed Student Service department should be able to rely and depend on in-office staff for both office coverage, and clerical assistance.

3) The purchase of office furniture for the LGBRC is extremely necessary considering the growth of the Resource Center and the increasing need to provide a professional office environment to support these expanded programs and services, as well as the many students who benefit from these programs and services. Also, it has been nearly three years since the Reg Fee Committee allocated funds for the LGB Resource

Center to purchase capital equipment, and no money has ever been allocated to supply the Resource Center with office furnishings that would benefit a Student Service Department.

4) The Resource Center's Reg Fee budget for programs and activities for the 1995-96 academic year was extremely limited. The programming budget funded a few special events each academic quarter, and only five year-long programs. Considering the increased usage of the office by both undergraduate and graduate students, and the need to develop programs and activities for an increasingly diverse student population, more funds are required to see that the Resource Center provide a greater breadth and depth of programs and services for the lesbian, gay and bisexual student community at UC Riverside, and the campus community at large.

B. Evaluation

The 1995-96 academic year is the Lesbian, Gay and Bisexual Resource Center's third year of operation. With the support of the Reg Fee Advisory Committee, we have been able to stabilize the number of programs and services that the Resource Center offers, as well as continue the regular office hours that the Resource Center set in place last year.

In fact, much of the success that the LGB Resource Center has experienced in the last three years can be directly attributed to the increased funding and support made to the office by the Reg Fee Committee, as well as to the unique and invaluable nature of the programs and services that we offer.

In the 1994-95 academic year, the Resource Center's programming calendar grew from the previous year's 27 programs to 43 programs, attracting a total attendance of more than 1,815 people -- a 47% increase. Along with these gains in the programming area, the LGBRC expanded the total number of office hours it was available for drop-in support services such as advising, informal counseling, resource referrals, and the use of the Resource Center's in-office library. The number of students, staff, faculty and community members utilizing the office grew to 2,426 daily visits during the 1994-95 academic year -- a 10% increase from the previous year's total number of visits. As these numbers suggest, the LGBRC is a vital and growing presence at the UC Riverside campus.

Despite this clear progress, many students on campus still have not been exposed to the many programs and services that the LGBRC offers due to the fact that the office has only one full-time, ten month staff position and a limited programming budget. However, with the growing presence of the LGB Resource Center at UCR; the increased discussion on matters involving sexual orientation; and the eventual Academic Senate approval of the Lesbian, Gay & Bisexual Studies Minor Program; there will certainly be a greater demand for more diverse programs and services addressing the needs and concerns of lesbian, gay, bisexual and transgendered students -- not simply among LGBT students, but in the campus community at large.

LESBIAN, GAY AND BISEXUAL RESOURCE CENTER
1996-97

**REG FEE BUDGET
ADDENDUM**

Justification for Sub 2 Increases:

SAO II -- Director of the Lesbian, Gay and Bisexual Resource Center (\$2,771)

Currently, the Director of LGB Resource Center works full-time, 10 months (September through June, with the months of July and August on furlough). The request for 11-month, full-time status is necessary to allow the Director adequate time for the following:

- 1) to plan and coordinate programs and activities for the upcoming academic year, especially Welcome Back Week/National Coming Out Week activities and the LGBT New Student Orientation;
- 2) to participate in summer outreach activities, especially the campus Bear Facts Orientation Program;
- 3) and to coordinate the fiscal closing of the Resource Center's Reg Fee Budget.

This expansion of the Director's appointment period would also bring the position in line with the appointment periods of other Directors in the Division of Student Services.

The Director of the LGBRC works 40 hours a week, and much of that time is spent in committee meetings addressing various issues of concern to lesbian, gay, bisexual and transgender (LGBT) students, as well with students in "drop-in" counseling, advising and support group appointments. Not much time is left available to plan, develop, coordinate and then participate in the various program events and activities designed for students. In order to represent the interests of students more fairly, the Director of the Resource Center must become a full-time, 11-month appointment.

Assistant II -- Student Hourly Workers (\$4,950)

Hourly Student Workers are essential to providing the Resource Center with reliable office assistance. Currently, the LGBRC Reg Fee budget funds only one staff position -- the Director's position. Hourly Student Workers would clearly alleviate some of the clerical demands on the Resource Center's one staff employee, as the office continues to develop and expand our program and service offerings. Hourly Student Workers would assist in the creation of outreach material such as the office newsletter, and flyers and banners for various programs and events; as well as in the distribution of these outreach material across the UCR campus. In addition, Student Workers would be useful in effectively planning and coordinating the Speakers Bureau, one of the Resource Center's outreach and educational programs.

Of even greater importance, however, these Student Worker positions would be able to provide badly needed office coverage for the Resource Center. Too often, the LGBRC must close its doors whenever the Director must leave the office to attend a meeting or scheduled appointment. Currently, the Resource Center relies on student volunteers for some office assistance. Though this volunteer assistance is a telling example of the LGBRC's support among UCR students, the current situation is an untenable one. A professionally staffed Student Service department should be able to rely and depend on in-office staff for office coverage, and clerical assistance.

Justification for Sub 5 Increases:

PROGRAM EVENTS & ACTIVITIES

LGBT Pride Week (\$380)

This addendum request would supplement the LGBRC's current budget for Lesbian/Gay/Bisexual/Transgender Pride Week by bringing cultural, professional and academic workshops, speakers, and presentations to the UCR campus during the month of April. In the past two years, the focus of Pride Week has been to shed new light on the history of the modern lesbian, gay, bisexual and transgender movement. By raising awareness about important issues, figures and moments in the LGBT community, the Resource Center enlivens the campus dialogue by introducing issues and concerns frequently ignored at the university. For example, some workshops and discussions that were included in last year's LGBT Pride Week were:

- 1) "Gay and Lesbian Parenting"
- 2) "Homophobia in the Workplace"
- 3) "Parents, Family & Friends of Lesbians and Gays"
- 4) "Lesbian and Bisexual Women's Health Concerns"
- 5) "Sexuality and the Christian Tradition"

This abbreviated list of 1995 Pride Week activities illustrates the diversity of concerns that exists within the lesbian, gay, bisexual and transgendered campus community. And this rich diversity is our greatest and most overlooked asset.

LGBRC Newsletter (\$234)

This line item would supplement the current operating budget for the LGBRC Newsletter and ensure that it is published bimonthly, providing both an important outlet for the written contributions of students, as well as a valuable training ground for student writers, editors and graphic designers. The publication would also serve to publicize the programs, services and activities sponsored by the Lesbian, Gay and Bisexual Resource Center. And clearly, the Newsletter would serve as an important educational tool to raise campus awareness and understanding of LGBT student concerns. Many college campuses, including UCLA and UC Irvine, have LGBT publications that present the diverse concerns of their LGBT student population.

IceBreakers/Coming Out Support Group (\$300)

With the cooperation of UCR's Counseling Center, the LGBRC would organize a weekly support group for students who are "coming out" as lesbian, gay or bisexual. The group would be co-facilitated by representatives from each department. This line item would fund outreach expenses, as well as occasional expenses for off-campus speakers and special presentations.

Lesbian/Bisexual Women's Rap (\$300)

With the cooperation of UCR's Women's Resource Center, the LGBRC would organize a weekly support group for lesbian and bisexual women students who require a safe and supportive environment to discuss their own specific issues and concerns. This line item would fund outreach expenses, as well as occasional expenses for off-campus speakers and special presentations.

Gay/Bisexual Men's Rap (\$300)

The LGBRC would coordinate a weekly discussion group for gay and bisexual men who require a safe and supportive environment to discuss their own specific issues and concerns. This line item would fund outreach expenses, as well as occasional expenses for off-campus speakers and special presentations.

Speakers Series (\$300)

This line item would cover all the expenses incurred by a monthly lecture series highlighting the work being done by prominent academicians in gay and lesbian studies. The lecture series would create a bridge between faculty members and UC Riverside students who are pursuing

academic work in the field of gay, lesbian and bisexual studies. The series would also be an educational opportunity open to the entire campus community.

LGBT Awards/Graduation Banquet (\$200)

This line item would fund an end-of-the-year banquet to recognize students who have contributed much of their energy and talent to the LGB Resource Center, and the larger LGBT campus community. Graduating students would also be recognized for their dedication to the LGBT campus community. The addendum request would include catering expenses, as well as the cost of presenting plaques and trophies.

Justification for Sub 3 Increases:

SUPPLIES & EQUIPMENT

Toll Calls @ \$25/Month (\$300)

The current line item for telephone usage does not reflect the actual costs incurred by the Resource Center for toll calls. An additional \$300 would alleviate costs incurred by the LGBRC Director and student volunteers in our on-going effort to outreach to lesbian, gay, bisexual and transgender students.

Storehouse/Office Supplies (\$400)

The current line item for storehouse/office supplies does not reflect the actual costs incurred by the LGBRC. An additional \$400 would alleviate costs incurred by the Resource Center in our ongoing effort to maintain a professional office environment.

Justification for Sub 4 Increases:

Office Furniture -- 2 Office Chairs and 1 Desk (\$1,000)

The purchase of new office furniture for the LGBRC is extremely necessary, considering the growth of the Resource Center and the need to provide a professional office environment to support these expanded programs and services, and the many students who benefit from these offerings. Also, it has been three years since the Reg Fee Committee allocated funds for the LGB Resource Center to purchase capital equipment, and no Reg Fee money has ever been allocated to supply the Resource Center with office furnishings that would benefit a Student Service Department. All of the furniture in use in the LGBRC office has been donated by other campus departments.

LESBIAN, GAY AND BISEXUAL RESOURCE CENTER
University of California, Riverside

ANNUAL REPORT, 1994-95

Steven Shum, Director

Introduction

The Lesbian, Gay and Bisexual Resource Center (LGBRC) provides educational, professional and personal support for the lesbian, gay, bisexual, and transgender community at UC Riverside. Workshops, speakers, film presentations and educational forums designed to expand the awareness and understanding of lesbian, gay, bisexual, and transgender issues are among the Resource Center's offerings.

Programs and activities include Lesbian, Gay, Bisexual and Transgender Pride Week; National Coming Out Day; sensitivity trainings for the campus community; the Resource Center's Speakers Bureau; and IceBreakers, a support group for students who are "coming out.". The LGBRC provides "drop-in" support for students as well as informal counseling and resource referrals to the wide array of services and programs available on campus and within the community. The Resource Center's in-office library is also available to students who are conducting research on lesbian, gay, bisexual, and transgender issues.

Mission Statement

The Lesbian, Gay and Bisexual Resource Center (LGBRC) is committed to providing support services to the lesbian, gay, bisexual and transgender student community at UC Riverside. A goal of the Resource Center is to inspire ALL students toward self awareness and self empowerment by affirming cultural diversity and cultural competence as essential elements in the development of an academic institution's curriculum. Our mission, therefore, is five-fold:

1. *Academic & Personal Achievement*

To encourage lesbian, gay, bisexual and transgender students to expand their educational, professional, institutional and personal opportunities at the University by participating fully in campus programs and activities.

2. *Leadership & Professional Development*

To foster the development of student leadership skills by organizing social/cultural/educational programs and activities.

3. *Student Welfare & Support*

To provide services, information, and resource referrals to lesbian, gay, bisexual and transgender students in order to enhance their educational experiences as well as to address their individual needs and concerns.

4. *Student Advocacy*

To support various UCR departments, staff, faculty and students in becoming more sensitive to and knowledgeable about the needs and concerns of lesbian, gay, bisexual and transgender students.

5. *Campus Support*

To establish, maintain and promote a safe and supportive campus environment where lesbian, gay, bisexual and transgender students can value their own stage of

development, and appreciate the cultural and social diversity that UCR's lesbian, gay, bisexual and transgender student community has to offer.

ALL students, regardless of sexual orientation, are encouraged to utilize the resources of the LGBRC to explore issues important to--but not exclusive of--lesbian, gay, bisexual and transgender people. In this regard, the Resource Center functions as an educational forum where students, staff and faculty members can increase their sensitivity to and understanding of lesbian, gay, bisexual and transgender concerns through their active participation in programs, and their interaction with the campus lesbian, gay, bisexual and transgender community.

The 1994-95 Academic Year

In November 1994, the Lesbian, Gay and Bisexual Resource Center celebrated its first year anniversary at UC Riverside. Within a relatively short period of time, the office has grown into a vital presence on campus. Increased funding and support during the 1994-95 academic year has allowed the Resource Center Director to expand the diversity and the total number of social/cultural/educational programs coordinated through the office, as well as increase the total attendance to these LGBRC-sponsored and co-sponsored events. The Resource Center's programming calendar has grown from 27 separate programs to 43 programs, attracting a total attendance of more than 1,815 people--a 47% increase from last year's figures.

Fall Quarter 1994

Advising and Informal Counseling

- IceBreakers, "Coming Out" Support Group (30 people)
- Queer Alliance, UCR's lesbian, gay, bisexual and transgender student organization

Films/Videos, Performances and Cultural Shows

- Deidre McCalla, Folk Music Concert (60 people)
- "In the Life/Stonewall 25: Global Voices of Pride & Protest," Video Screening (20 people)
- Queer Readings: Gay and Lesbian Poetry Reading (20 people)

Social/Cultural Programs

- 1st Year Anniversary Reception (55 people)

Educational Workshops, Forums and Presentations

- LGBT Sensitivity Training Workshop for Residence Hall Advisors (60 people)
- LGBT New Student Orientation for First Year and Re-entry Students (50 people)
co-sponsored by Queer Alliance
- National Coming Out Day, Outreach Activities in the Bell Tower Mall (50 people)
co-sponsored by Queer Alliance
- LGBT Panel for the Learning Center (25 people)
- World AIDS Day/Names Project AIDS Memorial Quilt (125 people)
co-sponsored by Queer Alliance, the Wellness Center and the ANGLE Program
- Day Without Art, Educational Display in Hinderaker Hall (estimate not available)
co-sponsored by Queer Alliance

Winter Quarter 1995

Advising and Informal Counseling

- IceBreakers, "Coming Out" Support Group (30 people)
- Queer Alliance, UCR's lesbian, gay, bisexual and transgender student organization

Films/Videos, Performances and Cultural Shows

- Sarah Schulman, Literary Reading by the Nationally Renowned Author (65 people)
co-sponsored by Queer Alliance, UnNatural Acts and the Women's Resource Center
- Kevin Adams, Video Presentation by an Award-Winning L.A. Artist (20 people)
co-sponsored by UCR's Studio Art Dept.

Educational Workshops, Forums and Presentations

- Stories from the Homefront: Perspectives of Asian American Parents with Lesbian Daughters and Gay Sons by Alice Hom/Asian Pacific Awareness Month (25 people)
co-sponsored by Asian Pacific Student Programs Office
- National Condom Awareness Week, Informational Tabling (125 people)
- Why Socialism? by Tim Marshall, a discussion on historical oppression (20 people)
co-sponsored by Solidarity/Claremont and Solidarity/Riverside.

Spring Quarter 1995

Advising and Informal Counseling

- IceBreakers, "Coming Out" Support Group (20 people)
- Queer Alliance, UCR's lesbian, gay, bisexual and transgender student organization

Films/Videos, Performances and Cultural Shows

- Lesbian and Gay Comedy Night for Pride Weeks (250 people)
- Film Screening of Massillon for Pride Weeks (55 people)
co-sponsored by the Year of Respect Committee, and the California Museum of Photography
- "Hello (Sex) Kitty" by Denise Uyehara (200 people)
co-sponsored by Asian Pacific Student Programs, ASUCR Multi-Cultural Committee, and the Year of Respect Committee

Social/Cultural Programs

- LGBRC Open House/World Fest 1995 (30 people)
co-sponsored by Student Life and Leadership & ASPB
- Social/Mixer for Pride Weeks (35 people)
co-sponsored by Queer Alliance and the Chancellor's Advisory Committee on the Status of Lesbians, Gays and Bisexuals at Riverside

Educational Workshops, Forums and Presentations

- Experiences as a Lesbian Rabbi by Devorah Jacobson (20 people)
co-sponsored by Queer Alliance and UCR's Hillel.
- Lesbian/Gay/Bisexual/Transgender Pride Weeks [specific programs listed below]
co-sponsored by Queer Alliance and the Chancellor's Advisory Committee on the Status of Lesbians, Gays and Bisexuals at Riverside
- Pride Weeks: Looking at Lesbian & Gay History by Yolanda Retter (20 people)
- Pride Weeks: 1st Keynote Address by J Craig Fong (50 people)
co-sponsored by ASUCR Multi-Cultural Committee
- Pride Weeks: Colors of Sexuality, a Multi-Ethnic and Co-Gender Panel Discussion (20 people)
- Pride Weeks: Sexuality and the Christian Tradition (20 people)
- Pride Weeks: Executive Vice Chancellor's Address (estimate not available)
- Pride Weeks: Parents, Family and Friends of Lesbians and Gays (25 people)
- Pride Weeks: Candlelight Vigil (20 people)
- Pride Weeks: AIDS in the Workplace by Hollywood Supports(20 people)
co-sponsored by UCR Staff Assembly
- Pride Weeks: Lesbian and Bisexual Women's Health Concerns (20 people)
- Pride Weeks: Safer Sex Educational Slumber Parties (20 people)
- Pride Weeks: Art Exhibit in the LGB Resource Center Lounge (estimate not available)
- Pride Weeks: Photography Show in the Olmsted Art Dept. Gallery (estimate not available)

- Pride Weeks: 2nd Keynote Address by Dr. Dusty Pruitt (40 people)
co-sponsored by ASUCR Multi-Cultural Committee
- Pride Weeks: Gay and Lesbian Parenting (20 people)
- Pride Weeks: Some Myths about Bisexuality, or What is Bi-phobia? (20 people)
- Pride Weeks: Homophobia in the Workplace by Hollywood Supports (20 people)
co-sponsored by UCR Staff Assembly
- Pride Weeks: UnNatural Acts Series Talk by Wayne Koestenbaum (40 people)
co-sponsored by UnNatural Acts
- Long Beach Gay and Lesbian Pride Parade (20 people)
co-sponsored by Queer Alliance
- LGBT Awards/Graduation Reception (50 people)
co-sponsored by Queer Alliance and the Chancellor's Advisory Committee on the Status of Lesbians, Gays and Bisexuals at Riverside

Along with these gains in the programming area, the LGBRC has expanded the total number of office hours it is available for drop-in support services such as advising, informal counseling, resource referrals and the Resource Center In-Office Library. The number of students, staff, faculty and community members utilizing the office has steadily grown to 2,426 daily visits during the school year--a 10% increase from last year's total number of visits.

Much of the gains that the Resource Center has experienced during the 1994-95 academic year can be attributed to the increased funding and support made to the office, as well as to the unique and invaluable nature of the programs and services that we offer. This year, the Resource Center instituted several new programs and services designed to provide support to the lesbian, gay, bisexual and transgender student community at UC Riverside. Even with the limited nature of the LGBRC's staff, we have been able to produce the following results:

- 1) The Resource Center's first series of National Coming Out Day activities, co-sponsored with Queer Alliance.
- 2) The successful introduction of IceBreakers, a "coming out" support group, co-sponsored and co-coordinated by the Counseling Center.
- 3) The first LGBT New Student Orientation, co-sponsored by Queer Alliance.
- 4) The re-organization of the Resource Center's Speakers Bureau, with workshops and presentations for the Residence Hall staff, and the Learning Center.
- 5) The expansion of LGBT Pride Weeks's programming calendar, from a one week slate to a two week series of workshops, speakers, and educational presentations.
- 6) The relocation of the Resource Center office from Costo 228 to a much larger working space in Costo 250. The new offices include a student lounge, a separate office for the LGBRC Director, and a working area for volunteers.

Much of the Resource Center's success can also be attributed to our commitment to pursue co-sponsorships with different on-campus departments and organizations, as well as off-campus community organizations. The office has nurtured strong working relationships with groups and departments as varied as Queer Alliance, the Year of Respect Committee, UnNatural Acts and the UCR Staff Assembly. This philosophy has not only added to the number of events the Resource Center has been able to offer on our programming calendar, it has also allowed the office to expand the breadth and depth of both our programs and our outreach.

The Resource Center has received many positive evaluations for our various programs and services. Next year, we hope to build on this strong foundation as we celebrate our 2nd Anniversary as the first professionally-staffed Lesbian, Gay and Bisexual Center within the UC System.

Author: mahawk@ucracl.ucr.edu at @UCSD
Date: 10/30/97 1:03 PM
Priority: Normal
TO: john white at ACADEMIC-AFFAIRS
Subject: Re: Need addresses to Mail you HAPL Brochures

----- Message Contents -----

I would like a few of these brochures. Please send them to the address below.

Thank you.

Maggie Hawkins, Director
Lesbian, Gay, Bisexual and Transgender Resource Center (LGBTRC)
250 Costo Hall, University Commons
Riverside, CA 92521

(909) 787-2267 phone
(909) 787-6414 phone
(909) 787-2439 fax

LGBTRC@ucracl.ucr.edu

*Riverside Center
Address*

***I support domestic partner benefits for all UC students, faculty and
staff. If you do too, please add this message to your signature file.

"It's a simple matter of Justice."--Harvey Milk

-- Saved internet headers (useful for debugging)
>Received: from orange.ucr.edu (orange.ucr.edu [138.23.225.71]) by mail.ucsd.edu
>Received: from [138.23.125.172] by 138.23.125.172 with SMTP; Thu, 30 Oct 1997 13:03:57 -0800
>Message-Id: <v02130500b07ea5bedde3@[138.23.125.172]>
>Mime-Version: 1.0
>Content-Type: text/plain; charset="us-ascii"
>Date: Thu, 30 Oct 1997 13:03:57 -0800
>To: John_White@ACADEMIC-AFFAIRS.ucsd.edu
>From: mahawk@ucracl.ucr.edu (Maggie Hawkins)
>Subject: Re: Need addresses to Mail you HAPL Brochures

From
U C San Francisco

University of California, San Francisco
WOMEN'S RESOURCE CENTER
(a unit of University Advancement and Planning)

JOB ANNOUNCEMENT- PLEASE POST

TITLE: Coordinator of Lesbian, Gay, Bisexual, Transgender Resources

REPORTS TO: Director, Women's Resource Center

SALARY RANGE: \$19.68 - \$29.50 (50% part-time position for one year)

POSITION DESCRIPTION: The Coordinator of Lesbian, Gay, Bisexual, Transgender Resources will be responsible for the development, delivery and evaluation of a comprehensive program on lesbian, gay, bisexual and transgender issues. Although this program is administratively housed in the Women's Resource Center, it is not limited to women's issues.

JOB DUTIES AND REQUIRED SKILLS: Under minimal supervision from, and subject to final approval of the WRC Director, the Coordinator of Lesbian, Gay, Bisexual, Transgender Resources performs the following tasks. In addition, the CACGLBI (Chancellor's Advisory Committee on Gay, Lesbian, Bisexual Issues) will serve as an advisory committee to the Coordinator.

Programming, Event Planning and Training - Plan and coordinate events, including but not limited to workshops, support groups, colloquia, in-service trainings and presentations intended to raise campus awareness regarding LGBT issues and heterosexism. Respond to requests for lectures, panels and resources on LGBT issues. Responsible for the development, training and supervision of a LGBT Speaker's Bureau.

Outreach: Coordinate all outreach efforts to raise awareness of the various services and programs available through the office. Oversee production of outreach materials that will publicize programs and services including but not limited to flyers, posters, brochures and WEB site. Insure participation in annual campus events (i.e., LGBT Awareness Week).

Administrative: Supervise the development of LGBT resource material and library. Write reports and correspondence as needed and requested. Maintain administrative reports and compile data on program activities. Supervise volunteers.

Advising: Provide advising and assistance to staff, students and faculty on LGBT issues and compiles data on the number of cases. Serve as a culturally sensitive liaison between campus administration, systemwide, the community at large and the LGBT community.

Liaison: Serve as a liaison among committees and organizations dealing with LGBT issues, including, but not limited to the LGBTSA (Lesbian, Gay, Bisexual Student Association), GLBTA (Gay, Lesbian, Bisexual, Transgender Association), and the GLIRA (Gay, Lesbian Interns and Residents Association).

SKILLS, KNOWLEDGE & ABILITIES:

Graduation from college with a major in educational administration, sociology, political science, psychology or an allied field, and two years experience in administration in a university setting; or an equivalent combination of education and experience.

Outstanding analytical, leadership, organizational, interpersonal and problem solving skills. Extensive working knowledge of event planning and coordination. Conference planning skills and experience, the ability to identify, organize and execute multiple event planning tasks. The ability to effectively administer and coordinate a variety of concurrent and ongoing activities.

Knowledge and understanding of LGBT issues and the intersection of race, class, gender and sexual orientation.

Strong listening and verbal communication skills. Demonstrated writing skills and the ability to work effectively with both campus and community groups.

Knowledge sufficient to use Macintosh computers for electronic mail (EUDORA), basic web site development and maintenance, word processing (MICROSOFT WORD), desk-top publishing (PAGEMAKER), and data base development (FILE MAKER PRO/EXCEL).

APPLICATION PROCEDURE: Send cover letter and resume to UCSF Human Resources, 1350 7th Avenue, LH-150, San Francisco, CA 94143-0832. Telephone # (415) 476-1645. Refer to job # B9234A.

APPLICATION DEADLINE: Open until filled

posted 1/8/98

U C Santa Barbara

Author: NAVARRO-J@SA.UCSB.EDU at @UCSD
Date: 10/31/97 1:23 PM
Priority: Normal
TO: john white at ACADEMIC-AFFAIRS
Subject: Inquiry - Centers - Funding Question -Reply
----- Message Contents -----

John,

UCSB does not have a center. Something looking like a center but planned primarily for student use is on the drawing boards. The LGBT faculty/staff committee (Eucalyptus) finds the plan inadequate but we don't expect any changes.

Joseph Navarro
Associate Dean of Students and
Chair of the University Committee on Lesbian, Gay, Bisexual,
Transgender Concerns (Eucalyptus)

>-- Saved internet headers (useful for debugging)
>Received: from SA.UCSB.EDU (sasmtpl-gw.ucsb.edu [128.111.136.10]) by mail.ucsd.
>Received: from UCSB-Message_Server by SA.UCSB.EDU with Novell_GroupWise; Fri, 3
>Message-Id: <s459dbe9.094@SA.UCSB.EDU>
>X-Mailer: Novell GroupWise 4.1
>Date: Fri, 31 Oct 1997 13:23:44 -0800
>From: Joseph Navarro <NAVARRO-J@SA.UCSB.EDU>
>To: John_White@ACADEMIC-AFFAIRS.ucsd.edu
>Subject: Inquiry - Centers - Funding Question -Reply
>Mime-Version: 1.0
>Content-Type: text/plain
>Content-Disposition: inline

Santa Barbara
No Center