

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

**INDIVIDUALS WILLING TO SERVE**

[NOTE: All of the individuals listed below have been contacted and would be willing to serve on the proposed Advisory Committee]

**FACULTY**

Ramon A. Gutierrez  
Chair/Professor, Ethnic Studies

Judith Halberstam  
Assistant Professor, Literature

Harry Hirsch  
Professor, Political Science

Masao Miyoshi  
Professor, Literature

Muriel Nesbitt  
Associate Professor, Biology

**STAFF**

Sarah Archibald  
Staff Research Associate, Dept. of Psychiatry

David Blasband  
Psychologist, Counseling and Psychological Services

Patrick Dowd  
Unit Services Coordinator, Hemodialysis  
UCSD Medical Center

James Forcier  
Administrative Assistant, University Extension

Jackie Hanson  
Assistant University Librarian, Personnel, UCSD Libraries

Paul Harris  
Library Assistant, UCSD Libraries

Margaret Houlihan  
Library Assistant, UCSD Libraries

Gerald R. Lowell  
University Librarian and Associate Vice Chancellor -  
Academic Information Technology

Mark Mans  
Community Relations and Development, UCSD Medical Center &  
UCSD Medical Center Diversity Planning Team

Mollie Martinek  
Writing Program Coordinator, Fifth College

Nancy Relaford  
Library Assistant, UCSD Libraries

David Scronce  
Management Services Officer  
Environmental Health & Safety

Jon Welch  
Senior Analyst, Academic Affirmative Action

John White  
Educational Facilities Planner, Capital Planning

### **STUDENTS**

Alex Garner  
Undergraduate Student

Matthew Kalo  
Graduate Student, Chemistry

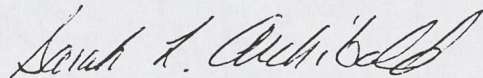
April 30, 1994

**CHANCELLOR RICHARD C. ATKINSON**  
UCSD MAIL CODE 0005

**RE: ESTABLISHMENT OF ADVISORY COMMITTEE ON LESBIAN, GAY AND  
BISexual ISSUES**

As you may know, the University of California Lesbian, Gay, and Bisexual Association (UCLGBA) exists for the purpose of supporting and promoting the interests of the University of California community with respect to its diverse and/or gender orientations. Further, UCLGBA exists to create a positive environment conducive to the well-being of the members of this community. The Steering Committee of UCLGBA fully supports the establishment of a UCSD Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues. Your commitment to creating such a committee can help reduce the incidence of homophobia on campus, implement the University's policies barring discrimination on the basis of sexual orientation, and improve the quality of life for gay, lesbian, and bisexual students, staff, and faculty. Thank you for your consideration of this important proposal.

Sincerely,



for UCLGBA

CHANCELLOR RICHARD C. ATKINSON

April 30, 1994

IN SUPPORT OF ESTABLISHING A UCSD CHANCELLOR'S ADVISORY COMMITTEE ON LESBIAN, GAY, AND BISEXUAL ISSUES:

University of California at Berkeley

*Susan Hagstrom, Steering Committee member*

University of California at Davis

*Rebecca E. Glazier, steering committee member  
(Aran Conners), Student*

*John Dixon, Chairperson: Chancellor's Committee on LGB Issues*

University of California at Irvine *Jo Feed, Post Graduate Researcher*

*Wendy Sayers, Steering Committee Member*

*Annib. Rodrigues, Undergraduate student*

*Christine Browning Ph.D., Steering Comm. Member UC&BA; Co-Chair Chancellor's Advisory Committee on Status of Lesbian + Gays @ UC I.*

University of California at Los Angeles

*Steven M. Lanusa, UCLA Lambda Alumni*

*Voltaire Tinara, Steering Committee Member*

University of California at San Diego

*Sarah Archibald - steering committee*

*[Signature]*  
*AK BEATTY, STEERING COMMITTEE*

University of California at San Francisco

University of California at Santa Barbara

*Mario Muñoz, Steering Committee*

*Mario Petros, Steering Committee*

University of California at Santa Cruz

*Krista J. Brack, Steering Committee*  
*[Signature]*

*[Signature] Sr.  
Steering Committee*

*GLENIN D. MAGPANTAY, EXECUTIVE DIRECTOR*  
University of California Student Association

June 29, 1994

Sarah Archibald  
Department of Psychiatry, 0949

SUBJECT: APPOINTMENT TO SERVE ON THE CHANCELLOR'S ADVISORY  
COMMITTEE ON LESBIAN, GAY, AND BISEXUAL ISSUES

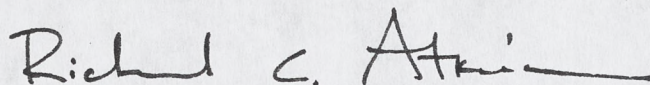
Dear Ms. Archibald:

I would be pleased if you would serve on the Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues (LGBI) as acting chairperson to convene the group until the committee elects a permanent chairperson. The committee identifies and analyzes problems of lesbians, gays, and bisexuals at UCSD, and will advise and make recommendations on policies and procedures to ameliorate conditions negatively impacting lesbians, gays, and bisexuals at UCSD. The committee also will inform and educate the campus community about issues that detrimentally affect faculty, staff, and students at UCSD.

The committee's charge and a roster of committee members are enclosed. No response is necessary unless you cannot serve.

Best wishes for a productive year.

Sincerely,



Richard C. Atkinson  
Chancellor

Enclosure: 2

cc: N. Penn

705

OFFICE OF THE CHANCELLOR

June 30, 1994

KEY ADMINISTRATORS/KEY SUPPORT (E-MAIL)

ALL AT UCSD (028)

SUBJECT: CHANCELLOR'S ADVISORY COMMITTEE ON LESBIAN, GAY, AND BISEXUAL ISSUES

I am pleased to announce the establishment of an Advisory Committee on Lesbian, Gay, and Bisexual Issues. This committee, composed of faculty, staff, and students will be appointed by and report to the Chancellor.

The charge of the committee is to identify and analyze problems of lesbians, gays, and bisexuals 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, and bisexuals at UCSD.

**ORIGINAL SIGNED BY  
RICHARD C. ATKINSON**

Richard C. Atkinson  
Chancellor

RCA/N Penn/jc

705 Lesbian

at @UCSD 7/8/94 2:17PM (1719 bytes: 39 ln)

[3]

To: richard atkinson at CHANCELLOR-OFFICE  
Subject: Lesbian, Gay, and Bisexual Issues

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

Dear Chancellor Atkinson:

I feel it necessary to inform you as to my feelings on th Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues. Being appreciative of the issues that detrimentally affect this group of people, I hope they realize some of the issues brought on by this group detrimentally affect many of us who are heterosexual. I do not appreciate coming to work everyday and reading in very large letters "Gay is OK" on the sidewalk. Do I have permission to write Straight is Great? I am tired of this segment of societies' issues being shoved down my throat by the media, now I have to deal with it at work. Talk to me when straight people are allowed to march in "their" parade. Perhaps this is a condition that should also be ameliorated.

Sincerely,

705  
Lieberman

@UCSD 7/12/94 4:01PM (1364 bytes: 37 ln)

To: richard atkinson at CHANCELLOR-OFFICE

Subject: Advisory Committee

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

Dear Chancellor

I do not wish to be informed or educated about problems of lesbians, gays, and bisexuals at UCSD. I come here to work, not to be educated about sexual issues. I am personally offended by the email and greensheet I received on the subject. These measures drive people apart rather than bring them together. I answer to my own conscience and do not expect to have my behavior dictated by others.

Yours sincerely,

>-- Saved internet headers (useful for debugging)  
>Received: from sdphul.ucsd.edu by ucsd.edu; id QAA29988 sendmail 8.6.9/UCSD-2.2  
>Received: by sdphul.ucsd.edu (5.65/DEC-Ultrix/4.3) id AA26124; Tue, 12 Jul 1994  
>Date: Tue, 12 Jul 1994 16:01:49 -0700  
>Message-Id: <9407122301.AA26124@ucsd.edu>  
>X-Sender:  
>Mime-Version: 1.0  
>Content-Type: text/plain; charset="us-ascii"  
>To: ratkinson@ucsd.edu  
>From:  
>Subject: Advisory Committee  
>X-CCaddr: To: richard atkinson AT chancellor-office



CHANCELLOR'S OFFICE

450 LC  
→ 105 Sedman  
450 LC

JUL 15 8 24 AM '94

JULY 13, 1994

RECEIVED

TO: RICHARD ATKINSON  
FROM:  
SUBJECT:.

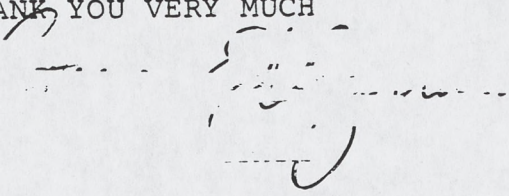
MR. ATKINSON, THIS IS A REQUEST FOR THE REMOVAL OF MY NAME FROM YOUR MAILING LISTS. I REALLY RESPECT THE RIGHTS OF OTHERS, SO I EXPECT THE SAME RESPECT IN RETURN.

I DO NOT APPRECIATE AND IT REALLY BOTHERS ME TO RECEIVE THESE KIND OF ANNOUNCEMENTS, I AM A BUSY WORKER AND I HATE WASTING MY TIME IN READING THIS MATERIAL.

SO PLEASE, I WOULD REALLY APPRECIATE IF IN THE FUTURE I AM NOT INCLUDED IN THESE ACTIVITIES.

ANY QUESTIONS OR CONCERNS, PLEASE CALL ME AT

THANK YOU VERY MUCH



[3]

7/14/94 12:00PM (1022 bytes: 17 ln)

To: Richard Atkinson at CHANCELLOR-OFFICE

Subject: Advisory cmtee on lesbian, gay, and bisexual issues

*705 Lesbian*

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

Dear Chancellor Atkinson,

I was rather disturbed to receive a Campus Notice yesterday regarding the formation of a committee on lesbian, gay, and bisexual issues. I think it is a waste of time and resouces to be cow-towing to a special interest group. I would have thought that the University was above appeasing a vocal, but small group by forming a special committee for "hand holding".

I, as well as a great majority of my colleagues agree with this view.

In the future, I suggest investing our valuable resources to more worthwhile pressing issues.

Thank you for your consideration.

Sincerely,

[2] From: at UCSDLIBRARY 7/14/94 10:24AM (5154 bytes: 84 ln)  
To: Richard Atkinson at CHANCELLOR-OFFICE  
cc: Nolan Penn at CHANCELLOR-OFFICE  
Subject: New Administrative Advisory Committee

*705  
Lester*

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

Dear Chancellor Atkinson:

I wish to applaude you for your establishment of this Committee. I am sure that you will see that it was a valuable endeavor for the campus community. I don't expect that you will encounter any opposition to its formation, either overtly or subtly, but I thought I would list below, the Oracle Corporation's response to those who opposed their program promoting diversity, for your information.

"To all concerned Christians at Oracle:

As I would like to respond to the Gay Pride Week issues that have been raised by some members of Oracle's Christian group. I hope to communicate the reasons why Oracle values the contributions of its gay and lesbian employees, and thus supports Gay Pride Week, and why awareness of gay and lesbian work issues is essential to the ultimate success of Oracle's diversity programs.

Oracle values the contributions of its gay and lesbian employees because it values all of the individual differences which make its employees unique. Those individual differences include race, gender, size, political affiliation, hair color, etc., as well as sexual orientation and religious beliefs. All of those differences define diversity at Oracle and because they are equally valued, Oracle is committed to equitably meeting the individual needs individual groups. In other words, while we want to address the needs of all groups, a solution that meets the needs of one group of employees may be a poor fix for another group with a different set of needs.

With all due respect, current empirical data does indicate that the negative stigma attached to homosexuality has created gay and lesbian work issues that are quite distinct from the work issues of both Christian and non-Christian heterosexuals. While both Christians and homosexuals have experienced employment discrimination, the stigma attached to homosexuality has historically restricted the employment opportunities of gays and lesbians if their sexual orientation was publicly known.

Gay and lesbian employees who are uncomfortable in the work environment because of the stigma attached to their sexual orientation are not as productive as employees free of this concern. Oracle is committed to addressing this loss of productivity in order to meet our competitive business needs. Company support of events like Gay Pride Week, Take Our Daughters to Work Day, and Black History Month sends a clear message that Oracle acknowledges the distinct employment challenges and risks that gays, lesbians, young women and African Americans face, and wants to create an inclusive environment where all employees' differences are respected and valued.

Because Christians at Oracle do not face these distinct types of

employment challenges, a national prayer day or special displays at Christmas and/or Easter would not receive company support. While I understand your altruistic desire to educate others about your religious beliefs, it is not appropriate for Oracle to support educating employees about a particular religion, political belief, or lifestyle. Gay Pride Week, Take Our Daughters To Work Day, and Black History Month, on the other hand, educate others about how being different distinctly impacts the work experiences of gays, lesbians, young women, and African Americans, and the Oracle work environment. None of those events promote a particular lifestyle or belief system, nor do they endorse any external homosexual, women or African American organizations.

Christians at Oracle, like any other organized Oracle group or club, are free to educate others about their particular group by inviting employees to attend their meetings. I support your freedom to educate others and deeply respect the passion you have for your religious beliefs. Christians at Oracle represent differences that are as highly valued as any other group's differences and I sincerely welcome and applaud your willingness to share your heartfelt concerns in such an honest and forthright manner. I am optimistic that a respectful and reasonable tone will continue to prevail throughout the Gay Pride Week discussions that many of you are participating in this week.

Thank you all for supporting and contributing to diversity at Oracle. You are valued members of our diverse work community and I look forward to working with all of you as Oracle's diversity programs go forward."

Regards,

705 Lesbian

ratkinson@ucsd, 2:17 PM 7/8/94 +0300, Lesbian, Gay, and Bisexual Issues 1

To: ratkinson@ucsd  
From:  
Subject: Lesbian, Gay, and Bisexual Issues

Dear Chancellor Atkinson:

I feel it necessary to inform you as to my feelings on th Chancellor's Advisory  
Commnittee on Lesbian, Gay, and Bisexual Issues.

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realize some of the issues brought on by this group detrimentally affect many of us who  
are heterosexual. I do not appreciate coming to work everyday and reading in very large  
letters "Gay is OK" on the sidewalk. Do I have permission to write Straight is Great? I  
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now I have to deal with it at work. Talk to me when straight people are allowed to march  
in "their" parade. Perhaps this is a condition that should also be ameliorated.

Sincerely,

P.S. WHY WORRY ABOUT OUR OVERHEAD EXPENDITURES???

RECEIVED  
JUL 13 2 35 PM '94  
CHANCELLOR'S OFFICE

CHANCELLOR'S OFFICE

JUL 15 2 23 PM '94

RECEIVED

July 16, 1994

Chancellor Atkinson:

I am very grateful for your new advisory committee on lesbian, gay and bisexual issues. The issues relating to this population need to be formally addressed.

The vast majority of homosexuals on this campus (and there are a lot of us) are not open about this part of their life due to the discrimination they would face. I am not "out" because I know it would negatively affect my chances for career advancement...this is the unfortunate reality.

Most gay men and women lead "normal" lives and are not a part of nor can relate to the "gay community." I point this out because the individuals you may appoint to this committee will tend to be part of that community with a certain type of "gay mentality" and not truly representative of the homosexual population at UCSD. Please keep this in mind while you are appointing individuals to this committee. I would very much like to be involved but cannot because of the negative ramifications.

I very strongly encourage you to read the book *A Place at the Table* by Bruce Bawer to get a better understanding of what the vast majority of gays and lesbians are all about. This book will be an eye opening experience for you.

Thank you again for this step forward. I look forward to the day when I can truly be myself at UCSD.

Sincerely,

A member of the UCSD Community

CHARGE

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

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MEMBERSHIP ROSTER

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

June 29, 1994

LAST NAME, FIRST	MAIL CODE	PHONE
Archibald, Sarah		
Belmontez, Richard		
Blasband, David		
Chang, Thea		
Dowd, Patrick		
Forcier, James		
Garner, Alex		
Gutierrez, Ramon		
Halberstam, Judith		
Hanson, Jackie		
Harris, Paul		
Hirsch, Harry		
Houlihan, Margaret		
Kalo, Matthew		
Lowell, Gerald		
Martinek, Mollie		
Mans, Mark		
Mathews, Chris		
McCaskill, Anthony		
Miyoshi, Masao		
Nesbitt, Muriel		
Relaford, Nancy		
Scronce, David		
Welch, Jon		
White, John		



UCSD

# Campus Notice

University of California, San Diego

OFFICE OF THE CHANCELLOR

02BALL 7/11  
SARAH ARCHIBALD

0949

June 30, 1994

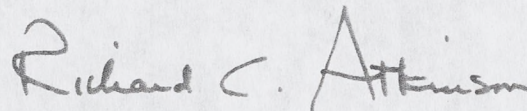
KEY ADMINISTRATORS/KEY SUPPORT (E-MAIL)

ALL AT UCSD (028)

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Richard C. Atkinson  
Chancellor