

#### IV. PSYCHOLOGICAL AND COUNSELING SERVICES (P&CS)

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Psychological and Counseling Services is a LGB affirmative student service. The staff includes two openly gay and lesbian psychologists (who see students of all orientations). All staff are sensitive to issues of sexual orientation and have worked with LGB students. Equitable services for legal spouses and domestic partners are offered; couples and family counseling is available to students regardless of marital status. P&CS staff are also available to consult with UCSD personnel regarding LGB issues.

In addition to professional staff, P&CS offers paraprofessional support through the Lesbian, Gay, & Bisexual Peer Counseling Program. LGB Peer Counselors conduct individual counseling, facilitate support groups for women and men, and present workshops to diverse campus audiences. Peer led groups include the Lesbian & Bisexual Women's Support Group, the Gay & Bisexual Men's Support Group, the Gay & Bisexual Graduate Men's Support Group, and Common Ground, a group open to all students, LGB or heterosexual, interested in or having concerns related to sexual orientation. Until now, peers have been paid employees. Unfortunately, P&CS has lost programming funds for the upcoming 1995-96 academic year and can no longer offer paid positions. The value of this service cannot be overestimated; it is critical to students who are just coming out, dealing with issues related to sexual orientation, and needing a safe environment to meet and talk with others.

This lack of support could have a deleterious effect as LGB people are at risk due to societal oppression and discrimination. The Report of the Secretary of Health and Human Services' Task Force on Youth Suicide reports that 26% of young gays and lesbians are forced to leave home because of conflicts over their sexual orientation<sup>16</sup> and 50% of all lesbian and gay youth report that their parents reject them due to their sexual orientation.<sup>17</sup> The Secretary's report on the suicide of youth also states that suicide is the leading cause of death among gay and lesbian youth. Gay adolescents are two to three times more likely to attempt suicide than heterosexual adolescents. Furthermore, it is estimated that up to 30% of all reported youth suicides are committed by lesbian and gay youth. Lesbians and gay men are at much higher risk than the heterosexual population for alcohol abuse.<sup>18</sup> Lesbians and gay men are the most frequent victims of hate crimes and are at least seven times more likely to be crime victims than heterosexual people.<sup>19</sup>

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<sup>16</sup> Report of the Secretary of Health and Human Services' Task Force on Youth Suicide. (1989). "Gay Male and Lesbian Youth Suicide." U.S. Department of Health and Human Services, Public Health Service, Alcohol, Drug Abuse, and Mental Health Administration.

<sup>17</sup> Remafedi, G. (1987). "Male Homosexuality: The Adolescent's Perspective." *Pediatrics*, 79, pp. 326-330.

<sup>18</sup> Op. Cit.

<sup>19</sup> SIECUS Fact Sheet on Comprehensive Sexuality Education. (February/March 1993). "Sexual Orientation and Identity." SIECUS Report.



**RECOMMENDATIONS**

**Funding should be made available in support of peer counselors.**



## V. EDUCATION AND ASSISTANCE SUPPORT

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### EDUCATION CLASSES AND VIDEOS

The Staff Education and Development Office's current policy, in general, promotes a workplace free of discrimination and in which LGBs are treated with respect. Furthermore, all course and program participants are treated with the same degree of courtesy.

The Staff Education and Development Office communicates with the LGB community on an ad hoc bases as issues of diversity arise in many of its classes. For example, in Supervisory Training Laboratory, a speaker from Staff Affirmative Action instructs supervisors about their responsibilities with respect to fair hiring and supervisory practices, including issues related to sexual orientation. Courses such as "Managing Cultural Diversity" and "Values and Culture in Communication" are offered by the Staff Education and Development Office in collaboration with the Staff Affirmative Action office.

During the 1995-96 academic year, the campus will launch a major Diversity Education Program designed to develop a core team of leaders who will in turn attempt to educate others in various campus departments. The intent of the program is to increase awareness and appreciation of workplace diversity.

While the Diversity Education Program is an admirable effort, the Staff Education and Development Office does not offer classes that specifically target the campus LGB community. Problems and concerns in relation to sexual orientation are not fully and properly addressed. A possible drawback to diversity classes is that the issue of sexual orientation may not always be included as a discussion topic. Popular topics have been language barriers, racial inequalities, and glass ceilings for women and minorities. It should be noted, however, that UC President Peltason, in his letter of February 2, 1995 to the campus Chancellors, has endorsed the inclusion of LGB issues in campus diversity programs.<sup>20</sup> CACLGBI will monitor the development of the campus Diversity Education Program.

At the time of this report, there is only one class offered by the Staff Education and Development Office that remotely pertains to this issue -- "AIDS in the Workplace." The 1994-95 catalog explains that the class is intended for employees who wish to learn about AIDS and explore issues pertinent to the workplace. Since there are no classes that employees can attend to learn and understand the UCSD LGB community, there is a danger of further negative stereotyping, given that this is the only context in which issues of sexual orientation are introduced.

The Video Library of the Staff Education Development Office currently has three videos relevant to LGB issues:

"Gender and Sexual Orientation Work Place Issues,"

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<sup>20</sup>

See Appendix 14, "Letter of February 2, 1995, from J.W. Peltason to Chancellors."



**"Homophobia in the Workplace," and  
"Gay Issues in the Workplace."**

The first video, "Gender and Sexual Orientation Work Place Issues," confuses concepts and examples of sexual harassment as part of sexual orientation. The video was viewed by members of CACLGBI and by a member of the Staff Education Office and was considered out of date and misleading.

The format for the latter two videos is a combination of interviews with LGB men and women as well as lecture material by the producer, Brian McNaught. These two videos address such issues as formation of employee organizations and support groups, domestic partner benefits as an emerging human resources issue, and employee productivity and loyalty. "Gay Issues in the Workplace" has been aired on the UCSD cable education channel. These two videos were purchased by CACLGBI and donated to the Office of Staff Education and Development.

The Video Library is supported by one-time funding made in 1993-94 by the Vice Chancellor-Business Affairs. The department did not receive funding in the 1994-95 fiscal year. The CACLGBI representative was told that "since we have three new or nearly new videos in our collection related to sexual orientation specifically, and since there is probably no other area in the video library so well-represented, and since we do not currently offer a course specifically on the subject, it is not likely that we will be able to earmark funds in this area again for a while."

#### **LGB ISSUES AS PART OF INSTITUTIONALIZED TRAINING IN AREAS OF DIVERSITY**

##### **Staff Affirmative Action Office (SAAO)**

The Staff Affirmative Action Office operates under the University's nondiscrimination policy which clearly states that the University does not discriminate on the basis of sexual orientation. The nondiscrimination policy is disseminated at the New Employee Orientation, the Supervisors Laboratory, and any other presentations that deal with discrimination. At this present time, SAAO does not have a plan to separate the LGB issue from any other discrimination issue in training or individual workshops.

##### **UCSD Staff Association**

Although no one from the Staff Association replied to the CACLGBI's request for information, evidence suggests that this organization adheres to the University's nondiscrimination policy. For example, in May 1995, the Staff Association, along with the Faculty and Staff Assistance Program, presented a program as part of their "Learn-at-Lunch Series." The program was titled "Moving Beyond our Myths about Gay Men, Lesbians, and Bisexuals in our Workplace (or Understanding the Rules of Difference)." Moreover, the Staff Association's summer picnics generally include tables representing the various minority associations on campus. A table for the lesbian, gay, and bisexual Umbrella Group, which represents several staff and faculty groups organized around LGB issues, has been present for both the 1994 and 1995 picnics.



### Faculty Staff Assistance Program (FSAP)

FSAP does not seem to be an area of concern. Dr. Rosa Lee Josephson at FSAP stated with no hesitation or reservation that her office assists employees who are gay or lesbian.

As mentioned above, FSAP in conjunction with the Staff Association hosted a noon-hour program titled "Moving Beyond Our Myths about Gay Men, Lesbians, and Bisexuals in the Workplace." The lecturer was Douglas Braun, MFCC, an openly gay man.

### LESBIAN, GAY, AND BISEXUAL CENTER

UCSD currently does not have a LGB center. This committee believes such a center could greatly benefit the campus. A center could provide a safe space for the LGB community to meet and study as well as provide programming and resources for the entire campus. The presence of such a center reaffirms the University's commitment to diversity and can help the University community become aware of the real presence of the LGB members who often remain invisible. Particularly for students who are questioning their sexuality or dealing with the difficult process of coming out, the presence of a visible center with trained staff could make a critical impact. It should be noted that at this time many other UC campuses have funded LGB centers including: Berkeley, Santa Cruz, Riverside, Los Angeles, and Irvine. These centers provide a wide variety of programming, meeting space, information and a wealth of resources for the LGB community members and campus organizations.

### CACLGBI

In 1995, the Outreach and Education subcommittee of the CACLGBI published a brochure entitled "Resource Guide for Lesbian, Gay, and Bisexual, Students, Staff & Faculty at UCSD." The brochure has been widely distributed to the campus community including incoming students.

The Programming subcommittee of the CACLGBI plans and develops forums to discuss a variety of issues that affect LGB people. The subcommittee reviewed training videos for possible acquisition and use on campus and was instrumental in acquiring two videos for the Staff Education and Development Office.

### RECOMMENDATIONS

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

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

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



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

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



## VI. ETHNIC LESBIAN, GAY, AND BISEXUAL ISSUES

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While active membership is small in the UCSD Lesbian, Gay, Bisexual Association (UCSD-LGBA), this student organization is more diversified than what it used to be. A few years ago, the group was predominantly Caucasian but is now almost half Asian. Though more Asian students have "come out" or are more active, their educational, social, and political commitment to the LGB community remains confined within the LGB association and LGB-related campus events. While there is still a continuing need for outreach, no outreach to the numerous student minority organizations has been done or is being planned.

There are reasons for lack of outreach to other student minority groups:

1. The UCSD-LGBA is solely staffed by student volunteers contributing their time and energy. This organization lacks an adequate staffing base to accommodate this type of a project. Amount of personal workload, in conjunction with the usual organization workload, sometimes can be too much for any group of students to handle. Also, though the organization receives funding by the Associated Students (AS), not enough funds are available for the principal members to manage special projects enhancing visibility of LGB people of color at the UCSD campus. UCSD-LGBA has held fundraisers to generate revenue for office supplies and for those events that the AS does not fund.
2. LGB racial minorities have difficulty within their own cultures. Most cultures, especially Asian, have strong ethnic values and ideologies that prohibit young LGB people of color from identifying their sexual orientation in a more positive manner. Most LGB people of color, who are currently active in LGB-related activities, only become more involved because they find that the separation from strict family values allows them to identify and experience being LGB.

UCSD-LGBA tends to shy away from the idea of approaching UCSD student ethnic groups which are predominantly heterosexual. This only aggravates and furthers the alienation of LGB racial minorities. A LGB racial minority should be allowed to participate in his or her own ethnic student group without the possibility of harassment within their own culture.

LGBA is classified as an educational (as opposed to political) organization and therefore is entitled to AS funding. Its first known date of registration on campus was November 16, 1977. This organization has experienced periods of great activity and occasionally no activity. The UCSD-LGBA is an organization worth supporting because it is the sole resource center for LGB students. It is a place where everyone, whether heterosexual or LGB, can interact, communicate, and learn about each other's culture. Specifically, it is also a safe haven for those LGB students of color who have no other place to go.

Though Asian-American and Hispanic/Chicano-American LGBs, have made progress in the form of representation, the same cannot be said about the African-American LGB population. White/Caucasian LGBs still dominate most faculty and staff LGB groups.



## **RECOMMENDATIONS**

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

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

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



## VII. SPECIAL ISSUES AT THE UCSD MEDICAL CENTER (UCSDMC)

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### UCSDMC DIVERSITY TEAM'S STUDY ON WORKING CONDITIONS

In August and September 1994, the UCSD Medical Center Diversity Planning Team (now known as the Diversity Team), in conjunction with consultants from The Center for Organization Effectiveness of the City of San Diego, and under the direction of the Director of Hospitals and Clinics and the Director's Council, conducted 50 focus groups to obtain information about how the many and various diverse elements of the UCSDMC workforce experience working conditions at the hospital.

More than 400 employees participated in the 2-1/2-hour focus groups. All participants were asked to respond to the same questions. Wherever possible, the focus group sessions were structured so as to bring together groups of employees which were homogeneous with respect to sex, job classification, and ethnicity. Additional open, self-selecting sessions were designed specifically for persons with a disability, gays, lesbians, older workers, and working parents.

Generally speaking, participants believed UCSDMC is a good place to work for gays and lesbians, although it was acknowledged that there are certain departments and areas of employment which are more comfortable for gays than other areas. Some participants said gay and lesbian staff are held in extremely high regard, are well respected, and make significant contributions to the life and health of UCSDMC clinical enterprise. Other participants, however, said there are work areas in which there is very little comfort and respect for gay and lesbian staff, and that jokes at the expense of gays and lesbians are being told and tolerated.

The focus groups intended for gay men and for lesbians were under-attended, with only about five people in each group. While the gay men expressed strong feelings about being happy and satisfied with the environment in which they worked, the lesbians expressed fear that it was not safe to be open in their workplace. Deep concerns were expressed about even participating in a focus group identified for lesbians.

Interestingly, there were as many admittedly gay men participating in the white male administrative/clerical support focus group as in the gay men's focus group. Men in the white male administrative/clerical support group expressed strong feelings that respect is not given to all people equally, and they were sad and upset that gay male employees work in an environment in which they cannot be open and honest about themselves, and thereby limiting the extent to which they may contribute all of their talents toward the organization.

### LGB NETWORK

In addition to this survey, there are other things which provide insight into the climate for LGBs at UCSDMC. For instance, the UCSD Medical Center LGB Network sponsored a bake sale at the recent "Nurses Recognition Week Street Fair" at UCSDMC, May 3, 1995. The bake sale was well received with no visible hostility. When the UCSD Medical Center LGB Network started



advertising in the hospital's weekly Center-Point newsletter, however, the editor received telephone complaints from other employees. The complaints questioned the right of the UCSDMC LGB Network to advertise and questioned if the LGB Network was a legitimate group. The Network was allowed to advertise in the Center-Point.

## HOSPITAL VISITATION POLICY AND PATIENT'S RIGHTS

Recently, attention has been directed to the UCSDMC's policies on hospital visitation and patient's rights and how they apply or do not apply to LGB employees and patients. Neither the UCSDMC visitation policy nor patient's rights policy define the word "family." The UCSDMC generally has been understanding and accepting of non-legally recognized "family members" despite no written policy on this matter.

In the manual of the Joint Commission on the Accreditation of Healthcare Organizations (JCAHO) covering patient rights and organizational ethics, (Standard, RL.1.2, A12345NA, Intent of RL.1.2), "family" is defined as:

The person(s) who plays a significant role in the patient's life. This includes an individual(s) who may or may not be legally related to the patient.

The JCAHO manual also states:

In order to fully assess the patient's status, cultural impact on that patient's response to illness, health promotion activities, health care teaching, and the inclusion or exclusion of family members or significant others must be understood.

Finally, there has been some concern recently regarding medical charting of a patient's "sexual preference."<sup>21</sup> The charting of a patient's sexual preference is not medically necessary and has created legal problems for patients at UCSDMC when the courts or insurance companies audit/subpoena the patient's medical records. This highly sensitive issue and its ramifications warrants further study and assessment.

## RECOMMENDATIONS

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

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

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<sup>21</sup>

See Appendix 15, "UCSD Medical Center, History and Physical," page 2, section titled "Social History and Habits" for entry used to identify sexual preference.



## VIII. HIV / AIDS RESOURCES / ACTIVITIES ON CAMPUS

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### HIV PEER EDUCATORS

Currently, there are seven HIV peer educators available and ten educators in training. It is anticipated there will be twelve educators available for fall quarter. All peer educators are volunteers. Educators are engaged in the following types of activities:

Outreach (planning special events, overseeing information booths).

Program presentations (interactive, discussion-oriented, psychoeducational programs presented to diverse campus audiences. Topics include HIV testing, HIV awareness/sensitivity, safe sex practices. Programs can be tailored to meet particular needs and interest of audience [e.g., Biology classes including the science of HIV]. Historically, these programs are most often presented in the classroom).

Community Service (encouraging volunteers; fund raising).

HIV/AIDS Information (packets have been developed by HIV peer educators and student advocates and are handed out at Student Health Services).

### CURRICULUM

Contemporary Issues 40 - AIDS Epidemic: This course has been offered now for three years and had 125 enrolled students during spring quarter 1995.

AIDS for Non-Biologists (Bio-Lower Division 34), will be offered during fall quarter 1995 through the Salk Institute; the instructor will be Ian Trowbridge.

For courses on LGB issues, see page 30.

### HIV TESTING

Anonymous HIV testing is available to students at the Student Health Service two days per week. This service is in high demand; a 2-3 week waiting list exists as of Spring 1995. Of those tested, nearly 100% return for the results.

### ASAP (Student Organization) AND AIDS TASK FORCE

While both of these organizations were very active prior to 1995, they are no longer operating. Probable causes include: 1) student leaders graduated, 2) members experienced "burn-out", and



3) difficulty finding new members to devote time and energy. "Burn-out" for volunteers, staff, and health professionals is common in arenas related to HIV/AIDS issues.

#### RECOMMENDATIONS

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

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

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



## IX. UCSD LIBRARIES

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At most institutions of higher learning, the university library is a focal point for the campus. The library's collections and services help serve as an indicator of the overall quality of the campus. Prospective academic employees are often influenced by the attributes of the institution's library. Students use the library as a source of information about a broad range of personal issues, as well as formal academic subjects during their formative college years. In addition, the library employs a large number of staff and helps set the overall tone of the campus as a work environment. Thus, the collections, services, and work environment of the university library both illustrate and help to shape the overall campus climate for LGB students, faculty, staff and visitors.

### COLLECTIONS

At UCSD, the Library's collection strongly supports the research and teaching emphases of the individual campus departments. Faculty members' recommendations to librarians for the purchase of particular items for the collection are given a high priority. The CACLGBI members have not been made aware of any cases in which faculty members' requests for specific LGB materials were turned down. The lack of a broad curriculum in LGB or queer studies at UCSD in part explains why the holdings in this area are smaller than at some of the other UC campuses.

Still, members of the CACLGBI would like the Library to examine whether the number of subscriptions to LGB journals is below a reasonable standard. Outside of medical journals focusing on AIDS research and treatment, CACLGBI representatives were able to identify only six journals in the UCSD library collection with a lesbian or gay focus, and none dealing specifically with bisexual issues.<sup>22</sup> With the sociological, legal, medical, and popular cultural implications of LGB topics an increasingly important issue in society at large, as well as on campus, subscribing to so few periodicals -- and no newspapers -- on LGB topics seems inadequate.

For comparative purposes, it is interesting to compare library holdings based on such variables as the curriculum offered and the number of students, staff, and faculty that might be interested in a particular topic or emphasis. For example, there are no newspaper subscriptions to LGB papers in the Social Sciences and Humanities Library (SSH) Library, yet many ethnic minority-focused newspapers are available. The ratio is also striking with regard to magazine and journal subscriptions, with many individual ethnic group-specific journals represented in the SSH Library collection.

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<sup>22</sup>

See Appendix 16, "Central University Library, Research Services Department, Gay and Lesbian Studies: A Reference Guide."



In terms of monographs or books, the SSH Library houses a large collection of LGB materials. There are literally hundreds of books on the subject matter, which one might expect at a major university library such as at UCSD.

UCSD faculty, staff, and students have access to Inter-Library Loan (ILL) services to borrow LGB material not owned by the UCSD libraries. However, there are drawbacks to this form of access, including the timeliness of the information and the hesitancy of many patrons to disclose to library staff the fact that they want LGB material. In addition, ILL requests are limited for budgetary reasons to material supporting UCSD research or work-related needs; undergraduate students in particular might be unable to obtain material through ILL unless it is related to specific coursework. Again, this illustrates the linkage between library access to information and the existence (or lack) of a strong LGB or queer studies curriculum on campus.

## SERVICES

The importance of library staff's sensitivity to patrons' hesitancy to request LGB-related information or materials cannot be overemphasized. While the causes of this hesitancy can be debated, it has a very real impact on patrons' ability to access information. Users may perceive any barrier or intermediary between themselves and the material as an insurmountable obstacle. Unfortunately, LGB material is often targeted for vandalism or theft, so even the best-intentioned libraries must find a balance between controlling access to sensitive material and risking damage or loss.

Reference providers and other library public service staff need to be aware of this issue and examine their own attitudes and decisions in order to avoid placing unnecessary barriers between patrons and LGB material. Reference providers in particular should be aware of the need to put patrons at ease in the reference interview. Some excellent sources exist, such as "The Information Needs of Lesbians" in *Library and Information Science Research* 15:3, and "Helping Students Find Sensitive Materials," ERIC Document ED 359 990.

The CACLGBI has not received any reports of UCSD librarians showing insensitivity to patrons involving LGB topics. However, the decision on whether to limit access to LGB materials has at times been made without sufficient regard to the special difficulties this presents for patrons. Patrons who are unfamiliar with library locations and procedures for requesting restricted material in general may feel that they have to "jump through hoops" to obtain the material they want; when the psychological barriers involved in requesting LGB material are added to the mix, restricting access can be tantamount to denying it. Library staff who determine the locations of library material may not consider these factors important if they are ignorant of LGB issues.

As an example, five years ago two (non-gay) library staff were considering journal titles to be moved from the open serial stacks to Controlled Circulation -- which would require patrons to request the item at a service desk and leave their ID card while reading it. It was recommended to the Preservation Librarian that The Advocate -- a gay-oriented magazine -- which had been moved to the open stacks some years earlier, be placed back in Controlled Circulation for its own protection. Upon learning this, another (gay) staff person objected both verbally and in writing, arguing that the end result would be to deny access to the magazine because few patrons would be comfortable enough to request it from library public service staff. Anecdotal evidence was presented showing that when The Advocate had been kept in Controlled Circulation, there had been only one request for it over a one-year period. The dissenting staff person stated his own



belief that the climate at UCSD was sufficiently homophobic that most patrons would fear publicly proclaiming their homosexuality (or being considered "guilty by association") by asking to look at this material. While leaving the issues on the open shelves might mean that at times an issue could disappear for a few days or be vandalized by homophobic patrons, he argued that this was preferable to a policy which effectively denied access to all but those few patrons who were very comfortable with their sexuality. However, these arguments were ignored; the staff person was told that the decision had been made and it was too late to change it. Two years later, after some staff changes in the library, The Advocate was placed back on the open shelves and is currently a popular periodical accessible to all patrons. Staff members in Current Periodicals have not detected any increase in damage or theft of this title.

Pathfinders -- 1-4 page primary guides for locating sources in particular subject areas -- help patrons conduct their own self-guided searches for information and resources in the library. These handouts are available to all patrons on a literature rack in the Reference area. In 1991, a UCSD librarian created a pathfinder describing gay and lesbian information resources in the UCSD libraries, entitled "Gay and Lesbian Studies: a Reference Guide." We find this to be an extremely useful resource because it is readily available to patrons and simple to use, allowing library users to conduct their own information searches without intermediation by library staff. Its presence also conveys to students, especially, that it is "safe" to discuss such topics with a librarian and that their area of interest is considered legitimate.

When the library constructed the East and West wing additions to the University Library building, condom machines were installed in the new public men's restrooms. Since the opening of the addition in 1992, these machines have never been stocked with condoms. After numerous patron complaints, an administrative assistant tried to locate a local vendor who could stock the machines, but to no avail. This is not specifically a LGB issue -- and in fact echoes a similar situation with tampon machines all over campus -- but the presence of the machines gives the false impression that condoms are available here, and an impression that is reinforced by statements in some campus Health Center literature distributed to students.

#### DOMESTIC PARTNER LIBRARY PRIVILEGES

In March 1992, the library began issuing library card privileges to domestic partners of UCSD faculty and staff under the same guidelines as previous "spouse" privileges.<sup>23</sup>

#### THE LIBRARY AS A WORK ENVIRONMENT

It is the opinion of the CACLGBI that compared to many other organizations, and even to many other departments on campus, the UCSD library appears to be a good LGB work environment. As an example, when the UCSD Lesbian, Gay, and Bisexual Staff and Faculty Association held its first official meeting in Fall of 1991, library staff formed a significant percentage of the attendees. An announcement celebrating the organization's official recognition and publicizing future meetings ran in the library staff newsletter, Tracings. Staff members who signed the announcement received several positive comments from other staff (of all orientations) and no negative feedback.

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<sup>23</sup>

See Appendix 17, "UCSD Library, Borrowing Privileges, Level 5 and Level 3."



However, there was an incident in which a LGB poster on a staff bulletin board was defaced, which is described in greater detail in the harassment section of this report. In addition, when it was discovered that a gay library employee had AIDS, there were some comments by a co-worker that he/she would not use the phone or typewriter after the ill person had used them. In another such incident, it was relayed to CACLGBI member that a library staff person would not eat anything that \_\_\_\_ (an unnamed staff person) prepared because she did not want to catch AIDS.

#### LIBRARY TRAINING GROUP

Several suggestions from library staff were made to have some in-house training/staff development programs on the general theme of greater understanding of LGB issues in the workplace. As a result, a recruitment for a Library Training Coordinator was conducted and successfully completed. The newly appointed Coordinator is now a member of CACLGBI.

#### RECOMMENDATIONS

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

The library should contact Physical Plan Services to stock and repair the condom machines.

The Pathfinder covering LGB resources should be updated.



## X. CURRICULUM

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UCSD has no formal gay, lesbian, bisexual, or queer studies program, nor is there a Major or Minor in this subject. There have been discussions among students and faculty regarding such a program but no plans are currently in place. There were several LGB courses taught during the academic year 1994-95 at UCSD although it is apparent that the spectrum could be much wider. UCSD has actively recruited for academic positions in which the discipline involves lesbian and gay issues. Specifically, the Department of Literature has posted ads for tenure-track professors whose disciplines might include, among other things, "gender studies" or "gay and lesbian studies. "

This year a conference titled "Gay/Lesbian/Queer: Knowledge and Identities for the 1990s" was presented January 20-21, 1995 at UCSD. This conference included diverse panel presentations and was well attended. The keynote lecture by Eve Sedgwick drew a crowd of over 300, indicating the current interest in this area. In previous years a LGB lecture series brought in speakers on a variety of topics in the area. The series was successful and generated much interest.

The annual UCLGBA systemwide conference and General Assembly was held at UC Santa Barbara in February 1995. The conference was titled "Perverse Policies and Queer Knowledge." A variety of topics were covered including racism in the LGB community, homophobia in ethnic communities and a variety of academic presentations. Several people from UCSD attended this conference.

Courses offered at UCSD have included:

- 1) "Gay and Lesbian Politics." This Political Science course aims to provide an overview of gay and lesbian history and politics in the 20th century in the U.S.
- 2) "Sociology of Sexuality and Sexual Identities." This course has substantial LGB content and is the only one of its type in Sociology.
- 3) "Gay, Lesbian and Queer Culture." This is offered in the Department of Literature.
- 4) "Gay, Lesbian, and Queer Film."
- 5) "Lesbian Feminism."
- 6) "Queer Theory."

For courses on HIV/AIDS, see page 24.



## RECOMMENDATIONS

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



## XI. UNIVERSITY'S INTERACTION WITH OUTSIDE AGENCIES

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CACLGBI wishes to acknowledge that there are some problem areas in fully implementing the letter and/or the spirit of the University's nondiscrimination policy when it interacts with outside agencies whose own discriminatory policies are in conflict with that of the University's. This chapter addresses two of those problem areas.

### UNITED WAY

Mr. Chuck Marino, a San Diego police officer and a scoutmaster for the Boy Scouts of America (BSA), was relieved of his position as scoutmaster by BSA because he is gay. In keeping with the United Way charter, many United Way campaigns have dropped the Boy Scouts of America from their support roles. However, the local San Diego chapter has not and continues to provide support to the BSA.

Despite the BSA's discriminatory actions, the UCSD campus continues to support the United Way campaign, as it has for many years, by providing resources such as mail services, computing time, and e-mail access, as well as designating key personnel to organize the United Way information and collection effort. The CACLGBI views this support from UCSD as being in conflict with its own nondiscrimination policy.

### ROTC AND MILITARY POLICY

CACLGBI contends that UCSD's support of ROTC programs, and thus the Department of Defense's anti-gay/lesbian "don't ask; don't tell" policy, is in conflict with University of California's policy which "prohibits discrimination on the basis of sexual orientation." With the apparent absence of a ROTC program at UCSD, one might conclude that UCSD has no involvement in ROTC. On the contrary, UCSD is directly involved in the ROTC programs in that the campus sets up accounts for each military branch and bills them quarterly for the UC registration fees of their cadets. UCSD administered 27 ROTC scholarships (7 Air Force, 8 Army, 12 Navy) to UCSD students in the 1994-95 academic year. Cross-town agreements are in place with USD and SDSU so that participating ROTC students enroll for their academic classes at UCSD and military classes at USD or SDSU. Additionally, UCSD provides the academic transcripts of ROTC cadets each quarter to the military.

Furthermore, in anticipation of possible protests and demonstrations against its "don't ask; don't tell" policy, the Department of Defense now includes the following conditions in its grants and cooperative agreements with institutions of higher learning:



**DoDGARS 23.1 MILITARY RECRUITING ON CAMPUS (Interim Rule, 60 FR 4544-45, 24 January 1995.)**

As a condition of the receipt of funds available to the Department of Defense (DoD) under this award, the recipient agrees that it is not an institution that has a policy of denying, and that it is not an institution that effectively prevents, the Secretary of Defense from obtaining for military purposes: (A) entry to campuses or access to students on campuses; or (B) access to directory information pertaining to students. If the recipient is determined, using procedures established by the Secretary of Defense to implement section 558 of Public law 103-337 (1994), to be such an institution during the period of performance of this agreement, and therefore to be in breach of this clause, the Government will cease all payments of DoD funds under this agreement and all other DoD grants and cooperative agreements, and it may suspend or terminate such grants and agreements unilaterally for material failure to comply with the terms and conditions of award.

The CACLGBI acknowledges that UC is a research oriented institution of higher education and that a considerable amount of the research undertaken by UC is funded by contracts and grants with the DoD. While the UC and the DoD interact, their policies regarding LGBs are clearly in conflict with each other. The CACLGBI is adamantly opposed to DoD's discriminatory policy covering LGBs in the military and the condition set forth in DoD agreements as described above.

**RECOMMENDATIONS**

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



## **XII. SUMMARY OF RECOMMENDATIONS BY CHAPTER HEADING**

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### **CAMPUS NONDISCRIMINATION POLICY**

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

### **HARASSMENT**

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

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

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

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

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

### **DOMESTIC PARTNER BENEFITS**

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

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

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

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



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

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

#### PSYCHOLOGICAL AND COUNSELING SERVICES

Funding should be made available in support of peer counselors.

#### EDUCATION AND ASSISTANCE

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

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

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

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

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

#### ETHNIC LESBIAN, GAY, AND BISEXUAL ISSUES

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

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

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

#### SPECIAL ISSUES AT THE UCSD MEDICAL CENTER

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



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

#### HIV/AIDS RESOURCES/ACTIVITIES ON CAMPUS

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

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

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

#### UCSD LIBRARIES

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

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

The Pathfinder covering LGB resources should be updated.

#### CURRICULUM

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

#### UNIVERSITY INTERACTION WITH OTHER AGENCIES

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