

**Chancellor's 10-Point Action Plan  
and 1 June 1998 Address**



## Chancellor Dynes' 10-Point Diversity Action Plan

Chancellor Dynes created a Commission on Diversity in 1997 to engage in wide-ranging discussions focused on improving UCSD's diversity efforts. The Commission reported its recommendations to the Chancellor in February of 1998. Subsequently, the Chancellor broadly sought campus comment on the report. The Chancellor and Vice Chancellors also intensely considered the report's recommendations and their implementation and developed additional strategies to increase and nurture diversity. Based upon this comprehensive approach, Chancellor Dynes has created, and is immediately implementing, the following 10-Point Action Plan.

- 1) To underscore his and the campus' commitment to diversity, and to insure that diversity efforts are pursued as a major institutional priority, the Chancellor wholeheartedly accepts the Commission's recommendation to designate himself as the Chief Diversity Officer of UCSD.
- 2) To strengthen the impact and cohesiveness of UCSD's diversity efforts, the Chancellor is establishing a UCSD Diversity Council, comprised of faculty, staff and students. This will not be an administration Council; the members will represent the full UCSD community. The Council will replace the Chancellor's Affirmative Action Advisory Committee and the Diversity Education Leadership Team. Building on the achievements of those committees, the Council will oversee a broad agenda of proactive diversity activities. These include further assessing the effectiveness of UCSD's diversity efforts and programs, bringing diversity issues and opportunities to the Chancellor's attention, and recommending policy changes that will positively impact diversity at UCSD.
- 3) To increase student diversity, the campus is setting a goal of tripling UCSD's current scholarship base to annually awarding \$1million in undergraduate scholarships, by the year 2002. In addition, the Dean of Graduate Studies and the Vice Chancellor, Development and University Relations will seek increased private funding for graduate fellowships.
- 4) To increase the diversity of the undergraduate student body, the campus has established a goal of annually increasing UCSD's new underrepresented student population by 10%. The Vice Chancellor for Student Affairs, and his staff, have pledged their commitment to achieving this goal. Further, the Vice Chancellor, Development and University Relations pledges to assist academic departments and programs in obtaining external support for joint student/faculty outreach efforts to attract new students, and for academic enrichment programs for current students.
- 5) As a further step toward increasing undergraduate diversity, high achievers from all high schools in San Diego and Imperial counties should be identified and recruited to UCSD. Toward this goal, the Chancellor and the Vice Chancellor, Student Affairs are committed to working with the Admissions Committee on a



plan to offer admission to the top 4% of UC-eligible graduates from each high school in these two counties. In addition, the Chancellor and Vice Chancellor, Student Affairs initiated this year the Community Scholarship Program, in which the campus partners with high school principals to award scholarships to UCSD-eligible students who demonstrate a commitment to their community.

- 6) Setting increased faculty diversity as an institutional priority, the Chancellor pledges resources to efforts that produce results. Toward this goal, the Senior Vice Chancellor, Academic Affairs will benchmark and recommend to the Chancellor the nation's "best practices" in faculty recruitment and retention. Also toward this end, a Distinguished Visitors Program and the "Profiles in Diversity" project recommended by the Commission will be implemented.
- 7) To address staff diversity issues, the Vice Chancellor, Business Affairs will institute, this year, performance requirements for administrators', managers', and other employees' adherence to the UCSD Principles of Community and support for diversity. Campus-wide funding for training and professional development will be increased, and greater staff access to training will be promoted. Further, a number of staff recruitment and retention efforts, and other initiatives aimed at increasing staff diversity, will be pursued on an ambitious timetable.
- 8) Initiatives that improve the campus climate will be nurtured. The Cross-Cultural Center and the Women's Center are examples of programs that have accomplished this goal. As the Commission recommends, resources for these Centers will be increased. Space for UCSD's lesbian, gay, bisexual and transgender communities will be one of the first issues the Diversity Council considers.
- 9) To insure that they receive the broadest input possible, the Diversity Council will talk with campus constituencies regarding the development and implementation of diversity initiatives. On the Chancellor's behalf and through a variety of methods -- including a twice-yearly Diversity Forum -- the Council will facilitate an exchange of views on diversity issues, challenges, and strategies. The Council will bring these matters to the Chancellor for review and action.
- 10) The Chancellor will implement the CREATE program, a UCSD-designed, comprehensive initiative to increase the number of underrepresented students who achieve UC-eligibility, enroll at UCSD and other UC caliber universities, and fulfill their potential as college students and graduates. This broad K-12 outreach effort includes the creation of a Model School, partnerships with school clusters, teacher development, outreach and recruitment, research, and an assessment of K-12 educational practices.

Each Vice Chancellor also has created detailed responses to specific recommendations in the Diversity Commission's report. That comprehensive response is titled the *Chancellor's Diversity Plan* and will be available at <http://www-chancellor.ucsd.edu/diversity/>, and at all UCSD libraries.



## DIVERSITY REMARKS

JUNE 1, 1998

- Today is the first time, in my almost-two-years as Chancellor, that I have called the UCSD community together to focus on a *single* topic.
- It is my strong belief that -- at this time in UCSD's history -- the topic of *diversity* warrants such attention.
- We have *practical* and *moral* reasons to give our full attention to the challenge of diversifying the campus, and to transforming UCSD into a community that *celebrates* its diversity.
- The Diversity Commission Report may have said it best, and I quote: "Policies designed to *increase* diversity offset the effect of existing discrimination by race, gender, and disability in our society -- discrimination which artificially reduces the pool of talent available to us, unnecessarily limits the range of experiences and perspective to which we are exposed, and threatens to make us dangerously parochial and provincial, in an increasingly complex and cosmopolitan world."
- It is my belief that this campus must be a forum for discussion of these issues. As a university committed to diversity, we can be a force *away from* polarization and strife, and *toward* mutual respect and an understanding of the strength that comes with diversity.
- Furthermore, I believe that the people of this university have the capability of finding the paths to this goal.
- When I was inaugurated as Chancellor in 1996, I declared that one of my top goals would be the *pursuit of diversity and excellence*. Today, I am even more committed to this goal -- but reaching it will require more aggressive outreach efforts than ever before.
- It is critical to our future as an institution, that we attract and retain the best faculty, staff, and students. I mean "best" in a broad sense.
- It is also important that all members of the UCSD community *thrive*, knowing that their presence and contributions are of great value.
- Those who know me well, know that I view *problems* as *opportunities*. SP1, SP2, and Proposition 209 are hard realities, but they don't excuse us from creating a diverse university community. They *do* make the goal more challenging.
- It is clear that new approaches to the goals of diversity are needed. We must increase our efforts in a variety of areas both internal and external to the campus. Our focus must include K-12 outreach, campus climate,



recruitment and retention, and opportunities for professional enrichment.

- These convictions led me to form the Diversity Commission last year.
- It was clear to me that UCSD had a variety of diversity programs, but little data on *which* programs were yielding the best results; little understanding of *how* these programs dovetailed with each other; and whether we were devoting appropriate resources to this goal.
- Another area that concerned me was the campus climate. I view recruitment as only the *first* step toward true diversity. I needed to know whether the attitude toward racial and cultural differences in our classrooms and workplace was merely *tolerance*, or true appreciation.
- I asked the Diversity Commission to study these issues, and to chart a future course-of-action for this campus. Under the thoughtful direction of professors Lu Sham and George Lipsitz, this committee of faculty, staff and students took a comprehensive look at UCSD's needs and efforts, and issued a report this past February.
- The Academic Senate, and many other members of the UCSD community, subsequently commented on the report's recommendations. The Vice Chancellors and I also explored the report during a retreat, and the Vice Chancellors discussed it within their divisions.
- This invaluable input has given us the outline for a diversity program that is unique to UCSD.
- First, I have directed that we take *ten* major steps, immediately. These are summarized as the *10-Point Diversity Action Plan* you received as a handout.
- This 10-Point Plan is a *first step* toward improving our diversity efforts. But it is *just* the first step.
- For diversity activities to transform our community, we need strong campus leadership. The Commission recommended that a Chief Diversity Officer be named – a person of significant power and authority, who would provide leadership for all diversity efforts; shape policy; execute its implementation; and insure that our diversity efforts are successful.
- In thinking about this, I believe that I cannot find anyone *more committed* to this goal than me. I have, therefore, decided that I will be the Chief Diversity Officer. I do this, to *unequivocally* insure and signify, that diversity *is* a major institutional priority.
- The Commission also recommended that the Chief Diversity Officer work in tandem with a Diversity Council, which I am creating. The Council will be comprised of faculty, staff and student representation, and function as the



focal point for issues and strategies; and as a catalyst for action.

- Sustained efforts to diversify the *student body* will proceed on several fronts:
- To insure that high achievers from *all* schools in our region have access to UCSD, the Vice Chancellor for Student Affairs, Joseph Watson, and I are committed to working with the Admissions Committee on a plan to offer admission to the top 4% of UC-eligible students, from each high school in San Diego and Imperial counties. I believe that students who perform at such a high level in their high schools -- often despite inadequate educational resources -- have demonstrated that they belong at UCSD. They have the potential to soar, and UCSD can help set them on course.
- As another step in this direction, Vice Chancellor Watson and I created the Community Scholarship program last year. Through this program we've made scholarships available to community-service oriented, UCSD-eligible students nominated by their principals, in every high school in San Diego and Imperial counties.
- UCSD's small scholarship pool often puts us at a competitive disadvantage when recruiting underrepresented students. To turn this around, we are setting a campus goal of annually awarding \$1 million in undergraduate scholarships, by the year 2002. This will triple UCSD's current scholarship pool.
- We also are going after private dollars to expand our graduate fellowships, and outreach and retention efforts initiated by students and faculty.
- Our *goal* is to increase our new underrepresented student population by 10%, each year.
- Turning to the issue of *faculty*, I believe that we can increase faculty diversity while simultaneously strengthening UCSD's academic climate. Senior Vice Chancellor Marsha Chandler and I will look at successful efforts at universities nationwide, take the best of these, and use them here. Also to this end, a Distinguished Visitors Program, and the "Profiles in Diversity" project recommended by the Commission will be implemented.
- We're attacking the goal of increasing *staff* diversity in several ways. First, this year we will incorporate *demonstrated* accomplishment toward increased diversity into performance evaluation criteria. Second, we have set an ambitious timetable to design and implement a number of efforts in the areas of staff recruitment, retention and development.
- The last Action item describes my support of CREATE -- the UCSD inspired, K-12 program for increasing access to higher education. This innovative approach to diversifying our student body is a *tribute to the wisdom* of our faculty, staff, and students who designed CREATE, and signifies the *unique*



*commitment* of this university to the schoolchildren and teachers of San Diego and Imperial Counties.

- CREATE includes many components: The Model School; research on educational practices and opportunities; partnerships with underperforming high schools and their feeder schools; teacher development; outreach and recruitment, and finally, assessment of the effectiveness of these programs.
- The Diversity Report also has much to say about the importance of the *campus climate*. Every year our campus devotes enormous human and financial resources to fostering a climate that nurtures *scholars* and *scientists*. We need to give increased attention to creating a climate that nurtures *diversity*.
- As the Report notes, few initiatives at UCSD have been more successful in this regard than the Cross-Cultural Center, and the Women's Center. Here are places where members of our community can come together in an environment of safety and respect.
- The Commission's report recommends *increased* resources for both Centers. This will be done.
- Further, the Commission recommends that we consider the creation of space for our lesbian, gay, bisexual and transgender communities. This will be one of the first issues the Diversity Council considers.
- I hope that you will review this Action Plan carefully, and e-mail me or call my office, if you would like to help with any of these initiatives.
- I now ask the Vice Chancellors to say a few words about their commitment to these diversity efforts. . .

(Each VC speaks briefly.)

- Finally, the Vice Chancellors and I also have issued a point-by-point response to the entire Diversity Commission report. Copies of this document – titled the *Chancellor's Diversity Plan* -- are available at UCSD Libraries, and on InfoPath.
- There will be opportunities, through a Web page, to comment on the report, our response, and on UCSD's diversity and outreach efforts. I encourage you to take advantage of this opportunity.
- As I said earlier, this is only a beginning. I want this to be a dynamic process. What works, we will nurture. What doesn't work, we will change. For this to happen, we need creativity, discussion and enthusiastic participation from all members of the UCSD community. *Together* we can make this a much better place.



- And now, the Vice Chancellors and I invite your questions . . . .



# **UCLGBTA Campus Survey (1996)**



# CAMPUS SURVEY

University of California  
Lesbian, Gay, Bisexual & Transgender  
Association

compiled by  
Roland Sintos Coloma and Daniel McGrath  
Riverside campus

made possible by  
UCLGBTA Steering Committee Members



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\*\*\* Note: w - work phone; h - home; f - fax; p - pager



## CAMPUS RESOURCES

### CHANCELLOR'S ADVISORY COMMITTEE

HIGHLIGHTS

YEAR / MEMBERSHIP

<b>BERKELEY</b>	Began meeting Spring '96 to determine committee goals	Established Fall '95; 4 faculty, 3 staff, 2 alumni, 3 students
<b>DAVIS</b>	Established LGB Resource Center and LGB speakers bureau; Campus-specific domestic partnership benefits	Established 1990-1991; Current membership mostly staff
<b>IRVINE</b>	Lobbied for LGB Resource Center and staff position, for implementation of training to faculty, staff and students, and for domestic partnership; Coordinated annual town hall meetings; No budget	Established '85; Composed of faculty, staff and students from main campus and medical center
<b>LAWRENCE BERKELEY</b>	no report	
<b>LAWRENCE LIVERMORE</b>	not applicable	
<b>LOS ALAMOS</b>	no report	
<b>LOS ANGELES</b>	Addresses LGB curriculum/minor; Established LGBT Resource Center Ensures adherence to UCLA's nondiscriminatory policy	Composed of students, staff, faculty, alumni and community
<b>RIVERSIDE</b>	Established LGBT Resource Center (Fall '93) and LGB Studies minor (Fall '96); Lobby for domestic partnership registry and campus benefits; Budget \$1,500	Established 1988; Composed of 10 faculty, 8 staff and 3 students
<b>SAN FRANCISCO</b>	no report	
<b>SAN DIEGO</b>	Produced and distributed Climate Report and Informational Brochure; Staff training programs; Speakers Bureau; Programming events; Budget \$9,285	Established June '94; Mostly staff 31 Appointed members
<b>SANTA BARBARA</b>	no report	
<b>SANTA CRUZ</b>	Budget \$1,000 from Student Affairs	Established Spring '88; Mostly staff, 1 student, no faculty



## CAMPUS RESOURCES

### RESOURCE CENTER

	<u>STAFF</u>	<u>BUDGET</u>	<u>SPACE</u>	<u>PROJECTS / SERVICES</u>
<b>BERKELEY</b>	3 Student Coords: Administrative, Staff and Support, and Outreach Speakers Bureau; Interns w/ units; Established '86	\$6,500 ASUC Senate; \$1,967 Trustee Funds (94-95 carry-over) \$1,000 Dean of Student Life	250 ft2 QRC 900 ft2 w/ MBLGA	Library; Archives; infoQueer; Speakers bureau; Internships; Orientation; Coming Out Day; HIV/AIDS Fair; Awareness Wk
<b>DAVIS</b>	No paid staff; 1 Volunteer Student Intern; Established '92-'93	\$2,400 Assoc Vice Chancellor Human Resources	250 ft2	Library; Referrals; Calendar; Co-sponsor events
<b>IRVINE</b>	Director (SAO IV, 100%, 12 mo); 1 student asst; 2 program interns; 1 admin intern; 2-6 volunteers; 8 peer counselors; Established Fall '94	\$56,726 VC Student Services	955 ft2	Workshops/colloquia; Peer Counseling; Leadership training; Mtg space and support to diff groups
<b>LAWRENCE BERKELEY</b>	no report			
<b>LAWRENCE LIVERMORE</b>	not applicable			
<b>LOS ALAMOS</b>	no report			
<b>LOS ANGELES</b>	Director (SAO III); 2 work study students; Volunteer/Interns Established Fall '94	Reports to Asst VC Student and Campus Life	600 ft2	
<b>RIVERSIDE</b>	Director (SAO II); 3 paid student workers; 24 volunteers Established Fall '93	\$35,000 Reg Fees \$5,000 Discretionary Funds Reports to VC Student Services		Coming Out Day; AIDS Day; LGBT Pride Weeks; Library; Awards Reception; Scholarship
<b>SAN FRANCISCO</b>	no report			
<b>SAN DIEGO</b>	no Resource Center; Proposal under way			
<b>SANTA BARBARA</b>	no report			
<b>SANTA CRUZ</b>	Paid student position (10 hr/wk); Student volunteers Established '89	\$7,500 = \$4,500 VC Student Affairs and Reg Fees + \$3,000 UCSC Merrill College	1260 ft2	Space used for mtg, social events, drop-in center



## CAMPUS RESOURCES

### STUDENT GROUPS

### DEPARTMENTS

### FACULTY - STAFF GROUP

providing queer-specific services

<b>BERKELEY</b>	Multicultural BLG Alliance; Specific groups for Asians, Latinos, African Americans; social; men/women raps; MBLGA funded since late '60s	University Health Services Gay Lesbian Bisexual Counseling Services (Tom Merrifield, Richard Rodriguez); HIV/AIDS Education (Bene Gatzert); UGIS - LGBT Studies Minor (Fall '95) (Michael Lucey and Carolyn Dinshaw)	LeGaSEE (staff) - Formed in '88 (Angela Hunkler, angelafj@cmsa.berkeley.edu and Albert Lucero, atl@uclink.berkeley.edu)
<b>DAVIS</b>	Rainbow Student Union (Formed in 70s) - primarily social group		
<b>IRVINE</b>	GLBSU (Formed in 1972); Asian Queer Network; LGB People in Medicine; Peer Counselors for LGB Issues	Counseling Center (Chris Browning and Brad Complement); Housing (Advocates); Women's Studies; University Advancement (KUCI '88.9 The Radio Queen)	LGB Faculty Staff Network Formed in '85 (Lionel Cantu - 714.856.0712)
<b>LAWRENCE BERKELEY</b>	no report		
<b>LAWRENCE LIVERMORE</b>	Employee Group - Lesbian, Gay, Bisexual and Transgender Association (Formed in '93); Funded by Affirmative Action and Diversity Program (\$1,400); Included in the Laboratory Affirmative Action Plan Report to DOE; Recognition of June as Gay Pride Month and October as Gay History Month; Funded 2-day Leadership Training for members		
<b>LOS ALAMOS</b>	no report		
<b>LOS ANGELES</b>	GALA; SHOUT; Student Mentoring; Speakers Bureau; men/women rap; Dorm Rap; Groups for Latinos and Asian and Pacific Islanders	Student Psychological Services; Chancellor's Task Force on LGB Studies	LGBT Faculty/Staff Network
<b>RIVERSIDE</b>	Queer Alliance; Women's Social; Queer Asian Discussion group	Counseling Center (Manya Jiannino); LGB Studies minor (Spring '96)	
<b>SAN FRANCISCO</b>	no report		
<b>SAN DIEGO</b>	LGBA (Formed in '70s)	Counseling and Psychological Services (David Blasband and Nicki Golden); Courses taught in various academic depts; Cross Cultural Center ('95)	Umbrella Group (Richard Zoehrer); Queer Univ Employees (Paul Harris); BLG Network - Med Ctr Group (Patrick Dowd)
<b>SANTA BARBARA</b>	no report		
<b>SANTA CRUZ</b>	GLBT Network; CLUH - Coalition for Learning about and Undermining Homophobia; Sappho; Queers of Color	Lavender Lounges (Porter and Eight Coll); Harvey Milk apt complex (Oakes Coll)	Queerfolk(queerfolk@cats.ucsc.edu)



## OTHER RESOURCES

### ALUMNI

### COMMUNITY

### DOMESTIC PARTNERSHIP

<b>BERKELEY</b>	UCGALA (Formed in '86) Jon Bain - jonbain@uclink2.berkeley.edu Leadership, Scholarship, Grants, Mentorship, Lectures, Socials	Pacific Center (for Human Growth) GMHC (Gay Mens health Clinic)	
<b>DAVIS</b>			Registry
<b>IRVINE</b>	LGB Alumni Chapter (August '96) (Liz Toomey and David Soules)		
<b>LAWRENCE BERKELEY</b>	no report		
<b>LAWRENCE LIVERMORE</b>	Community / Employee Outreach - "The Invisible Minority: The Gay and Lesbian Question" presentation; Gay Prom; WWW Pages		
<b>LOS ALAMOS</b>	no report		
<b>LOS ANGELES</b>	Lambda Alumni ('89); Pride Festivals; Scholarships and Awards		Undergrad student health insurance; Recreational facilities; Library access for faculty/staff
<b>RIVERSIDE</b>		Community Advisory Board	
<b>SAN FRANCISCO</b>	no report		
<b>SAN DIEGO</b>			
<b>SANTA BARBARA</b>	no report		
<b>SANTA CRUZ</b>			



# **CACLGBTI Achievement Reports**



## UCSD CACLGBI Accomplishments, 1995-96 Academic Year to Date

<i>Date</i>	<i>Organizer</i>	<i>Event</i>
<b>Liaison</b>		
Ongoing	Rich Zoehrer Paul Harris	Umbrella Group Staff Association Liaison/Publicizes Umbrella Group Staff Association Events
OCT 95	Mark Freeman Patrick Dowd	Join PROGRESS GLB Employee Summit (ongoing), a community-wide organization dedicated to making the American workplace safe and equitable for LGBT people.
DEC 95		Acting Chancellor Casario; Grace Mc Guire (Staff Education) attend CACLGBI General Meeting
JAN 95	Sarah Archibald	Elected liaison to Cross Cultural Center; becomes CCC Steering Committee member; participates in CCC Director search. CCC coordination results in identification of a graduate student representative (Rick Shoop) for CACLGBI.
FEB 96	Mark Freeman Paul Harris Scott Heath	Appointed a liaison to the LGBA student organization, and as a result recruited an undergraduate student representative (Scott Heath, LGBA) for the CACLGBI.
MAR 96	John White	Appointed interim UCLGBA Steering Committee representative.
MAR 96	John White	Vice Chancellor Rogers Davis/Human Resources reps attend CACLGBI general meeting.
<b>Medical Center</b>		
JAN 96	Richard Belmontez	Joins Medical Center Diversity Team
FEB 96	Richard Belmontez Patrick Dowd	Medical Center National Coming Out Day
15 MAR 96	Richard Belmontez	The UCSD Medical Center BLG Network sponsors booth at the REACH Out for Diversity day/insures LGB issues addressed.
1 APR 96	Patrick Dowd	Add "sexual orientation" to UCSDMC Patient Rights
<b>Outreach &amp; Education</b>		
June 95	Nancy Relaford Jon Welch June Terpstra	Provide LGB module to Sexual Harassment Training
AUG 95	James Forcier Paul Harris Jennifer Pournelle	Panel discussion and LGB awareness training for Campus Police
SEP 95	Brad Kroeger	CACLGBI Minutes posted to UCSD Infopath
9 NOV 95	Jennifer Pournelle	Interviewed for Warren College Writing 10A class video project.
8 JAN 96	John White	Copy of the video "Sexual Orientation in the Workplace" provided to Staff Education and Development
18 JAN 96	John White	Committee views "Queers in Intersection," video from NGLTF conference
24 FEB 96	Paul Harris	Attended Gay and Lesbian Weekend College, San Diego
MAR 96	Paul Harris	Speaker's Bureau Established and Training Complete for aprx. 15 members
1-5 MAY 96	Richard Belmontez	Attended San Diego "Managing Diversity" Conference.
20 MAY 96	Milt Phlegly Corinne Maekawa	Panel presentation "Out of the Closet" at Cross Cultural Center, with peer counselors (Rick Shoop); Gerald Lowell; Jennifer Pournelle.
20-24 May	Scott Heath	LGBA Gay Awareness Week; numerous CACLGBI speakers & panelists.



## **Programming**

31 OCT 95	Ramon Gutierrez	G&L Historian John D'Emelio speaks at UCSD on "Reclaiming Tradition: Lesbian and Gay Families in a New America"
MAR 96	Sarah Archibald	Panel, "Exploring the Transgender Matrix" including Campus-wide email notification, announcement in the UCSD Guardian, and marquee notice
2 FEB 96	Fred Atchison John Windhouser Mark Freeman	City Councilwoman Christine Kehoe speaks at UCSD on "Building Successful Coalitions" Pledges support to future fundraising efforts for a UCSD LGB Center, if needed.

## **Policy**

	John White John White	Attended NGLTF "Creating Change" Conference, Detroit Domestic Partner Benefits issues presentation to Staff Association, with Newsletter write-up
NOV 95	Sarah Archibald	Attended Domestic Partner Benefits Conference, New York
NOV 95	Sarah Archibald	Meet with Human Resources/ Vice Chancellor Rogers Davis
JAN 96	John White Sarah Archibald Paul Harris Francesco Carusi	Research GLBTQ housing issues at other campuses; Domestic Partner Benefits discussion with UCSD Housing
23 JAN 96	John White	Briefs Chancellor's Search Committee on Domestic Partner Benefits issues, with write-up in 26 FEB 96 UCSD Times
FEB 96	Sarah Archibald	Form Ad Hoc Committee charged with creating a permanent, funded LGB center (Sarah Archibald, Gerald Lowell).
FEB 96	Sarah Archibald Sam Dunlap Debi Fidler Mark Freeman Paul Harris John White	Eight UCSD representatives (including two UCLGBA Steering Committee members); UCOP administrators attend annual UCLGBA Conference
MAR 96	Sarah Archibald	UCSD Domestic Partner Statement, addressing institutionalization of equivalent "soft" benefits (e.g. parking, recreation, library, day care, University Extension). Officially, these benefits have been granted equally to spouses and domestic partners. They must now be clearly written into action-level policies and addressed in the training of the lowest-level employees who administer them.
MAR 96	Sarah Archibald	Meet with Human Resources/ Vice Chancellor Rogers Davis
11 MAR	Paul Harris Francesco Carusi	UCSC Housing application survey characterizing applicant attitudes towards gay, lesbian, and bisexual students forwarded as example to UCSD Housing Office.
APR 96	Sarah Archibald	Attended UCLGBTA meeting, UC Davis
20 APR 96	Sarah Archibald John White	Present workshop "Improving LGBT Climate in a University Setting" at the NGLTF Workplace Issues Conference in San Francisco
16 MAY 96	Sarah Archibald John White	Draft letter re: Domestic Partner Access to UCSD Services for Chancellor signature.

## **CACLGBI Planned Activities, Spring 1996 and 1996-97**

### **General**

- Host Fall (OCT) 97 UCLGBTA Steering Committee meeting at UCSD



- 20 June Meeting to be held at the UCSD Medical Center

### **O & E**

- Develop and institutionalize training programs in handling LBG issues for:
  - Resident Assistants
  - Campus Police
  - Medical Staffs (especially nurses) at Medical Center (Patrick Dowd)
- Using lessons learned/ model developed with Medical Center Diversity Team, bring Campus-wide Diversity training regarding LGBT issues up to same standard as other covered topics.
- Brochures:
  - Fall '97: *CACLGBI Resource Guide* Distribution (All incoming students, faculty, staff, including incoming medical students) (Sam Dunlap)
  - Fall '97: *Straight Talk About Homosexuality* brochure; distribute to all key personnel; incoming faculty and staff, with cover letter, Shirk letter as example of how leaders can clearly support diversity in the workplace, and Wall Street Journal article "AT&T Class Teaches An Open Workplace is Profitably Correct."
  - Develop *Building Community* brochure(All)
  - Add "Coming Events" section to CACLGBI web site, and recruit a student to keep student activities section current (Brad Kroeger, Scott Heath)

### **Policy**

- Beginning Fall 97, prepare monthly Chancellor's fact sheet on impact of legislation on campus LGB community (Jon Welch, Gerald Lowell)
- Continue work on domestic partner/human resources issues.

### **Programming**

- Developing educational program on LGBT issues, to be held concurrent with the Republican National Convention.