

1994–95 General Materials

**CHANCELLOR'S ADVISORY COMMITTEE ON
LESBIAN, GAY, AND BISEXUAL ISSUES**
Minutes for Thursday, September 15, 1994
2:00-3:30 p.m., Geisel Room, University Library

Present:

- | | | |
|---------------------|---------------------|---------------------|
| S. Archibald, 0949 | H. Hirsch, 0521 | K. McCrary |
| J. Forcier, 0176 | M. Houlihan, 0175-K | M. Miyoshi, 0410 |
| M. Freeman, 0954 | M. Kalo, 0506 | J. Pournelle, 0518 |
| A. Garner | G. Lowell, 0175-G | N. Releford, 0175-L |
| J. Halberstam, 0410 | M. Martinek, 0069 | D. Smith, 0313 |
| J. Hanson, 0175-H | C. Mathews, 8681 | J. Welch, 0029 |
| P. Harris, 0175-L | M. Mayo | J. White, 0916 |

Reminder: the next Task Force meeting will take place on Thursday, October 20, 1994 in the Price Center Santa Barbara/Los Angeles Room.

1. Overview of Committee

Sarah Archibald convened the meeting. She explained that this is the first meeting of the Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues. The Chancellor named the Committee and noted its charge in a campuswide Green Sheet dated June 30, 1994. It was explained that the Committee, composed of faculty, staff, and students would identify and analyze problems of lesbians, gays, and bisexuals at UCSD, inform and educate the campus community about issues that detrimentally affect these faculty, staff, and students, and would advise and make recommendations on policies and procedures that would ameliorate conditions negatively affecting lesbians, gays, and bisexuals at UCSD.

Sarah Archibald explained that a small group of staff and faculty worked during the past 12 months to establish the groundwork necessary to approach the Chancellor with the recommendation to establish the Committee.

Sarah Archibald and Paul Harris explained that the Task Force was in large part, based on the U. C. Davis model for the "Chancellor's Ad Hoc Committee on Gay, Lesbian, and Bisexual Issues". The U. C. Davis group of students, staff, and faculty issued their Second Year Report in September 1992, and addressed such issues as: Education; curriculum; grievance procedures; psychological services; and benefits.

2. Introductions

People introduced themselves and briefly explained their reason for attending the meeting. Students, staff, and faculty from Chemistry, Psychology, Communication, Extension, Political Science, Literature, Business Affairs, Academic Affairs, Resource Management and Planning, Library, Dining and Food Services, Staff Association, the Colleges, and other units, attended the meeting.

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3. Systemwide Activity

Sara Archibald mentioned that this past Spring, UCSD hosted the systemwide U. C. Lesbian, Gay, Bisexual Steering Committee meeting at the Price Center, with financial support from the Office of the Chancellor. Sarah Archibald and Debi Fiddler are the current UCSD representatives. The Systemwide group is currently working on such issues as: curricular issues; communications with administration (Council of Chancellors); University domestic partner policies (benefits and insurance); campus climates toward L,G,B population (homophobia); and ROTC and WASC (issues of discrimination). According to Sarah Archibald, the group includes all nine U. C. campuses, the Office of the President, plus the labs. The group meets four times each year (three Steering Board meetings and one General Assembly meeting that focuses on programming).

It was reported that Lesbian, Gay, Bisexual Centers have been established at U. C. Irvine and Riverside.

This past Spring, Gerald Lowell UCSD University Librarian was invited to meet with President Peltason and a small group of U. C. student, staff, and faculty to discuss issues of common interest. President Peltason was receptive to the group and encouraged further dialogue.

4. Current Issues at UCSD

Members of the Committee identified the following topics for work:

- safety and security; harassment and grievance; retention, promotion, and tenure;
- health services; student awareness; civil rights; police relations; G, L, B Center;
- domestic partnership benefits; faculty, student, and staff counseling and assistance;
- AIDS education; employment and career services; housing; and recreational services.

A Programming focus group was immediately established to include: J. White, D. Smith, P. Harris, M. Houlihan, C. Matthews, J. Halberstam, A. Garner, J. Forcier, and K. McCrary. John White and Denelda Smith agreed to call the group together one time before the next full Task Force meeting in October.

[Note: A Programming Committee meeting has been scheduled for Thursday, October 13 from 3:00 to 4:00 pm in the Price Center - Gallery A.]

A Sexual Harassment focus group formed with the following members: J. Halberstam, S. Archibald, D. Smith, N. Releford, J. Hansen, A. Garner, and J. Pournelle.

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Other suggestions for focus groups were: Policy; Outreach/Education (including campus environment); and Curriculum.

Sarah Archibald announced that John White would be attending the National Gay and Lesbian Task Force's upcoming conference titled "Out and Equal in the 90's" workplace issues conference to be held in Denver, Colorado on October 15-16, 1994. John White's proposal was submitted to the Chancellor for consideration earlier this summer on behalf of the Task Force. The Office of the Chancellor (via Associate Chancellor Nolan Penn) did agree to fund the conference expenses. John White reported that conference topics will include:

- o combating homophobia & heterosexism in the workplace;
- o unlearning racism, sexism, & classism in the workplace;
- o organizing an employee support/resource group;
- o strategies for acquiring domestic partnership benefits; and
- o status of legal protection regarding sexual orientation.

John White stated that he believed that the conference topics could not be more closely aligned with the objectives and efforts of the newly created UCSD Committee. He will report back to the Committee at the October 20, 1994 meeting.

5. Committee Leadership and Structure

Members of the Committee Force asked Sarah Archibald to remain as Chair and key contact for the group through Fall Quarter 1994. Sarah Archibald will also serve as representative to the newly formed Multi-Cultural Center.

Members of the Committee agreed that Mark Freeman will serve as Treasurer.

It was recommended that members of the Committee build relationships with the Chancellor's Task Force on Affirmative Action (Masao Miyoshi), Academic Affirmative Action, Sexual Harassment Office, Staff Affirmative Action, Staff Association (Margaret Houlihan), Middle Management Council, and student groups.

Jackie Hanson (University Library) stated that she and her husband (Academic Senate Chair John Wheeler - Chemistry Department) would host a small group of incoming students at their home as a welcome, if it were organized by members of the Committee.

Matt Kalo (graduate student - Chemistry) said that he would be willing to serve as a resource for new students.

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Alex Garner stated that he could maintain communications with the Lesbian, Gay, Bisexual (student) Association.

6. Priorities

Members of the Committee Force expressed particular interest in working on: Sexual Harassment policies and communications at UCSD, ethnoviolence and community violence, homophobia, curriculum coordination, campus environment, and student outreach. It was agreed that these issues would be discussed in more detail at the next Committee Force meeting.

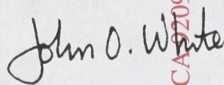
7. Housekeeping Issues/Future Meetings

It was recommended that the regular meeting time for the Committee be decided at the next meeting. Some people expressed that it would be most convenient to have meetings early (8:00 am) or late (3:00 pm) in the work day to accommodate more people from the Medical Center, or off campus.

Agenda items for the next meeting are likely to include:

- 1) Finalization of Committee Membership
- 2) Identification of Committee Priorities for Academic Year 94-95
- 3) Report on NGLTF Issues in the Work Place Conference
- 4) Focus Group Reports (Programming, Sexual Harassment Policy Group)

Submitted,



John O. White
for the Committee

Minutes printed: October 10, 1994

cc: N. Penn, 0005

WE 'RE DYKES



WITH NO EXCUSES

UCSD LESBIAN GAY BISEXUAL ASSOC.'S
NATIONAL COMING OUT DAY RALLY
TUESDAY OCTOBER 11, 1994
PC PLAZA 12:00 PM
INFO: 534-GAYS

WE ' RE FAGS



**WITH NO
APOLOGIES**

UCSD LESBIAN GAY BISEXUAL ASSOC.'S
NATIONAL COMING OUT DAY RALLY
TUESDAY OCTOBER 11, 1994
PC PLAZA 12:00 PM
INFO: 534-GAYS

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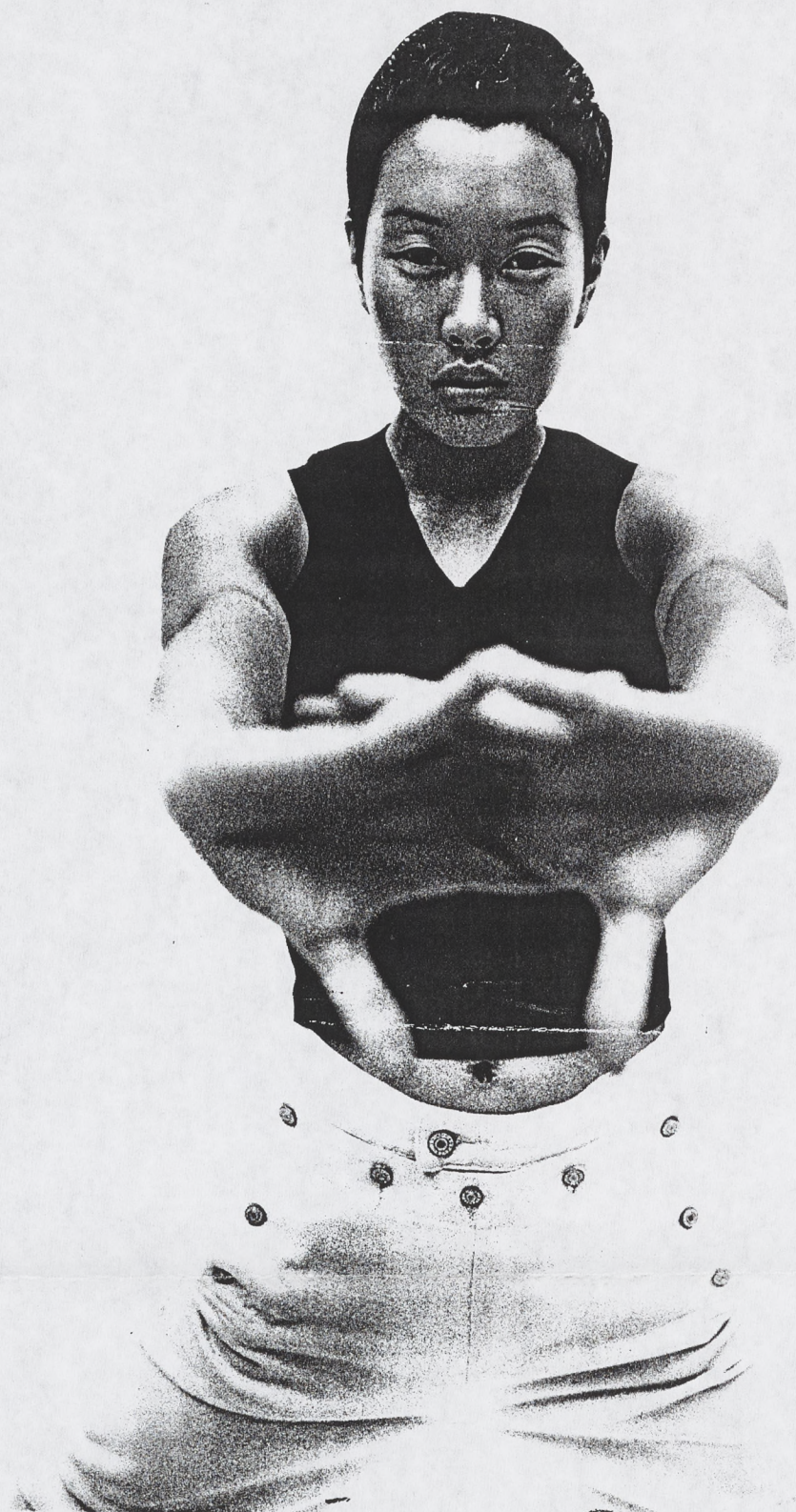


SIN

VERGÜENZA

UCSD LESBIAN GAY BISEXUAL ASSOC.'S
NATIONAL COMING OUT DAY RALLY
MARTES OCTUBRE 11, 1994
PC PLAZA 12:00 PM
INFO: 534-GAYS

I ' M Q U E E R



**WITH NO
EXPLANATIONS**

UCSD LESBIAN GAY BISEXUAL ASSOC.'S
NATIONAL COMING OUT DAY RALLY
TUESDAY OCTOBER 11, 1994
PC PLAZA 12:00 PM
INFO: 534-GAYS

October 10, 1994

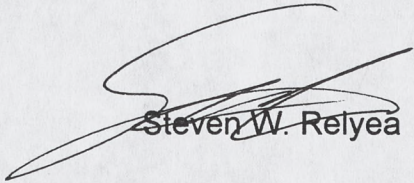
SARA ARCHIBALD
The Umbrella Group
0949

SUBJECT: 1993-94 Staff Affirmative Action Report

The Staff Affirmative Action (SAA) Office annually reports to the Office of Federal Contract Compliance Programs (OFCCP) on all the University programs and activities that serve to further campus affirmative action objectives. I am asking you to submit a progress report for the Umbrella Group on such programs and activities which have taken place during the past reporting year (November 1, 1993 through October 31, 1994). Please be as detailed as possible, making mention of any workshops, seminars or other activities sponsored by your organization during this period. You may also submit information on other items that may be beneficial to this report.

The SAA Office is operating under a deadline for reporting on University progress, so I am requesting that you submit your comprehensive report to Delia Talamantez, 0923, no later than November 15, 1994. If you discover an activity of importance after you have submitted your summary that would benefit the progress report, feel free to notify Delia.

Thank you for your prompt attention to this important request.



Steven W. Relyea

cc: D. Talamantez

TO: DELIA TELAMONTEZ, 0923
FROM: SARAH ARCHIBALD, 0949
DATE: NOVEMBER 15, 1994
RE: STAFF AFFIRMATIVE ACTION REPORT

Umbrella Group Progress Report for 1993-94 Staff Affirmative Action Report:

The Umbrella Group which consists of several groups at UCSD including Queer University Employees, UCSDMC Bisexual, Lesbian, Gay Network and the Lesbian Support Group.
Activities:

Queer University Employees worked successfully to establish a Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues for UCSD. The committee consists of a diverse group of staff, faculty and students from the campus and med center. The mission of this committee is to identify and analyze problems of lesbians, gays, and bisexuals at UCSD, advise and make recommendations on policies and procedures that impact lesbians, gays, and bisexuals at UCSD.

Both the Umbrella group and the Network published several newsletters.

The Umbrella group hosted the spring steering committee meeting of the University of California Lesbian, Gay, Bisexual Association (UCLGBA) at the La Jolla Campus. UCLGBA is the systemwide organization concerned with lesbian, gay and bisexual issues systemwide and has steering committee representatives from each campus.

Sent members to UCLGBA systemwide steering committee meetings and statewide conference at Santa Cruz.

The Umbrella organization sent a member to participate in the UCLGBA delegation that met with President Peltason last February to discuss lesbian, gay, bisexual issues at UC.

The Umbrella Group had an informational table at the Staff Picnic.

The Medical Center Network was involved with the UCSD Medical Center Diversity Planning Team and assisted in a public relations campaign to solicit support of lesbian, gay and bisexual staff for the UCSDMC diversity initiative focus groups in September and October of 1994.

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

Meeting Minutes
December 13, 1994

The meeting convened at 3:30pm in Gallery A of the Price Center. An agenda was distributed by Sarah Archibald, Chair (copy attached).

MEMBERS PRESENT

S. Archibald	K. McCrary
D. Blasband	J. Pournelle
P. Dowd	D. Scronce
M. Freeman	J. Welch
P. Harris	J. White

MEMBERS ABSENT

R. Belmontez	N. Golden	M. Martinek
K. Burns	R. Gutierrez	C. Matthews
T. Chang	J. Halberstam	M. Mayo
L. Crocker	J. Hanson	A. McCaskill
R. DeAndrea	H. Hirsch	M. Miyoshi
S. Epstein	M. Houlihan	M. Nesbitt
J. Forcier	M. Kalo	N. Relaford
A. Garner	G. Lowell	D. Smith
		S. Stoddard

OTHERS PRESENT

D. Fidler, 0013
L. Sands, Owen Clinic

UCLGBA Meeting with President Peltason on 12/16/94

DISCUSSION: Sarah Archibald reported on the upcoming UCOP meeting at which Jerry Lowell will represent the committee. The proposed agenda for the meeting is:

1. Status of OP Status Reports Evaluating Domestic Partner Benefits
2. Time Line Process for Regents Consideration
3. Family Student Housing
4. Relationship between Sexual Harassment and Sexual Orientation Discrimination
5. Diversity Offices Responsibility for LGBA Issues - What can OP Do?

Sarah wrote a letter to each Regent on behalf of the committee concerning domestic partnership benefits asking all Regents to consider the topic at their upcoming meeting.

PROGRAM SUBCOMMITTEE

DISCUSSION:

In his efforts to develop Sexuality and HIV/AIDS Prevention programs, John White was referred to Louis Sands of the Owen Clinic. A Sexuality Education Workshop proposal under development by John and Louis. (Handouts were provided.) Nolan Penn indicated special funding might be available if the topic would draw in student, staff, and faculty. Louis discussed Owen Clinic's charge as the Western AIDS Training Center: (i) Clinical training to primary care practitioners; and (ii) educational training to community leaders. "Sexuality" was deemed a more interesting topic than "safer sex." Heterosexual cases of AIDS continue to be low in SD County so it's still a tough case to make talking to what is presumed to be a largely heterosexual student body. John and Louis proposed a "Sexuality Week" with seminars on: Self-esteem, women, people of color, etc. The week could be linked to undergraduate courses on Contemporary Issues on sexuality to encourage student involvement. David Blasband reminds that Human Sexuality is course offered every Spring covering topics of communication and intimacy, which is the approach Louis would like to take. Sarah suggests Jocelyn Elders as the week's key note speaker. Jenny Pournelle suggested asking Lea Delaria to speak on "Safe Sex for Lesbians."

Other programmatic ideas included a suggestion to develop a UCSD specific AIDS initiatives brochure featuring research, etc. The committee could also sponsor student-initiated programs and establish links to the cross-cultural center. The "Families" travelling photographic exhibit might visit the Cross-Cultural Center. Mark Freeman suggests contacting Visual Arts faculty for their direct support in expanding the involvement into cultural venues like the Grove Gallery and Mandeville Gallery. Suggests approaching leading AIDS researchers at UCSD and asking them to speak. Patrick Dowd suggests involving the HNRC. Sarah recommends giving them lots of advance notice and give them a topic to focus on. David Blasband suggested other groups to work with:

AIDS Task Force - formerly coordinated by Chris Oakley
HIV Peer Educators through Student Health
Health Advocates
ASAP - registered Student Organization

ACTION: John will follow up with the groups David suggested. John will work with Louis to put together a more detailed outline and a proposed budget for the proposed "Sexuality Week." honorarium for a keynote speaker would be an issue. Sarah agrees that something big attracts attention to the smaller exhibits and efforts.

ACTION: The date to view the training video "Homophobia in Workplace" is 12/19/94, 3:00-4:00pm at the Staff Training and Development training room. Videos have been reviewed including current ST&D offering on "sexual harassment and sexual orientation" which had issue of coming out in the workplace intermixed with sexual harassment issues, a not at all sophisticated approach. The video seemed to approach homosexuality from a manager's perspective as a management problem. ST&D would also like to get something more current and appropriate added to their library. After viewing the upcoming video, the subcommittee will make recommendations.

DISCUSSION: Kristin McCrary said it's possible we could borrow exhibits from the Gay and Lesbian Historical Society. They also have extra copies of old publications they might be willing to give us. The Historical Society is located on Park Blvd., in the same building as the Diversionary Theater.

There was a suggestion of a Homophobia Strike Force, as part of the speakers bureau.

ACTION: The programming subcommittee will meet again in mid-January, 1995.

OUTREACH AND EDUCATION SUB-COMMITTEE

DISCUSSION: David Blasband reported on a committee brochure under development and handed out a draft "Resource Guide" for comment on form and content. He also passed out color models. There was a suggestion that the "Getting in Touch" section could be laser printed on to the pre-printed brochure on an as-needed basis, since it might change more frequently than the rest of the information in the brochure. David asked for a volunteer concerning the curriculum section and Paul Harris volunteered. We could get 5,000 for under \$400.

ACTION: Jenny is still pursuing a report on Dallas from Alex.

DISCUSSION: Should outreach and education go beyond the campus? Should we communicate our views to senators, governors, and other legislators? Often, we might need to speak as individuals rather

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

Meeting Minutes

January 10, 1995

The meeting convened at 3:30 p.m. in Gallery A of the Price Center. An agenda was passed out by Sarah Archibald, Chair, (*copy attached*).

MEMBERS PRESENT:

S. Archibald	G. Lowell
D. Blasband	M. Martinek
S. Epstein	J. Pournelle
J. Forcier	J. Welch
P. Harris	J. White

MEMBERS ABSENT:

R. Belmontez	R. Gutierrez	K. McCrary
K. Burns	J. Halberstam	M. Nesbit
T. Chang	J. Hanson	N. Relaford
L. Crocker	H. Hirsch	D. Scronce
R. DeAndrea	M. Houlihan	D. Smith
P. Dowd	M. Kalo	S. Stoddard
M. Freeman	M. Matthews	
A. Garner	M. Mayo	
N. Golden	A. McCaskill	

Meeting of UCLGBA Delegation with President Peltason

DISCUSSION:

Gerald Lowell reported that there were six items discussed with President Peltason and his delegation from the Office of the President regarding Lesbian, Gay, Bisexual issues.

1. Status Report on the Academic Council's recommendation for a U.C. Domestic Partnership Policy.

President Peltason indicated that consultation and research have been underway with the General Counsel and within the staff of the Senior Vice Presidents. Academic administration supports the proposal for domestic partner benefits. General administration has had difficulty obtaining cost estimates and does not want to approach The Regents without reliable cost information. General Counsel has been reviewing the issue of whether opposite gender and same gender domestic partners have equal standing. A written policy has now been provided indicating that both categories must be included in the policy.

Update on Sexuality Education Week (John White)

DISCUSSION:

John White distributed a handout listing the goal and objectives for Sexuality Education Week, a proposal for Spring Quarter (*attached*). John White worked with Louis Sands, Program Coordinator for San Diego Area AIDS Education and Training Center to develop the handout. John White discussed the goal and each objective with members of the LGBTI Committee present. He asked for input and asked for approval of a steering committee to guide the project.

ACTION:

Members of the LGBTI Committee expressed concern over the ambitiousness of the project and suggested that fewer objectives be concentrated on for Spring quarter 1995, particularly that Objectives #2 and #5 be pursued (Information Fair and Art/Cultural Event). John White accepted the recommendation.

Members of the LGBTI Committee named a Steering Committee for the project to include: John White, Louis Sands, Chris Matthews, Sarah Archibald, Steve Epstein, Mollie Martinek, Denelda Smith, Lupe Samaniego-Kraus (Student Health Center), and a student representative to be named. This steering committee will have responsibility for overseeing 1) list of speakers/presenters; 2) logistics; and 3) publicity. The steering committee will review these key issues before they come to the LGBTI Committee as a whole for consideration.

Subcommittee Reports

Programming

DISCUSSION:

John White reported that an ad hoc group of LGBTI Committee members had reviewed an existing video on "Sexual Harassment/ Gays and Lesbians in the Workplace" available through Staff education. It was agreed that the existing UCSD video confused the issues of sexual harassment and homophobia in the workplace. A video produced by Brian McNaught titled "Gay Issues in the Workplace" was previewed by members of the Programming Committee along with Grace McGuire from Staff Education. In the video gay, lesbian, and bisexual employees share their experiences and feelings on being gay in the workplace. A second video produced by Brian McNaught titled "Homophobia in the Workplace" was also previewed by members of the Programming Committee. In the video, issues of employee productivity, creativity, and loyalty were discussed.

ACTION:

It was recommended that the videos be purchased by the LGBTI Committee and that they be given to Staff Education. The suggestion was approved by the full committee.

SEXUALITY EDUCATION WEEK

Draft of January 6, 1995

GOAL: Promote UCSD community awareness of social, psychosocial, physical, political aspects of human sexuality.

OBJECTIVES:

1. To provide a national level keynote speaker.
 - a. Intended as a topical overview of issues to be discussed during the week.
Target audience: students, faculty, and staff
 - b. Communicate clearly the most current information
 - politics of sexuality
 - stats and demographics
 - health and lifestyle issues (contemporary hot topics)
 - c. Provide one page summary or outline of presentation to the audience
 - d. Conduct presentation evaluation
2. To sponsor an information exchange/exhibit/fair.
 - a. Provide venue for campus and community organizations to disseminate pertinent information
 - b. Provide opportunity for dialogue between UCSD community and representatives/providers
 - c. Create visibility
3. To integrate the Sexuality Education Week topics with the Contemporary Issues course titled "HIV/AIDS"
 - a. to connect student curriculum with topic of the week's events
 - information in student coursepack
 - participate in course lecture
 - student defined project
4. To sponsor demonstration workshops.
 - a. trained presenters interact with small groups on campus
 - b. provide educational materials
 - c. workshop evaluations

SEXUALITY EDUCATION WEEK

January 6, 1995

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5. To provide a Arts/Cultural/Entertainment event
 - a. Sponsor display of family photography (or similar) at UCSD Cross Cultural Center
 - b. Names Project Quilt
 - c. Consider making educational videos available/vendor discounts

GAY / LESBIAN / QUEER

KNOWLEDGES AND IDENTITIES FOR THE 1990's

.....

**A conference to be held at
UC San Diego January 20-21, 1995**

PANELS:

10am-Noon each morning and
2pm-4pm each afternoon.



Location:

All panels will take place
in Room 3155
Literature Building
(The De Certeau Seminar Room)

For further information contact:

Professor Harry Hirsch, Department of
Political Science, 619/534-2897, or
Professor Judith Halberstam, Department of
Literature, 619/534-8699.

CONFERENCE SPONSORED BY THE UNIVERSITY OF
CALIFORNIA HUMANITIES RESEARCH INSTITUTE, BY
UC SAN DIEGO AND BY A GRANT FROM
JOHN STEWART'S HUMANITIES FUND.

Keynote Speaker:

■ **Eve Kosofsky Sedgwick**

Confirmed Speakers:

■ **Mark Blasius**

■ **Steven Epstein**

■ **Leslie Feinberg**

■ **Kathleen B. Jones**

■ **Joan Nestle**

■ **Minnie Bruce Pratt**

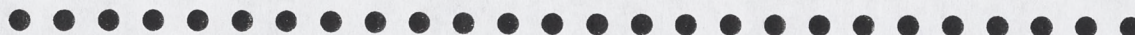
■ **Elspeth Probyn**

■ **Vernon Rosario**

■ **Sarah Schulman**

■ **Jackie Stevens**

■ **Jennifer Terry**



Gay/Lesbian/Queer: Knowledges and Identities for the 90's

University of California, San Diego

Friday and Saturday, January 20-21

Panel #1. Friday, 10-12, 3155 Literature Building

Straight Science, Queer Bodies?

Sarah Franklin
Steven Epstein
Vernon Rosario
Jennifer Terry

Panel #2. Friday, 2-4, 3155 Literature Building

Which Identities, What Politics for the 90's?

Mark Blasius
Cathy Cohen
Kathleen B. Jones
Jackie Stevens
David Thomas
Bonnie Zimmerman

Keynote Lecture. Friday, 8 p.m., Solis 104

Eve Kosofsky Sedgwick

Panel #3. Saturday, 10-12, Solis 104

The Body at Stake: Pleasures and Identities

Lauren Berlant
Carla Freccero
Elspeth Probyn
Robert Reid-Pharr
Robin Weigman

Panel #4. Saturday, 2-4, Solis 104

Queer Theory Beyond the Academy

Raul Ferrera-Balanquet
Leslie Feinberg
Minnie Bruce Pratt
Sarah Schulman

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J.W. PELTASON
President

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300 Lakeside Drive
Oakland, California 94612-3550
Phone: (510) 987-9074
Fax: (510) 987-9086

February 2, 1995

CHANCELLORS

Dear Colleagues:

As a follow-up to my recent meeting with members of the UC Lesbian, Gay, and Bisexual Association, I would like to take this opportunity to reaffirm the University's commitment to ensuring that it is a community that welcomes the strengths and contributions of the diverse individuals it embraces, regardless of race, sex, sexual orientation, or any other personal characteristic. This commitment is, as you know, reflected in the University's longstanding policies and practices which protect individuals against discrimination.

I also would like to urge you to continue to support discussions and consultations on your campus of issues important to the lesbian, gay, and bisexual community, and to encourage the inclusion of such issues in programs related to diversity. My colleagues here in the Office of the President will continue our review of the Academic Council's important reports and recommendations on benefits for non-spousal domestic partnerships, and we will follow closely any legislative developments at both the State and the national levels.

I encourage you to continue the dialogue we have begun in the spirit of study, consultation, and debate that is one of our great strengths as a University. Together we can create an environment in which all individuals are welcomed and treated fairly and equitably.

Cordially,

A handwritten signature in black ink, appearing to read "JWP", with a long horizontal line extending to the right.

J. W. Peltason

cc: Laboratory Directors
Members, President's Cabinet
Academic Council Chair Simmons
Assistant Vice President Levin
Executive Director Estrada
UCLGBA Chair Dixon
Special Assistant Gardner