



**LGBT CAMPUS
HISTORICAL
COLLECTION**

1997-98 General

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**LGBT CAMPUS HISTORICAL
COLLECTION AND PROJECT**

UNIVERSITY OF CALIFORNIA, SAN DIEGO

1997–98 General Materials

Chancellor's Advisory Committee on Lesbian, Gay, Bisexual and Transgender Issues

This guide was developed by the Chancellor's Advisory Committee on Lesbian, Gay, Bisexual and Transgender Issues, an administrative body comprised of UCSD students, staff, and faculty of all sexual/affectional orientations. Established in Fall, 1994, the Committee's charge is to . . .

. . . identify and analyze problems of lesbians, gays, bisexuals, and transgenders at UCSD, to inform and educate the campus community about issues that detrimentally affect these faculty, staff, and students, and to advise and make recommendations on policies and procedures that would ameliorate conditions negatively impacting lesbians, gays, bisexuals and transgenders at UCSD.

This charge is in accord with the University of California's nondiscrimination policy, which states . . .

. . . Nor does the University discriminate on the basis of sexual orientation. This policy covers admission, access, and treatment in University programs and activities, and application for or treatment in University employment.

About This Guide

This guide was developed to acquaint you with groups and organizations addressing the needs of UCSD's lesbian, gay, bisexual, transgender and queer communities. Active support is also available from other groups, departments, and individuals who deserve acknowledgement but unfortunately are too numerous to include here.



For Students

LESBIAN, GAY, & BISEXUAL

ASSOCIATION – a student organization seeking to provide a safe environment for students to address social, educational, and political needs and interests; organizes and sponsors social events, workshops, and special events such as LGB Awareness Week.

LESBIAN, GAY, BISEXUAL, AND TRANSGENDER PEER COUNSELING

PROGRAM – provides individual counseling, weekly drop-in support groups for women and men, and interactive workshops to diverse student, staff and faculty audiences.

COURSE OFFERINGS – Include an increasing number and variety of courses addressing issues of sexual orientation, such as: *Gay & Lesbian Politics*; *Gay, Lesbian & Queer Culture*; *Gay, Lesbian & Queer Film*; *Lesbian Feminism*; *Queer Theory*; and *The Sociology of Sexuality & Sexual Identity*.

For Staff & Faculty

THE CACLBTI SPEAKERS BUREAU –

provides panels to talk to classes, dorms, work units, religious groups, and other gatherings about myths and stereotypes surrounding sexual orientation, to create constructive dialogue and respect among various people.

UCSD MEDICAL CENTER BISEXUAL, LESBIAN, GAY, & TRANSGENDERED

NETWORK – a social and educational network seeking to provide a safe, comfortable place for employees to be themselves.

UMBRELLA GROUP – a registered staff association serving as a clearinghouse link among autonomous staff and faculty subgroups. It sponsors weekly social activities and coordinates joint projects and events like a UCSD contingent for San Diego Gay Pride.

UC LESBIAN, GAY, BISEXUAL, AND TRANSGENDERED ASSOCIATION –

the University of California's systemwide organization with membership open to all faculty, students, staff and alumni. A steering committee comprised of two members from each campus meets quarterly and a general assembly and conference is held annually.

Getting in Touch . . .

LESBIAN, GAY, & BISEXUAL ASSOCIATION

Student Center, A, Room 206 534-4297
Mail Code: 0078, Box B-18
<http://sdcc13.ucsd.edu/~ucsdldlgb/>

LESBIAN, GAY, & BISEXUAL PEER COUNSELING PROGRAM

Contact: Nicki Golden 534-3456
Mail Code: 0321
E-mail: ngolden@ucsd.edu

CACLBGI SPEAKER'S BUREAU

Contact: Paul Harris
Mail Code: 0075-L
E-mail: pharris@ucsd.edu

THE UMBRELLA GROUP

Contact: Gaby Tako 534-1217
Mail Code: 0175-E
E-mail: Gabriella_Tako@UCSDLIBRARY.ucsd.edu

UCSD MEDICAL CENTER

BISEXUAL, LESBIAN, & GAY NETWORK

Contact: Rich Belmontez 533-7577
Mail Code: 8235
E-mail: Richard_Belmontez@Ehs.ucsd.edu

QUEER UNIVERSITY EMPLOYEES

Contact: John White 534-1231
Mail Code: 0915
E-mail: jwhite@ucsd.edu

CHANCELLOR'S ADVISORY COMMITTEE ON LESBIAN, GAY & BISEXUAL ISSUES

Contact: Jennifer Pournelle 534-1979
Mail Code: 0518
E-mail: jpournelle@ucsd.edu
<http://infopath.ucsd.edu/CACLBGI>

UC LESBIAN, GAY, BISEXUAL, AND TRANSGENDER ASSOCIATION

Contact Sarah Archbald 622-5884
Mail Code: 0949
E-mail: sarchibald@ucsd.edu

May, 1997

Chancellor's Advisory Committee on
Lesbian, Gay, & Bisexual Issues
University of California, San Diego
9500 Gilman Drive
La Jolla, CA 92093-0949

RESOURCE GUIDE

Lesbian Gay Bisexual Transgender

students
staff
&
faculty

University of California, San Diego

Straight Talk About Homosexuality



Members of the UCSD Chancellor's Advisory Committee on Lesbian, Gay, Bisexual, and Transgender Issues with their partners, friends, and colleagues from the UCSD student, faculty, and staff community.

(PHOTO: ALAN DECKER)

What is this Brochure About?

This information has been prepared by the Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues. Because people in this community experience prejudice based on stereotypes and misinformation, it is important to understand the facts. For example, many people believe that they don't know any lesbian, gay or bisexual people. This is unlikely to be true, since it is estimated that over ten percent of the population is probably gay, lesbian, or bisexual. In addition, many are invisible. Due to socialization and fear of the unknown, people who are perceived as "different" can be perceived as threatening.

What is Homosexuality?

"Homosexuality" indicates affectional and/or sexual orientation to persons of the same sex. "Bisexuality" refers to people whose affectional and/or sexual orientation can be to either gender. The term homosexual has medical roots from the turn of the century and most people now prefer the terms gay man and lesbian instead. These expressions of sexuality are no longer considered to be forms of illness by the medical or psychological communities. Homosexuality is far more than sexual behavior. It is the complete package of feelings and relationships that make up a natural and satisfying identity.

What Causes Homosexuality?

Perhaps a better question is "What determines sexual orientation?" (i.e., heterosexuality, bisexuality, homosexuality). The factors that determine sexual orientation are complex. There is a growing understanding that human beings have a basic sexuality that can be expressed in a variety of relationships: homosexual, bisexual, and heterosexual. The distinctions between these categories are fluid and may overlap. Although the causes are not known, some researchers believe that one's basic sexual orientation is predisposed at birth. While these affectional inclinations may not be recognized or acknowledged for many years, once established, they tend not to change.

What Is The Difference Between "Sexual Preference" And "Sexual Orientation"?

Preference implies choice, while orientation does not. Sexual orientation is a term used instead of sexual preference by most gay, lesbian, and bisexual people because it better represents their life experiences.

When Do Gay Men and Lesbians First Know?

There is no set age at which a person becomes aware that she or he is lesbian or gay. Some gay, lesbian, and bisexual people become aware of their orientation during adolescence or earlier. People can realize their sexual orientation at any point during their lives. Because of strong societal pressures to be heterosexual, some people don't identify as gay, lesbian or bisexual until later in life, perhaps after they have been heterosexually married for years.

How Many Gay Men and Lesbians Are There?

While this number is difficult to measure, the Kinsey Institute suggested that approximately 10% of the population is lesbian or gay. This would equal 26 million per the U.S. 1990 census. Gay men and lesbians are found in many walks of life, among all racial groups, and at all socioeconomic levels. Gay men's and lesbians' personalities and interests vary as widely as do those of heterosexuals.

Can You Tell If People Are Lesbian Or Gay By Their Appearance?

No. Lesbians and gay men are as varied in their dress, mannerisms, and lifestyles as are heterosexuals. Despite this diversity, many stereotypes persist about the effeminate man or masculine woman. Although some gay people reflect these characteristics (see "Why Are

Lesbians and Gay Men? So Blatant," next page), the overwhelming majority of lesbians and gay men do not conform to these stereotypes, and their sexual orientation is invisible to the general public.

Do Lesbians or Gay Men Hate the Opposite Sex?

No. Lesbians are lesbians because they form loving relationships with women; and gay men are gay because they form loving relationships with men. Neither form relationships because they hate the opposite sex.

Do Lesbians and Gay Men Want to be the Opposite Sex?

No. Lesbians and gay men do not want to be the opposite sex. Within the gay community, there are many people who have challenged and discarded stereotypical gender roles but this does not mean they are trying to be the other sex. Being gay, lesbian or bisexual involves celebration and affirmation of one's sex, not a rejection of it. Some people confuse gayness with transsexuality.

What is Transgender/Transsexual?

These terms are not mutually exclusive. To understand them, we must understand the difference between biological sex, which is a physical condition at birth, and social gender, which is the body of social expectations about how people ought to dress and behave. Transgendered people are people whose psychological self ("gender identity") differs from the social expectations for the physical sex they were born with. Transsexual refers to a person who experiences a mismatch of the body and the brain and sometimes undergoes medical treatment to change his/her physical sex to match his/her gender identity. Transvestites are people who dress in clothing of the gender role opposite social expectations for their physical sex. Transgenders, transsexuals and transvestites may have any sexual orientation.

Is Homosexuality Healthy?

Yes. Studies have shown that people's sexual orientation has no bearing on their mental health and emotional stability. In 1973, the American Psychiatric Association removed homosexuality from the official listing of psychiatric disorders. In 1975, the American Psychological Association adopted a similar resolution.

Is Homosexuality Immoral?

In recent years many theologians and clergy have begun to look at sexual relationships in terms of the love, mutual support, commitment, and the responsibility of the partners, rather than focusing on the gender of the individuals involved. Studies suggest traditions of same-sex unions within the church are centuries old. While some religious traditions continue to teach that homosexuality is immoral, there are also many congregations that are open, accepting, and supportive of the gay, lesbian, and bisexual community. Spiritual leaders in these congregations encourage all their members to deepen and express their faith by adhering to core beliefs rather than ancient laws and customs.

Is Being Gay Normal?

Yes. Each culture defines what is "natural" or "normal" to fit its own context. Definitions differ. Historians have determined that homosexuality has existed since the beginning of humanity. Anthropologists report that lesbians and gay men have been part of every culture. Lesbians and gay men are represented in every socioeconomic class, educational level, and race. Homosexual behavior is often criticized because it doesn't result in procreation. In fact, most sexual encounters don't result in births, and relationships of all sexual orientations may have children. A homosexual identity involves both an emotional commitment to people of the same gender and membership in a community.

Do Gay Men and Lesbians Have Long-Lasting Relationships?

Yes. Longstanding relationships are common. However, because of the social stigma expressed against lesbians and gay men, these partnerships are nearly always invisible. Same sex marriages are currently not recognized and many benefits for legal spouses are denied to domestic partners. In addition, recognition of partnerships goes unrecognized in the media (e.g., marriage and obituary announcements) and in the workplace (lack of desktop photos and social invitations).

Should Gay Men and Lesbians Be Banned From Certain Jobs?

No. Sexual orientation does not affect one's job qualifications or performance. Unfortunately, some people believe that gay men and lesbians should not be allowed to hold certain positions such as teacher, supervisor or health provider. They feel that gay men and lesbians are sexually irresponsible and less trustworthy than heterosexuals, particularly with children. The stereotype of child molester or hypersexual gay person is common but entirely false. In fact, it is well documented that the overwhelming majority of those who molest children are heterosexual men.

Won't Gay Parents Make Their Kids Gay?

Research has shown that children of lesbian or gay parents are no more likely to become gay or lesbian than children of heterosexual parents. Most lesbian, gay and bisexual people have heterosexual parents. Gays, lesbians, and bisexuals are just as likely to be good parents as heterosexuals. Of course, children growing up in non-traditional families may face a certain amount of societal prejudice. Fewer and fewer children are growing up in two parent, heterosexual, and nuclear families and lesbian and gay families are one of the many diverse families that exist.

Why Are Lesbians and Gay Men So Blatant?

Gay men and lesbians are often accused of being blatant (wearing buttons, marching in gay rights marches, talking and writing about homosexuality, holding hands in public, etc.). Our culture teaches that the only acceptable way to be gay is to be silent or invisible ("in the closet"). Any openness about lesbian or gay identity is labeled "blatant" or as "flaunting it". "Blatant" heterosexuality is rarely questioned (media, entertainment, and other institutional practices such as asking for spousal benefits and hospital visiting rights).

In society, the assumption of heterosexuality is so strong that unless one proclaims lesbianism, gayness, or bisexuality, heterosexuality is assumed. To avoid being perceived as heterosexual, "coming out" is often a necessity.

What is Heterosexism?

Heterosexism is the assumption that everyone is heterosexual. It is a form of oppression (like other forms of oppression: racism, sexism, classism, etc.) that targets gays, lesbians, and bisexuals. Heterosexism infers rights and privileges to heterosexuals that are denied to gay, lesbian, and bisexual people. This is revealed through personal behaviors (telling "faggot" jokes, graffiti, verbal and physical harassment), and discriminatory policies such as denial of health, retirement and housing benefits. In addition, few positive role models exist in mainstream media.

What is Homophobia?

Homophobia is the irrational fear, disgust, or hatred of gays, lesbians or bisexuals, or of homosexual feelings in oneself. Homophobia refers to the discomfort one feels with any behavior, belief, or attitude of self or others that does not conform to traditional sex role stereotypes. Homophobia results in fear of knowing, befriending, or associating with gays, lesbians, or bisexuals; fear of being perceived as gay, lesbian; fear of stepping out of accepted gender role behavior.

Why Should People be Informed about Gay and Lesbian Issues?

Becoming informed about gay, lesbian, and bisexual issues helps reduce heterosexism and homophobia. This makes it easier for the gay person to live a more open and productive life in their work and home communities. The culture as a whole is therefore enriched. For gay youth, who are more likely to experience depression and rejection by friends and/or family, acceptance and understanding could be a matter of life or death. The risk of suicide in gay adolescents is two to three times greater than of their straight counterparts.

What does the term "Queer" Mean?

The word Queer is not embraced by all gay people. It is true that many have chosen to

reclaim this once derogatory label for all lesbians, gay men, bisexuals, and transgenders, while some use the word to designate only those in the community who are political activists. However, there are other gay people who dislike the label Queer and resent its use. Additionally, terms such as dyke and fag can be used in insulting derogatory ways, but have been reclaimed by many as terms of pride. This is just one more example of the diversity of opinions within the community.

Why Do Gay People Need Gay Rights Laws: Isn't That Asking For Special Privileges?

Currently, there are no federal protections for lesbians or gay men who are subject to discrimination. Gay rights laws do not give lesbians and gay men special privileges. They are civil rights laws consistent with the beliefs that all people are entitled to such necessities as employment, housing and business services without fear or discrimination. Unfortunately, in many states, lesbians, gay men and bisexual

people can be (and are) fired from their jobs, denied housing, credit, or insurance solely because of their sexual orientation. These beliefs, like those used to discriminate against people on the basis of race, ethnicity, religion, age, physical ability, or gender, are based on prejudice and ignorance rather than accurate information.

What are some Conclusions of this Brochure?

There are many misconceptions and fears surrounding issues of sexual orientation. This "Straight Talk" brochure has addressed some of them. Hopefully, it has helped to reduce fears about homosexuality and people who display affection to persons of the same sex. The fears, ignorance, and prejudices demonstrated by society toward such individuals can be lessened through education.

RESOURCES

FOR MANAGERS (and individuals)

Below is a list of local resources that provide more information and offer support.

These resources are available to you if you have a loved one who may be gay, are questioning your own orientation, or just want to express an opinion.

UCSD Lesbian, Gay, Bisexual Speakers' Bureau. This group of trained volunteers is willing to speak to any group wanting information on lesbian, gay, and bisexual issues. For information or to arrange for speakers: Contact Paul Harris (619) 534-8164.

CACLGBI (Chancellor's Advisory Committee on Lesbian, Gay and Bisexual Issues) at UCSD. Visit our web site at <http://infopath.ucsd.edu/CACLGBI> or contact Co-Chairs John White (534-1231, jwhite@ucsd.edu) or Jennifer Pournelle (534-1979, jpournelle@ucsd.edu).

PFLAG (Parents & Friends of Lesbians and Gays) This organization has chapters in almost every state and large community. The San Diego Chapter can be reached at 579-7640.

UCSD Psychological/Counseling Services. Peer and homophobia counseling available. Call 534-3755.

FOR INDIVIDUALS (and managers)

UCSD Medical Center Bisexual, Lesbian, Gay Network. The medical center staff association. Contact: Richard Belmontez (533-7577, Richard_Belmontez@EHS.ucsd.edu).

The Umbrella Group. The official campus faculty/staff association. It includes the UCSD Medical Center Bisexual, Lesbian, and Gay Network; the Lesbian Support Group; and Queer University Employees, each with its own emphasis. Contact: Gaby Tako (534-1217, Gabriella_Tako@UCSDLIBRARY.ucsd.edu).

LGBA (Lesbian Gay Bisexual Association). The student group at UCSD. Call 534-GAYS (534-4297, <http://sdcc13.ucsd.edu/~ucsdlgba/>).

The Center (The Lesbian and Gay Men's Community Center). Located at 3619 Normal Street in Hillcrest. 692-2077.

San Diego AIDS Hotline. 294-9988.

Being Alive. 291-1400.

Lesbian. Gay. Bisexual. Transgender.

O P E N Z O N E

I believe in the dignity and
respect of individuals and
the right of all human
beings to live free
of prejudice and
discrimination.



Lesbian, Gay, Bisexual, Transgendered Peer Counselor Program

Contact Person

Nickie L. Golden, Ph.D. (619) 534-3755

Job Description

1. Co-facilitate peer counseling support/discussion group on a weekly basis.
2. Plan, develop and implement psycho-educational workshops (the number of workshops requested varies every quarter).
3. Provide individual peer counseling sessions when requested.
4. Participate in Outreach Activities, e.g. Teen University, Health and Fitness Fair, LGBT Awareness Week, etc.
5. Participate in Joint Peer Counseling Training periodically throughout the academic year.
6. Participate in weekly supervision meeting and weekly programming meeting-these may be combined or separate depending upon schedules.

Skills and Knowledge Required

1. Good interpersonal and communication skills.
2. Ability to speak in front of groups of people.
3. Acquired level of comfort with own sexual orientation.
4. Empathy and an ability to relate well with a variety of different people.
5. Students in good academic standing who are Sophomore or above.

Competencies to be Acquired

1. Knowledge of counseling skills, crisis management, group dynamics, ethical guidelines, and boundaries around being a peer counselor.
2. Program development, presentation and leadership skills.
3. Training on issues impacting the LGBT community.
4. Understanding of identity development model of Lesbian and Gay, Bisexual and Transgender sexual orientation.

LGBTQA Meetings

Every Monday Night
7pm~8pm

in the Graduate Student Association
(next to A.S. Lecture Notes on the ground
floor of the Old Student Center)



University of California
San Diego

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*The University of California, San Diego is dedicated to learning, teaching, and serving society through education, **THE** research,*

*and **UCSD** public service. Our international*

*reputation **Principles** for excellence is due **of** in large*

*part to the **Community** cooperative*

and entrepreneurial nature of the UCSD community. UCSD faculty,

staff, and students are encouraged to be creative and are rewarded for individual as well as collaborative achievements. ➡

THE UNIVERSITY OF CALIFORNIA, SAN DIEGO IS DEDICATED TO LEARNING, TEACHING, AND SERVING SOCIETY THROUGH EDUCATION, RESEARCH, AND PUBLIC SERVICE. OUR INTERNATIONAL REPUTATION FOR EXCELLENCE IS DUE IN LARGE PART TO THE COOPERATIVE AND ENTREPRENEURIAL NATURE OF THE UCSD COMMUNITY. UCSD FACULTY, STAFF, AND STUDENTS ARE ENCOURAGED TO BE CREATIVE AND ARE REWARDED FOR INDIVIDUAL AS WELL AS COLLABORATIVE ACHIEVEMENTS.

To foster the best possible working and learning environment, UCSD strives to maintain a climate of fairness, cooperation, and professionalism. These principles of community are vital to the success of the university and the well being of its constituents. UCSD faculty, staff, and students are expected to practice these basic principles as individuals and in groups.

- *We value each member of the UCSD community for his or her individual and unique talents, and applaud all efforts to enhance the quality of campus life. We recognize that each individual's effort is vital to achieving the goals of the university.*
- *We affirm each individual's right to dignity and strive to maintain a climate of justice marked by mutual respect for each other.*
- *We value the cultural diversity of UCSD because it enriches our lives and the university. We celebrate this diversity and support respect for all cultures, by both individuals and the university as a whole.*
- *We are a university that adapts responsibly to cultural differences among the faculty, staff, students, and community.*

- *We acknowledge that our society carries historical and divisive biases based on race, ethnicity, gender, age, disability, sexual orientation, religion, and political beliefs. Therefore, we seek to foster understanding and tolerance among individuals and groups, and we promote awareness through education and constructive strategies for resolving conflict.*
- *We reject acts of discrimination based on race, ethnicity, gender, age, disability, sexual orientation, religion, and political beliefs, and we will confront and appropriately respond to such acts.*
- *We affirm the right to freedom of expression at UCSD. We promote open expression of our individuality and our diversity within the bounds of courtesy, sensitivity, confidentiality, and respect.*
- *We are committed to the highest standards of civility and decency toward all. We are committed to promoting and supporting a community where all people can work and learn together in an atmosphere free of abusive or demeaning treatment.*
- *We are committed to the enforcement of policies that promote the fulfillment of these principles.¹*

We represent diverse races, creeds, cultures, and social affiliations coming together for the good of the university and those communities we serve. By working together as members of the UCSD community, we can enhance the excellence of our institution.

¹These policies include but are not limited to: Academic Personnel M015-The University of California Policy on Faculty Conduct and the Administration of Discipline, The University of California Personnel Policies for Staff Members and UCSD Implementing Procedures, Appendix II - Personnel Policies for Senior Managers, The University of California, San Diego Student Conduct Code, UCSD House Officer Policy and Procedure Document, Applicable University Collective Bargaining Agreements. For further information or inquiries, contact the Director, Office of Academic Affirmative Action, the Director of Human Resources for Equal Opportunity/Staff Affirmative Action, and/or the Director, Student Affirmative Action and Human Relations Programs.

SAN DIEGO: OFFICE OF THE CHANCELLOR
LA JOLLA, CALIFORNIA

August 1, 1997

ALL AT UCSD

SUBJECT: UCSD Staff Employee Associations

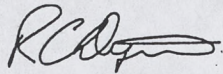
A number of staff employee associations have received official recognition at UCSD and I encourage their activities and programs. The UCSD Staff Employee Associations listed below foster communication among University entities, assist in the recruitment and retention of a diversified work force, and pursue other goals of mutual importance. These groups hold regular monthly meetings and sponsor educational programs. Membership is open to all UCSD career and casual employees.

The currently recognized staff employee associations are as follows:

American Indian Faculty and Staff Association
Black Staff Association
Chicano/Latino Staff Association
Community Advocates for Disability Rights and Education
Pan-Asian Staff Association
UCSD Staff Association
Umbrella Group
Women's Caucus

I encourage all supervisors to permit employees to attend the meetings and programs of these associations as part of normal University business when their job responsibilities do not conflict with their participation.

More information may be obtained from Human Resources - Equal Opportunity/ Staff Affirmative Action at 534-3694, or via electronic mail to parnett@ucsd.edu.



Robert C. Dynes
Chancellor

UNIVERSITY OF CALIFORNIA (Letterhead for Interdepartmental use)

THE FOLLOWING STAFF ASSOCIATIONS
ARE ACTIVE AT UCSD,
INCLUDING THE SCHOOL OF MEDICINE
AND THE SCRIPPS INSTITUTION OF
OCEANOGRAPHY:

*American Indian Faculty
and Staff Association*

Black Staff Association

Chicano/Latino Staff Association

*Community Advocates
For Disability Rights and Education*

Pan-Asian Staff Association

UCSD Staff Association

Umbrella Group

Women's Caucus

FOR MORE INFORMATION ON THE VARIOUS
UCSD STAFF ASSOCIATIONS
PLEASE CONTACT THE
OFFICE OF EQUAL OPPORTUNITY/
STAFF AFFIRMATIVE ACTION
PHONE: 534-3694 + MAIL CODE 0923
ELECTRONIC MAIL: PARNETT@UCSD.EDU
WEB SITE: [HTTP://WWW-HR.UCSD.EDU/~SAA](http://WWW-HR.UCSD.EDU/~SAA)

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University of California, San Diego

STAFF ASSOCIATIONS



*Helping you to achieve
your career
and personal goals*

THE UCSD STAFF ASSOCIATIONS

SERVE TO STRENGTHEN PROFESSIONAL AND SOCIAL RELATIONS AND ACT AS A CLEARINGHOUSE FOR PERSONAL AND CAREER DEVELOPMENT RESOURCES.

THE STAFF ASSOCIATIONS BELIEVE IN THE IMPORTANCE OF RECRUITING AND RETAINING A DIVERSE WORKFORCE AND AIM TO ASSIST IN THESE EFFORTS. ADDITIONALLY, THE STAFF ASSOCIATIONS AID THE ADMINISTRATION IN GATHERING THE VIEWS OF THEIR CONSTITUENCIES ON MATTERS OF CONCERN TO THE UNIVERSITY'S EMPLOYEES AND ADMINISTRATORS



THE UCSD STAFF ASSOCIATIONS DO NOT INVOLVE THEMSELVES WITH GRIEVANCES OR LABOR DISPUTES, OR REPRESENT MEMBERS IN THEIR EMPLOYMENT RELATIONSHIPS WITH THE UNIVERSITY.



THE AMERICAN INDIAN FACULTY AND STAFF ASSOCIATION

IS A NEWLY-FORMED COMMUNICATION NETWORK FOR AMERICAN INDIANS. THE ORGANIZATION ASSISTS IN THE FORMATION AND IMPLEMENTATION OF AFFIRMATIVE ACTION GUIDELINES AND FOSTERS UNDERSTANDING AND COOPERATION BETWEEN AMERICAN INDIANS AND THE UCSD CAMPUS.

THE BLACK STAFF ASSOCIATION

IS DEDICATED TO CREATING A CAMPUS ENVIRONMENT AMONG BLACK STAFF, FACULTY, AND STUDENTS BY PROVIDING OPPORTUNITIES FOR PERSONAL INTERACTION AND MEANINGFUL INVOLVEMENT. ALL UCSD EMPLOYEES ARE WELCOME TO PARTICIPATE.

THE BLACK STAFF ASSOCIATION'S OBJECTIVES AND ACTIVITIES ARE TO:

- ◆ ADVISE THE CHANCELLOR ON THE EFFECTIVENESS OF AFFIRMATIVE ACTION PROGRAMS.
- ◆ OFFER EDUCATIONAL AND EMPLOYMENT INFORMATION AND OPPORTUNITIES.
- ◆ PUBLISH OF A MONTHLY NEWSLETTER.
- ◆ OFFER WORKSHOPS AND SEMINARS FOR CAMPUS-WIDE MEMBERSHIP INVOLVEMENT.

WEBSITE: [HTTP://ORPHEUS.UCSD.EDU/BSA](http://orpheus.ucsd.edu/bsa)

THE CHICANO/LATINO STAFF ASSOCIATION

ADVOCATES EMPLOYMENT AND EDUCATIONAL OPPORTUNITIES AT UCSD, AND PROMOTES THE PRINCIPLES OF EQUAL EMPLOYMENT OPPORTUNITIES, PERSONAL DEVELOPMENT, AND CULTURAL ENRICHMENT.

IN ADDITION TO IMPLEMENTING AND EVALUATING AFFIRMATIVE ACTION PROGRAMS AT UCSD, THIS ORGANIZATION ALSO FOSTERS COMMUNICATION AND ADVISES THE UNIVERSITY ON MATTERS PERTAINING TO CHICANO/LATINO EMPLOYEES.

THE COMMUNITY ADVOCATES FOR DISABILITY RIGHTS AND EDUCATION

THE COMMUNITY ADVOCATES FOR DISABILITY RIGHTS AND EDUCATION (CADRE) IS A UCSD-FUNDED ORGANIZATION THAT PROMOTES FULL INCLUSION, EQUAL OPPORTUNITY, AND NON-DISCRIMINATION FOR PEOPLE WITH DISABILITIES. CADRE PROVIDES ACTIVITIES AND INFORMATION TO EDUCATE THE COMMUNITY ABOUT AND CREATE RECOGNITION OF THE VALUE, SKILLS AND RIGHTS OF PEOPLE WITH DISABILITIES AND PROVIDES SUPPORT AND RELEVANT INFORMATION FOR THOSE WITH SPECIAL NEEDS. MEMBERSHIP IS OPEN TO ANYONE WITH AN INTEREST IN DISABILITY ISSUES.

THE PAN-ASIAN STAFF ASSOCIATION

WAS ESTABLISHED TO PROMOTE COMMUNICATION AND INTERACTION BETWEEN PAN-ASIAN STAFF, FACULTY, STUDENTS, AND THE COMMUNITY AT LARGE. THE PURPOSE OF THE ORGANIZATION IS TO ENSURE THAT THE PAN-ASIAN MINORITY COMMUNITIES ATTAIN THE HIGHEST LEVEL OF ACHIEVEMENT FOR THE BETTERMENT OF THE UNIVERSITY AND ITS PAN-ASIAN EMPLOYEES. THE PAN-ASIAN STAFF ASSOCIATION'S OBJECTIVES AND ACTIVITIES ARE TO:

- ◆ INFORM MEMBERS OF THE RESOURCES AVAILABLE FOR CAREER AND PERSONAL DEVELOPMENT.
- ◆ PLAY AN ACTIVE ROLE IN IMPLEMENTING AFFIRMATIVE ACTION PROGRAMS FOR PAN-ASIAN EMPLOYEES.
- ◆ PROVIDE ANNUAL CAREER WORKSHOPS ON THE SPECIAL NEEDS OF UCSD'S ASIAN COMMUNITY.
- ◆ SPONSOR LECTURES AND FILMS THAT ARE OF PARTICULAR INTEREST TO ASIANS.

THE UCSD STAFF ASSOCIATION

WAS FORMED IN THE MID-1970'S WHEN SEVERAL STAFF MEMBERS BEGAN COMMUNICATING STAFF VIEWPOINTS. IT HAS BECOME A MORE EFFECTIVE AND EXPANDED BASE OF INTERACTION BETWEEN STAFF, FACULTY, STUDENTS, AND THE COMMUNITY.

THE UCSD STAFF ASSOCIATION'S OBJECTIVES AND ACTIVITIES ARE TO:

ACT AS A CLEARINGHOUSE FOR STAFF APPOINTMENTS TO SEVERAL CAMPUS-WIDE ADMINISTRATIVE POSITIONS SEND TWO REPRESENTATIVES TO THE COUNCIL OF UNIVERSITY OF CALIFORNIA STAFF ASSEMBLIES TO EXCHANGE IDEAS WITH THE UC OFFICE OF THE PRESIDENT.

AWARD THOUSANDS OF DOLLARS IN SCHOLARSHIPS TO UCSD STAFF MEMBERS TO AID IN THEIR CONTINUING EDUCATION.

SPONSOR TWO ANNUAL EVENTS:

- ◆ HOLIDAY PANCAKE BREAKFAST
- ◆ SUMMER PICNIC

MAINTAIN A DONOR IDENTIFICATION LISTING FOR THE CAMPUS CATASTROPHIC LEAVE PROGRAM (A DONATION OF VACATION HOURS TO OTHER STAFF MEMBERS IN NEED).

SPONSOR MONTHLY "LEARN AT LUNCH" PROGRAMS ON TOPICS RANGING FROM THE CHANCELLOR'S AGENDA TO CAREER DEVELOPMENT ISSUES.

THE UMBRELLA GROUP

SERVES AS A CLEARINGHOUSE FOR THE AUTONOMOUS STAFF AND FACULTY SUBGROUPS OF LESBIAN, GAY, BISEXUAL, AND TRANSGENDERED EMPLOYEES. THE MISSION OF THIS GROUP IS TO ENHANCE THE PROFESSIONAL QUALITY OF LIFE FOR THE SUBGROUPS AND ALL MINORITY EMPLOYEES AT UCSD. THE UMBRELLA GROUP ACTS AS A LINK FOR RELATED INFORMATION, JOINT PROJECTS, AND SPECIAL EVENTS.

THE WOMEN'S CAUCUS

WAS ESTABLISHED IN 1977, AND ASSISTS THE CHANCELLOR AND THE UNIVERSITY WITH THE UNIQUE NEEDS AND CONCERNS OF WOMEN AT UCSD. AS THE CAMPUS CONTINUES TO GROW, THE ROLE OF THE WOMEN'S CAUCUS CONTINUES TO PROVIDE A SECURE AND SUPPORTIVE ENVIRONMENT IN WHICH WOMEN CAN CHANGE AND WORK FOR THOSE CHANGES. THE WOMEN'S CAUCUS OBJECTIVES AND ACTIVITIES ARE TO:

- ◆ INFORM CAMPUS WOMEN ABOUT OPPORTUNITIES FOR CAREER AND PERSONAL GROWTH.
- ◆ SPONSOR GUEST SPEAKERS, AND OFFER TRAINING AND EDUCATIONAL SEMINARS ON MATTERS OF CONCERN TO WOMEN.

Emergency Resources

Rape/Domestic Violence Hotline	272-1767
Mental Health/Suicide Hotline	557-0500
	1-800-479-3339
UCSD CSO Escort Service (6p.m.-6a.m)	534-WALK
UCSD Police	534-HELP

UCSD Resources

Center for Women's Health - Hillcrest	534-9536
- La Jolla	657-8800
Cross Cultural Center	534-9689
Faculty & Staff Assistance Program	534-5523
Office of Sexual Harassment Prevention	534-8297
Psychological & Counseling Services	534-3755
Relationship Peer Counseling	534-3987
Student Health - Women's Clinic	534-5337
Student Safety Awareness Program	534-5793
Women's Studies Program	534-3589

Campus Women's Groups

WC Parents and Babysitters Network	281-5933
Rosh Hodesh (Hillel)	534-2521
Society of Women Engineers	678-0056
Women in Science (undergrad)	822-0074
Women's Caucus (staff association)	534-8298
Chancellor's Advisory Committee on the Status of Women (CSW)	534-0518
Women in Science & Engineering (CSW)	534-3176

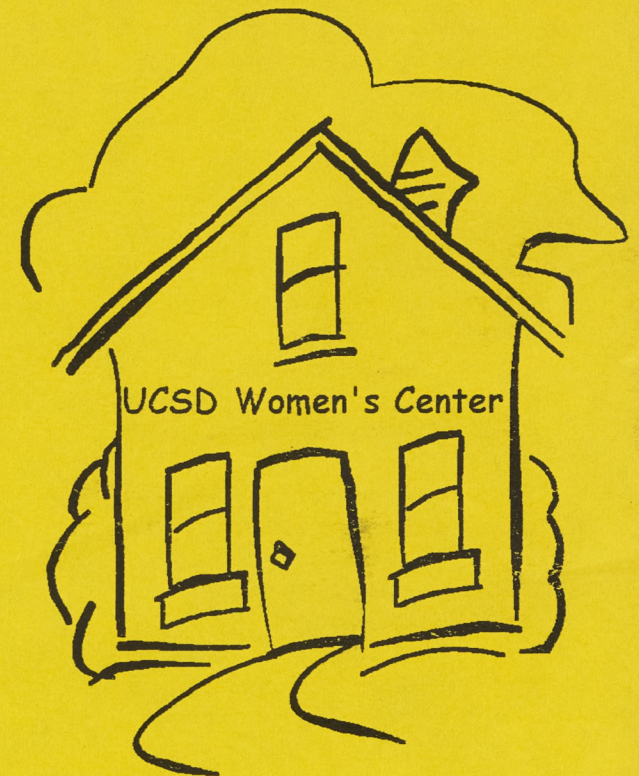
Let us know if your group would like to be listed.



From 5:
Exit Gilman Drive, west. At Myers Drive, turn left.
The Women's Center is in Building 407, to the right
of and 2 buildings behind 412, Eleanor Roosevelt Coll-
ege Administration located to the right off Myers Drive.
Info booth with parking passes on the right-hand side of
Gilman Dr. as you come in.

Address correction requested.

University of California, San Diego
The Women's Center, UCSD
9500 Gilman Drive, 0096
La Jolla, CA 92093-0096



*Opportunity
Education
Equality
and
Justice*

The Women's Center at UCSD provides education and support on gender issues affecting UCSD students, staff, faculty, and the community. The Center aims to advance women's intellectual, professional, and personal goals, and to increase awareness of the issues affecting women and men of diverse backgrounds and experiences.

Objectives

- ◆ To pursue equity for women through support, programming, and education on gender, diversity and inequality
- ◆ To provide resources for women's intellectual, professional and personal achievement
- ◆ To sponsor discussions of gender issues that add to the educational atmosphere of the campus
- ◆ To serve as a liaison for women and men to existing campus services
- ◆ To provide networking opportunities for women for personal and professional development
- ◆ To provide outreach to the San Diego community

For more information and to be added to our mailing list, contact

The Women's Center, UCSD
9500 Gilman Dr., 0096
La Jolla, CA 92093-0096
located at University Center, Building 407

(619) 822-0074 (on-campus x20074)
fax (619) 822-1577

e-mail: women@ucsd.edu
<http://www.ucsd.edu/women>

listserv (starting Spring 98): womens-center@ucsd.edu

Hours Winter Quarter 1998:

Monday through Thursday 8:30am - 5:30pm

Friday 8:30am - 3:00pm

Director: Nancy Loevinger (nloevinger@ucsd.edu)

Adm. Assist.: Diane Ballard (dballard@ucsd.edu)



For special accommodations or sign language interpretation please contact the Women's Center in advance.

Services and Programs

- ◆ Workshops, events and speakers
- ◆ Information and referral service
- ◆ A quarterly calendar of events
- ◆ A library of books, magazines and newspapers
- ◆ A home page on the World Wide Web
- ◆ Space for support groups:

Students:

Psychological and Counseling Services provides several groups on gender issues:

*Eating and Body Image Peer Counseling
Eating Awareness Workshop, and
Eating, Body Image, and Relationships*
Beverly McCreary, Barbara Vivino 534-3585

Graduate Women's Group
Equilla Luke, Michelle Boutte Burke 534-0248

*Gay, Lesbian, Bisexual Peer Counseling,
and Lesbian and Bisexual Women's Group*
Nickie Golden 534-3456

*Parenting Support Group,
1st Year Women Medical Students' Group,
and Graduate Women in Science Group*
Reina Juarez 534-3875

*Relationship Peer Counseling,
What's Love Got to Do With It?, and
Breaking Up is Hard to Do*
Linda Young, Michelle Boutte Burke 534-3987

*Re-entry and Transfer Students' Group,
and Women Molested as Children*
Miriam Iosupovici 534-0255

*Sexual Assault, Sexual Harassment Survivors
Groups*

Nancy Wahlig 534-5793, Beverly McCreary

Staff/Faculty:

The Faculty and Staff Assistance Program (534-5523) offers several groups on gender-related topics. Past topics have included *Working Caretakers of Elderly Parents, Working Mothers of Young Children, and Working Parents of Adolescents*. Call for free appointment, to suggest new topics, or for information.

Facilities

- ◆ Meeting spaces for organizations and events.
- ◆ Quiet spaces for study
- ◆ Information boards and hallway
- ◆ Computer room for groups working on gender and diversity issues.
- ◆ Small children's space with toys, books and play p
Not a drop-off site. Parents must arrange for supervision of their children at all times.

How to Get Involved...

- ◆ Come visit. Tell your friends about us.
- ◆ Subscribe to our mailing list.
- ◆ Faculty, staff, or community members can give a talk or lead a workshop.
- ◆ Become a volunteer, intern or student worker. Opportunities include:
 - Babysitting
 - Greeting and Welcoming
 - Creating Events
 - Computer Tutoring
 - Information and Referral Reserach
 - Outreach
 - Web Page Design
 - Graphic Design
- ◆ Give programming suggestions and share information on organizations and events.
- ◆ Donate a book or sponsor a magazine subscription. Make suggestions for books.
- ◆ Donate children's toys, books, music, videos, and art supplies; library books; videos; music; magazine subscriptions; bathroom supplies.
- ◆ Donate to the Friends of the Women's Center fund. Tax-deductible donations can be earmarked for library development, special events, or computer training. Checks should be made to the Regents of the Univ. of CA and designated for the Women's Center.