

1997 Campus Climate Report

May 9, 1997

JOHN WHITE
Co-chair, C.A.C.L.G.B.T.I.
0915

I write to thank you for your hard work in reviewing the affirmative action programs under your committee's purview. The report you have written will help me evaluate current programs that promote diversity on the UCSD campus.

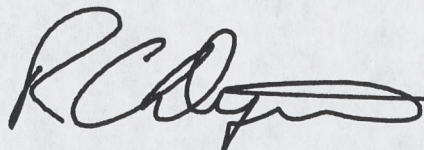
The next step is the appointment of a commission comprised of faculty, staff, and students to review all your recommendations, and to suggest concrete strategies for enhancing the diversity of this campus.

You are cordially invited to attend a C.A.A.A.C. year-end meeting scheduled for Tuesday, May 20, 1997, from 8:00 a.m. to 1:30 p.m. in Ballroom A, Price Center. Lunch will be provided. Members of the commission will be invited to attend this meeting. On this occasion, each committee will be asked to give a 30-minute presentation (which includes time for questions and answers) about your committee's mission and goals. The purpose of the presentation is to form the basis for a broad and open discussion among the committees and the commission on how best to coordinate efforts to achieve a diverse campus.

Please confirm your attendance at this meeting by Wednesday, May 14, 1997, to Irma Martinez at extension 46862. If your committee will require audio visual equipment, please coordinate with Irma as soon as possible.

Thank you for your dedicated work and leadership. I look forward to seeing you on May 20.

Sincerely,



Robert C. Dynes
Chancellor

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

1997 CAMPUS CLIMATE REPORT

*An Update to the
1995 Campus Climate Report*

University of California
San Diego

May 1997

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

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Richard Belmontez, Co-Chair, 1996/97 *
Francesco Carusi *
Patrick Dowd *
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* CACLGBTI members who contributed to this report.

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INTRODUCTION

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

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

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

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

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

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

I. UNIVERSITY NONDISCRIMINATION POLICY

RECOMMENDATION FROM 1995 *CAMPUS CLIMATE REPORT*

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

1997 UPDATE ON RECOMMENDATION

- Effective July 25, 1996, the University's nondiscrimination policy was modified so that both discrimination and harassment are prohibited based on a variety of factors including sexual orientation.

- Since the previous climate report, the UCSD Police Department has made an effort to send notices to LGBT groups, in particular the officially recognized staff association for LGBTs, the Umbrella Group, announcing such measures as Pepper Spray training.

HARASSMENT INCIDENTS SINCE THE 1995 *CAMPUS CLIMATE REPORT*

Harassment of Staff Employee Involving Sexual Orientation

A staff employee on campus recently reported to a CACLGBTI member that she has been involved in a long term sexual harassment situation involving her sexual orientation. She claims she addressed this situation with her supervisor, with the supervisor of the alleged harassing employees, and with the Department Director, but the situation remained unresolved. The issue was later referred to the Office Of Sexual Harassment Prevention & Policy (OSHPP) and its former director, June Terpstra, who made recommendations. However, according to the harassed employee, the actions continued to occur in a less direct and more covert way. The Assistant Vice Chancellor and the Vice Chancellor who oversee this functional area were later advised of the situation; and as of the writing of this report, the situation is currently under their review. The harassed employee feels the former Director of OSHPP performed professionally, compassionately, and was a strong advocate in her defense and regrets her resignation. The employee also feels her supervisor and the supervisor's supervisor also rose to her defense and acted compassionately but were unable to have any effect on the situation beyond a certain point. Because the situation has continued for so long with ill effect, the employee has been placed on stress leave at the advice of her physician. She is now considering the possibility of legal action.

LGBT History Program at the Women's Center

A panel discussion titled *History of the Lesbian/Gay/Bisexual/Transgender Movement* was presented at the Women's Center in February 1997. The Director of the Women's Center publicized the program by sending a flyer out via the student-flyer's mail list. She reported that her office received hate mail in response to the announcement of this presentation.

Same Sex Marriage Program at Thurgood Marshall College

In March 1997, Thurgood Marshall College (TMC) and The Hewlett Diversity and Unity Project sponsored a forum titled *Same Sex Marriages: The Law, Male Couples and Theology* at the Cross Cultural Center. Panelists included an individual from the Western School of Law, two UCSD School of Medicine Professors and authors of The Male Couple, and a representative from the Campus Crusade for Christ. Individuals at TMC responsible for this program reported that they received e-mail and phone calls protesting the event. One anonymous phone caller complained, "Now my tax money is being used to support these perverts."²

² One individual objected to the presence of a representative from the Campus Crusade for Christ on the basis that this organization is opposed to the right for gays and lesbians to exist. The individual felt that the presence of such a representative would be an insult to the gay and lesbian community. By analogy, the individual explained, it would be like inviting the Grand Wizard of the KKK to participate in a discussion of Proposition 209 (California Civil Rights Initiative) which was done at Cal State Northridge but for political show, not for education. A spokesperson for Thurgood Marshall College explained that the decision to include this representative was based on the notion that Campus Crusade for Christ did not represent any particular denomination but was viewed as being "generic" and that programs financially supported by The Hewlett Diversity and Unity Project are intended to provide a full spectrum of opinions, causes, solutions, actions, and reactions.

The exchange of opinions in this event raises the issue of free speech and the (Footnote continued on bottom of page 4.)

II. HARASSMENT

RECOMMENDATIONS FROM 1995 *CAMPUS CLIMATE REPORT*

- 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.¹
- 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.

1997 UPDATE ON RECOMMENDATIONS

- A campus-wide survey on harassment and violence towards LGBT students, staff, and faculty is still warranted and is under consideration by CACLGBTI.
- When acts of violence or harassment become known to CACLGBTI members, some form of action is taken including encouraging the victim of the harassment to report the incident to the proper authorities. Please see below for specific incidences and responses.
- UCSD Police Department periodically distributes a crime report by month which indicates date of offense, case number, type of offense, location of offense, and value of a stolen/damaged object. "Threatening phone call" is one form of harassment noted in the crime reports. During a breakfast meeting hosted by the Assistant Vice Chancellor-Human Resources, a CACLGBTI member suggested that this police report should be more widely distributed to the campus.

¹ CACLGBTI notes two distinct forms of harassment:

1) "Quid pro quo," i.e., one thing in return for another, and

2) Hostile Environment: Sexually offensive, unwelcome, verbal, visual and/or physical conduct that permeates the workplace, classroom, or academic department, making it difficult for employees or students to do their work. The conduct is continuous, frequent, repetitive, and part of an overall pattern, rather than one event or several isolated incidents.

In addition to the State Civil Codes covering sexual discrimination, the Hate Harassment Law (Ralph Act) prohibits intimidation and threats directed to individuals, including those who are lesbian, gay, or bisexual.

- Since the previous climate report, the UCSD Police Department has made an effort to send notices to LGBT groups, in particular the officially recognized staff association for LGBTs, the Umbrella Group, announcing such measures as Pepper Spray training.

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Graffiti

In October 1996, a CACLGBTI member noticed the word "FAG" had been written in chalk behind a car parked in one of the reserved faculty spaces in the Faculty Club parking lot. In the parking space next to it, which was a disabled parking space with the wheelchair symbol, was written also in chalk, "and Jane His Wife." The incident was reported to campus police to be documented. The campus police did record the incident and reported that no other incidences had been reported to suggest a trend of such graffiti. The incident was also reported to Parking and Transportation Services who quickly dispatched someone to remove the chalk graffiti.

Flyer: Gay Awareness Week

Please see "Chapter XII. Campus Climate from the Students' Perspective."

E-Mail Flyer: "Welcome Back Students"

A Teaching Assistant (TA) for a campus writing program reported that he received a flyer via the e-mail student-flyers list. The TA felt the flyer was deeply homophobic and offensive and intended to discredit TAs and the Association of Student Employees (ASE/UAW). The incident of the flyer was reported by the TA to the Office of Sexual Harassment Prevention and Policy, the Chair of CACLGBTI, and to the Association of Student Employees. The e-mail message is as follows:

>----- Forwarded message -----
>Date: Sun, 12 Jan 1997 06:59:59 -0800 (PST)
>From: Your TAs <UCSD-TAs@sdcc17.ucsd.edu>
>To: student-flyers@ucsd.edu
>Subject: Welcome Back Students!
>
>Dear students, In light of the recent TA events that have been going on, we
>understand that we have been given bad press and seem disgruntled, etc. We
>just want to let you know that we are here to support you all and are here,
>first and foremost, for you, the students of UCSD. We would like to

(Footnote continued from page 3.)

emotions behind personal opinions. It may be noted that other campuses have had to address this situation. For example, at Pennsylvania State University, students petitioned to form a campus organization called Students Reinforcing Adherence In General Heterosexual Tradition (STRAIGHT). The Undergraduate Student Government Supreme Court refused to formally recognize the group on the basis that the group's purpose is to oppose homosexuality. The student court felt STRAIGHT would not be a benefit to the University (one of the requirements for group recognition); and with the exception of Students Against Drunk Driving, no other campus group has defined its opposition to another group in its mission statement. An appeals board, however, reversed the student court's ruling on the basis of the campus' discrimination policy. Recognition of STRAIGHT permits the group to use university letterhead and to meet in university buildings. STRAIGHT indicated that it would not discriminate in selecting its members including the consideration of one's sexual orientation.

In a similar vein, it is possible, considering the recent challenges to affirmative action, that "White Student Clubs" could surface and petition for formal campus recognition just as organizations have formed to support women and minority recognition. While no such clubs are known to the authors of this Climate Report, this hypothetical scenario has been the subject of a discussion by affirmative action and diversity officers across the country. The authors of this Climate Report mention these situations because they involve the same basic issues involved in Thurgood Marshall College's hosting of a controversial program and pose an interesting challenge to issues of free speech, diversity, and campus climate.

III. DOMESTIC PARTNER BENEFITS

RECOMMENDATIONS FROM 1995 *CAMPUS CLIMATE REPORT*

- 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.

1997 UPDATE ON RECOMMENDATIONS

- Health and retirement benefits for faculty and staff, sometimes called "hard benefits," are controlled by the Office of the President and/or The Board of Regents. While there has been no change in policy regarding these benefits, there have been significant, positive discussions with the Office of the President. President Atkinson stated the issue will go before the Board of Regents in the Spring of 1997, but no action has been taken at the time of this report. President Atkinson has stated his support of the issue and the willingness to see the University provide health benefits for domestic partners.
- In the 1995 Campus Climate Report the CACLGBTI recommended that a campus domestic partners' policy be issued from the Chancellor. Such a policy statement would provide to domestic partners a blanket coverage for the numerous "soft benefits," many of which are already extended in written policy to legal spouses. This category of benefits include library cards, recreational facility access, discounts to University Extension courses, etc. Without such a policy statement, these benefits for domestic partners, as the 1995 *Campus Climate Report* documents, have been addressed at the discretion of individual campus units, and the consequences are that the campus has developed an inconsistent practice. Moreover, the staff have not always been aware the of the unit's policy and have denied such benefits are

available. A campus policy would help to correct this and would help to inform those in the campus community with domestic partners of the available benefits.

A request for a policy statement was given to former Chancellors Atkinson and Caserio and to current Chancellor Dynes. While each of these Chancellors stated that they would consider such a policy and were not opposed to the idea, a policy still has not been issued at UCSD. Before leaving office, former UC President Peltason stated that for policy issues not requiring approval of The Regents or the Office of the President each Chancellor could implement such policies at the local campus level. Currently, the UC campuses at Davis, Berkeley, and Irvine have either official policies or statements by the Chancellor extending equitable benefits treatment for domestic partners. The CACLGBTI has submitted these examples as well as a draft policy to Chancellor Dynes, and it is hoped that a local policy can be implemented soon.

Benefits currently available to spouses and domestic partners of UCSD employees include:

- Library privileges
- Recreation cards
- UCSD Child Care Center privileges
- Supplemental parking permits
- Aquatic Center privileges
- Psychological and Counseling Services
- Catastrophic leave
- Family leave
- Bereavement leave

Included in the Appendix are copies of:

- a) Domestic partner policy statements from Chancellors Tien (Berkeley), Wilkening (Irvine), and Dennis Shimek, Associate Vice Chancellor-Human Resources and Risk Management (Davis);
 - b) Letter from Chancellor Dynes to President Atkinson, February 24, 1997;
 - c) Draft policy statement provided to Chancellors Caserio and Dynes by CACLGBTI.
- Two improved policies at UCSD regarding domestic partnership benefits are: 1) Leave for Family Illness, and 2) the Catastrophic Leave. Both of these policies have been changed from a limited definition of family to a broader definition of family household that includes domestic partners. The policies allow an employee to take leave when "other members of the household" are ill, which is interpreted by Human Resources to include domestic partners of UCSD employees. While this is an improvement since the 1995 *Campus Climate Report*, the CACLGBTI recommends the wording of these policies actually be changed to include the term "domestic partner" specifically. This will clarify that the policy is inclusive and furthermore will make the benefit more equitable as compared to benefits for legal spouses of University employees. This is not an unusual circumstance for students.
 - Access to housing for partners and children of LGBT people is still denied. In 1996 the Office of the President advised Chancellors and Housing Directors to revise their policies to include access for domestic partners of University students. At the same time it was announced by UCOP officials that the system would provide access to housing for domestic partners. The implementation of these policies was subsequently halted by President Atkinson. He has since stated that implementation of these policies could occur in conjunction with a plan to move forward with offering health benefits to domestic partners. As with the health benefits, this issue is scheduled to be considered in the Spring of 1997

according to the Office of the President. Many University of California organizations and individuals await the changes to the Housing Policy.

The status of domestic partner benefits at UCSD and the University of California thus currently remains much the same as it was when the 1995 *Campus Climate Report* was written. Most UCSD departments that were listed in the 1995 *Campus Climate Report* that offer "soft benefits" to domestic partners continue to do so. Despite the domestic partner benefits offered by an increasing number of universities and Fortune 500 companies, the UC system still lack such benefits. The CACLGBTI continues to believe the benefits for all students, staff, and faculty need to be equitable. The lack of a campus domestic partner policy and the denial of health benefits is in contradiction to the University's nondiscrimination policy and contrary to improving the climate for LGBT people at UCSD.

Finally, there is evidence that the University's ability to recruit and retain faculty, staff, and students is hindered by not providing these benefits, since many other universities and corporations do. Since the 1995 *Campus Climate Report* many more universities, corporations, and cities have decided to offer domestic partner benefits to their employees. Bank of America, IBM, ATT, Disney, and Microsoft are among some of the larger corporations. Over seventy-five universities offer domestic partner health benefits including Harvard, Yale, Stanford, New York University, University of Michigan, and the University of Minnesota.

RECOMMENDATIONS

- The "hard benefits" of health and retirement should be extended to domestic partners.
- Access to housing should be extended to members of the University community with domestic partners and their children.
- The Chancellor should issue a campus policy that extends all local benefits possible to domestic partners.
- All policies that mention "spouse" should be changed to "spouse/domestic partner."

IV. PSYCHOLOGICAL AND COUNSELING SERVICES (P&CS)

RECOMMENDATION FROM 1995 *CAMPUS CLIMATE REPORT*

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

1997 UPDATE ON RECOMMENDATION

- Due to lack of funding, peer counselors are now volunteers. Paid peer counselors are needed to provide consistent service.

CURRENT STATUS

Psychological and Counseling Services is currently conducting an assessment of its operations. It is anticipated that upon completion of this study, the results will be shared with CACLGBTI. Depending on the findings and how they impact the campus climate for LGBT students, CACLGBTI may choose to address these issues, possibly in the form of an addendum to this climate report.

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(Please see Appendices, #16, page 64 [Addendum: Chapter IV. Psychological and Counseling Services {PCS}].

V. EDUCATION AND ASSISTANCE SUPPORT

RECOMMENDATIONS FROM 1995 *CAMPUS CLIMATE REPORT*

- 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.

1997 UPDATE ON RECOMMENDATIONS

- As noted in the 1995 Campus Climate Report, there are three videos in the Staff Education Development Office:

Gender and Sexual Orientation Work Place Issues,
Homophobia in the Workplace,
Gay Issues in the Workplace.

CACLGBTI members have noted that these videos are shown on the campus broadband channel 40 and announcements of the video broadcast schedule are distributed to the campus via e-mail by Staff Education and Development.

A purchase of the following video was recently made by CACLGBTI:

Reclaiming Tradition: Lesbian and Gay Families in a New America by John D'Emilio, a Fullbright scholar and gay and lesbian historian. CACLGBTI donated copies to the Women's Center and to the Cross Cultural Center.

Additional videos recently obtained by CACLGBTI include:

When Democracy Works, a video and resource packet produced by the National Campaign for Freedom of Expression, National Lesbian and Gay Task Force, Political Research Associates and given by CACLGBTI to the Cross-Cultural Center.

A History of the LGBT Movement, a video recording of the CACLGBTI Speaker's Bureau presentation taped by the Lesbian and Gay Historical Society of San Diego and donated by CACLGBTI to the Women's Center.

It's Elementary. The film examines children in elementary schools and sources for their prejudicial comments about homosexuality.

An additional video being considered for purchase is:

Pink Triangles. The film documents the treatment of gays and lesbians in Germany during the Nazi domination.

- Personnel from Staff Education and Development, Staff Affirmative Action, and Human Resources Department do attend CACLGBTI meetings when topics relevant to their areas are discussed.
- The subject of UCSD establishing a LGBT Resource Center is still under consideration. Please see Chapter XII.
- Diversity training on campus is primarily conducted by Staff Education Training and Development in conjunction with the Diversity Education Program. The Program offers a broad approach to diversity without any specific focus on issues of homosexuality, bisexuality, or transgender. The diversity training program at the Medical Center, whose program is separate from that on the general campus, includes one Lesbian or Gay Cultural Competency trainer, and LGBT issues are included in the training in the form of training scenarios.
- A separate committee has not been established to inform the Chancellor on HIV/AIDS issues that affect the UCSD community although the recommendation still has merit and should be implemented.

While recent developments in the treating and combating HIV have been heartening, the rising statistics of HIV infection in the U.S. and world-wide remind us that the battle against this virus is not over and that there is a need for continued vigilance, education, and research. Please see "Chapter VIII. HIV/AIDS Resources/Activities on Campus." The establishment of a web page for HIV/AIDS education by the Teacher Education Program on Infopath is applauded.

EFFORTS BY CACLGBTI TO EDUCATE THE CAMPUS COMMUNITY

Publications

The Outreach and Education Subcommittee of CACLGBTI printed a brochure titled *Resource Guide for Lesbian, Gay, Bisexual Students, Staff & Faculty* which was widely distributed to the campus with an emphasis on incoming Fall 1995 and 1996 freshmen. The brochure is currently under revision for another printing.

In September 1996, CACLGBTI published and distributed campus-wide a brochure titled *Straight Talk About Homosexuality*. The brochure, which was designed in a question and answer format, targeted a heterosexual audience and addressed many common myths and stereotypes surrounding the issues of homosexuality. The brochure was distributed with a cover letter signed by Chancellor Dynes which iterated the campus policy of nondiscrimination based on sexual orientation. Feedback about the brochure to CACLGBTI is very positive.

A third publication, *Building Community*, is planned for production during the next year and is intended to be a follow-up to *Straight Talk About Homosexuality*.

A website, <http://infopath.ucsd.edu/data/campus/general/cacgbti/index.html>, is maintained by the CACLGBTI Outreach and Education Subcommittee. The web site provides information about CACLGBTI, including the 1995 *Campus Climate Report*, and also provides links to other campus, local community and UC-wide resources.

Presentations

In April 1996 panelists addressed the topic of transgender issues. The panel included transgender staff from two UC campuses.

In May 1996, a program titled *Out of the Closet: Discussing Gay, Lesbian and Bisexual Issues* was presented at the Cross Cultural Center as part of the diversity series sponsored by the Student Affirmative Action and Human Relations Program.

An academic presentation featured gay historian John D'Emilio whose lecture was titled *Reclaiming Tradition: Lesbian & Gay Families*. The presentation was video taped and shown on UCSD-TV.

For the two programs addressing the issues of the history of the LGBT movement and same-sex marriages, please see "Chapter II. Harassment."

Scheduled events for 1997 include a learn-at-lunch presentation sponsored by the Staff Association and the Faculty/Staff Assistance Program. The program, titled *Pink Triangles* and scheduled for June, will examine gays and lesbians in Nazi Germany and their detention in concentration camps. A video will be shown and counselor will be present to assist the audience in processing the potential impact from the video.

A major conference is scheduled for November 12, 1997. The conference, which is titled *Homosexuality and Public Life*, will feature national speakers to focus on community, family, politics, and the military.

Also scheduled during Spring 1997 is a presentation by UC Santa Cruz Professor Nancy Stoller who will speak on *Unintentional Racism in AIDS Prevention Messages*; a book reading by Andrew Sullivan, author of *Virtually Normal*, from his new work, *Same Sex Marriage: Pro and Con*; and a panel on homosexuality and religion.

Finally, CACLGBTI's Speakers' Bureau was established in 1996 in an attempt to personalize the outreach and education effort. The Speakers' Bureau is intended for small groups. The speakers relay personal experiences and make themselves accessible to candid questions from an audience. Speakers have dialogued with the UCSD Police Department, the Associated Students' government leaders, dormitory residents, members of the Thurgood Marshall Leadership Program, the UCSD Medical Center Diversity Team, and

others. All of the speaking engagements have been well received. Generally the audience is grateful that members of the Bureau are "brave enough" to speak about their homosexuality in an open manner. Speakers have noted that many times members of the audience are reluctant to ask questions in the public forum but will pose questions to individual Speakers after the presentation and relay stories about themselves, family members. Campus and community resources are distributed at every engagement.

CACLGBTI is grateful for the financial support from the Chancellor's office in support of education programs and materials and acknowledges this support as a reflection as a positive aspect of the campus climate.

A Scholarship for Gay and Lesbian Students³

In January 1997, the Michael L. Marx and Donald K. Marshall Scholarship for Gay and Lesbian students was established at UCSD. On a one-time basis, Vice Chancellor of Student Affairs Joseph Watson matched the scholarship fund. The scholarship is based on financial need, academic promise, and demonstrated involvement in the gay community.

RECOMMENDATIONS

- Educational programs and materials such as those mentioned in this chapter as well as the program sponsored by Thurgood Marshall College and The Hewlett Diversity and Unity Project should continue to be supported as part of the on-going educational and diversity effort for the campus.
- Whenever educational programs are presented, consideration should be given to taping them for broadcasting to the local community via UCSD-TV.
- A UCSD LGBT alumni chapter should be established, similar to those chapters at UC Berkeley and UCLA.

³ For a listing of 27 scholarships for LGB students, consult the Task Force on Lesbian, Gay, and Bisexual Issues of the California Association of Student Financial Aid Administrators (CASFAA) World Wide Web site: <http://www.finaid.org/finaid/focus/lgb.html>.