6-The Daily Aztec

LGBSU

continued from page 3

that we should exist doesn't mean we don't. The fact is we do."

According to Dobler, in the days of AIDS the public's sex life is an open book, whether we like it or not.

"The public needs to acknowledge the multiplicity of the human dimension," she said.

According to Dobler, in many states, homosexual relationships are illegal.

"Anytime you alienate and oppress, or if you mistreat someone, he or she will leave," Dobler said. "Many times the way people leave is suicide. Gay youth make up onethird of all teen suicides."

The counselors at Crawford, Hoover and Patrick Henry High Schools all said the pink flyers, which promote the conference, are on the "info" table if their students need them.

According to a high school nurse, who requested anonymity, gay teens may go through a turbulent adolescence.

"Many students come to me about their problems," the nurse said. "Sometimes you'd be surprised at how much inner torment these children are under."

The nurse believes the suicide attempts are much higher than Dobler's figures. From experience, the source said she believes that about 50 percent of the teens that attempt suicide do so because of the negative social impact of their homosexual orientation.

"My son is gay," the nurse said. "It has been a problem I have had some first-hand experience with."

Mark Fraser, the president of LGBSU, said it was difficult to grow up gay in San Diego, a conservative city.

"I grew up in San Diego," Fraser said. "It is for the most part a conservative town. When I was a teen I used to wish I could find a role model, an adult, that I could identify with. There was no one. I want to make sure that this organization is there for those teens who are now in the position I was in.

"I want to make sure we are here for them, to provide a support system for them. Sometimes just knowing there is a union to turn to and that we are here for them can be enough."

According to Fraser, the conference will help direct self-doubting lesbian, gay and bisexual youths toward higher education.

The conference's focus is pride through education. Activities will include speeches by Professor Bonnie Zimmerman and gay activist Tony Valenzuela.

The conference will also feature academic and personal workshops. The Dramadivas theater company will also give a performance. For additional information, call 594-2737.

HIGHWAY

continued from page 3

up some legislation on the issue and on the deregulation of telecommunications.

A deregulation of telecommunications could lead to a rewriting of the Communications Act of 1934. "There is a distinct minority in Congress who are trying to think through this," Powell said. "We're probably going to see some interesting public hearings later this year or in 1996."

Powell said Congress is trying to standardize the industry from an outdated regulation model. He said it is hard to write a regulation or law that cannot be circumvented by technological change.

OYOU



Lisa Dobler, who is a member of the Gay and Lesbian Teacher Association, said she hopes participants in this Saturday's conference will come to learn that SDSU is a gay-friendly commu-

Gain the Experience. Become an R.A.!

El Conquistador is looking for forward-thinking, responsible men and women to become Resident Assistants. We have a limited number of positions to offer to full-time students who possess leadership skills and are dedicated to self-improvement.

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Brother says no

Record 7 of 107

E-Mail Text Only Display List Previous Next

April 23, 1995

Popular culture takes on academic sheen with scholars

By JEFF NIESEL; JEFF NIESEL is a local free-lance writer.

Section: ENTERTAINMENT Edition: 1.2 Page: E-6 **Estimated Printed Pages: 4**

Index Terms: **COLLEGES** CONFERENCES **CULTURE HOMOSEXUALS** LITERATURE **ORGANIZATIONS** SAN DIEGO **TELEVISION**

Article Text:

PHILADELPHIA - PHILADELPHIA -- Tupperware, soap operas and Wonder Bras may be the detritus of popular culture. But the scholars who gathered at the 25th annual Pop Culture Association meeting last weekend in Philadelphia treated these and other forms of kitsch culture with the kind of close analysis usually reserved for Shakespeare, Beethoven and Picasso.

With titles such as "Space, Time and Jerry Lewis: The MDA Telethon as Ultramodernism" and "Klingon Darwinism: The Evolution of the Klingon as 'Other' in the 'Star Trek' universe," presenters read papers for four days at over 500 panels on a range of pop culture topics. The Pop Culture Association, which has grown steadily since Ray Browne founded it in 1970, struggled for acceptance in academia in its early days. But now it's the norm, said Browne, the coordinator for the conference.

"For the first few years, there was a kind of furtiveness about us," said Browne, a professor in the Pop Culture Studies Program at Bowling Green University. "We came into town at midnight, didn't leave the hotel and kept our guards up. We used to feel isolated, a little bit lonely and somewhat embattled, but not anymore. Those days are past."

Free-lance writer David Feldman, who holds a master's degree in Pop Culture from Bowling Green University, was also one of the early pioneers bringing pop culture into college classrooms. He found that by referring to soap operas, he could get students more involved in class discussions.

"I was really bad at teaching literature," Feldman recalled. "They (students) just weren't interested. But when I started talking about soap operas, I got them to do very sophisticated analyses." In addition to panels on soap operas, the conference featured Agnes Nixon, the creator of the soap opera "All My Children," as a guest speaker.

"It's kind of embarrassing for me to think that more people watch my show than have read Shakespeare," said Nixon, who the Pop Culture Association honored with an Award of Excellence. "It's a great challenge for us to live up to the expectations of an educated audience."

Nixon said she sometimes thinks the program, which has been the topic of several doctoral dissertations, is taken a little too seriously.

"I think that sometimes audiences get into (it) like they are dissecting a butterfly," she said. "I just wanted to get renewed after the first episode."

For artist Arlen Schumer, who holds a bachelor's degree in visual arts from the Rhode Island School of Design, pop culture is worth dissecting -- even if its protagonist is an overweight caveman who yells "yabba dabba do." Schumer presented a tribute to "The Flintstones" cartoon, addressing issues such as Betty's sex appeal, Barney and Fred's latent homosexuality and the influence of "The Honeymooners."

"Even though comic books and TV shows aren't locked up in a fine art mausoleum, they are just as much artistic creations as anything in fine art culture," said Schumer. "For that reason, even the stupidest creation tells us something about ourselves. The success of `The Brady Bunch' to me says that we live in a country that wants to ignore Vietnam and other problems and just get lost in a white-bread world."

Comics isn't the only field increasing its audience: gay and lesbian studies and mens' studies, two relatively new areas of study, also showed an increase in popularity at this year's conference. Jim Temple, a psychology professor at St. Mary's College in Moraga, and chair of the mens' studies section, said that he sees the study of masculinity as a supplement and not a replacement for feminist work. "In mens' studies, we look at depictions of men that are really good as well as the potential effects of depictions that are really bad. From 'Home Improvement' to 'The Simpsons,' television shows often show male parents who are bumbling," Temple said. "I think you'd be hard pressed to find a male parent on TV who wasn't bumbling -- even Bill Cos by, whom I like, is effective only because he makes jokes." John R. Leo, an English professor at the University of Rhode Island and chair of the gay and lesbian studies section, also stressed that examining television is important. But for Leo, even depictions of heterosexual characters have the potential to be interpreted in a positive way by homosexual viewers.

"I was doing some work at UCLA, going through the TV archives, and I saw a tape in which Liberace was a guest on `The Jack Benny Show.' It was so campy, and you don't even have to make an effort to construct a queer reading. It's already there," Leo said after a panel which explored possible homosexuality in "The Ellen Degeneres Show," "Star Trek" and "Interview with a Vampire."

UCSD and SDSU are both creating popular culture programs. SDSU's Communication Department inaugurated a critical-cultural studies program last week. And the Literature Department at **UCSD** is developing an undergraduate cultural studies major (in addition to its graduate cultural studies major).

Literature professor Judith Halberstam taught a class at **UCSD** last quarter on women in popular culture, which looked at the riot grrrl movement and female rappers. Halberstam, who contributes a monthly film column to the lesbian magazine On Our Backs, said that popular culture has, for the most part, been recognized as a serious discipline.

"It's still hard to convince other fields that it's important to spend class time talking about pop music," Halberstam said. "From outside of humanities and the academy, there is still skepticism. And within the academy, there are still conservatives and plenty of opposition, but most literature programs are not considered complete without some courses on popular culture."

With papers on "Forrest Gump," Tonya Harding, Nike commercials and the O.J. Simpson trial, academics at the conference tried to keep up with the latest issues. Even though he inadvertently slighted popular culture in his defense of the National Endowment for the Humanities, NEH Chairman Sheldon Hackney acknowledged that the study of popular culture is a valuable academic pursuit.

"The study of popular culture is certainly part of the humanities," Hackney said. "If you study

'Beavis and Butt-Head,' you can get a world of information about American culture."

Caption: Michael Dorn: Klingon as "The Other" 1 PICTURE

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E-Mail Text Only Display List Previous Next

Record 6 of 107

E-Mail Text Only Display List Previous

Previous Next

April 30, 1995

Sexual diversity courses gain academic recognition

By STEVE SCHMIDT; Staff Writer

Section: LOCAL Edition: 1,2 Page: B-1 Estimated Printed Pages: 4

Index Terms: BEHAVIOR CALIFORNIA COLLEGES CULTURE DISEASE HOMOSEXUALS IDENTIFICATION LITERATURE MENTAL RESEARCH SEX WOMEN

Article Text:

At science-crazy UCSD, where quarks reign, Professor Judith Halberstam speaks of the queer.

She's among a breed of academics calling themselves "queer theorists." She studies sexual subcultures, the cultural

underpinnings of sexual identity.

"There are a lot of sexual identities beyond just hetero and homo," says the 33-year-old professor.

One wall of her fourth-floor office is thick with books -- Charles Dickens, Bram Stoker, Freud. Another sports a poster for the B movie "Chopper Chicks in Zombietown."

Through the work of Halberstam and others, the relatively young academic field of gay and lesbian studies is taking root on San Diego's largest college campuses.

At the University of California San Diego, Halberstam schools students in the emerging field of "queer theory" as part of a full-credit literature class. At least two other gay and lesbian studies courses are offered on the La Jolla campus.

At San Diego State, the number of gay and lesbian courses remains small but is up significantly since last spring.

Just up the freeway, off Interstate 15, scholars at UC Riverside will offer a minor starting this fall in "gay, lesbian, bisexual and transgender studies."

"Gay and lesbian studies is just about the hottest field right now, like maybe women's studies was 15 years ago," said Bonnie Zimmerman, an SDSU women's studies professor.

The trend provides further fuel to traditionalists who complain college campuses are already split by political movements cloaked as serious academic subjects.

Conservatives have complained since the 1960s that women's studies and ethnic studies programs were established only because of political pressures, rather than academic validity.

"In general, we feel these programs become highly politicized," said Tom Wood, director of the conservative California Association of Scholars in Berkeley. "They become platforms for advocacy." Some theologians, meanwhile, say such classes legitimize what they consider an immoral lifestyle.

"It's not in the Judeo-Christian ethic," said Mary Shivanandan, an adjunct professor with The John Paul II Institute for Studies on Marriage and Family in Washington, D.C. "In most major cultures, it's regarded as deviant behavior."

Regardless of such arguments, gay and lesbian studies classes are now widely accepted at some leading colleges.

Since the late 1980s, at least 50 universities have started offering at least one course in homosexual studies, according to the National Gay and Lesbian Task Force.

In 1992, biologist Simon LeVay left a research post at the Salk Institute in La Jolla to found a school, the Institute of Gay and Lesbian Studies in West Hollywood.

San Francisco State University last year became the first four-year school in the nation to offer a formal degree program in gay, lesbian and bisexual studies. Students can earn a minor in the subject. "It's become such a huge field," said Sue-Ellen Case, an English professor at UC Riverside.

Many scholars tie the development of gay and lesbian studies as a serious academic field to the emergence of AIDS, which was first widely recognized in the early 1980s.

The disease, which has claimed many homosexuals, has forced people "to really talk and write about (gay and lesbian issues) in new and more urgent ways," Case said.

And that, she added, has led to even deeper academic scrutiny of sexual identities.

Anthropologists study the leather community in San Francisco. English professors look at literature from Victorian England, searching for clues of lesbian and gay subtexts. Other academics dissect contemporary sexual identities.

"It's a growth area, an area where new work can be done," said Zimmerman.

Until last year, Zimmerman's course on lesbian literature was the only regularly offered gay or lesbian studies class at SDSU. At least three other courses have since been offered or are in the works. And last spring, the Montezuma Mesa campus offered its first undergraduate lecture series on gay and lesbian issues.

At California State University San Marcos, associate librarian Terry Allison has taught a gender studies course that includes a look at gay and lesbian cultures.

Halberstam's UCSD class -- "Gay, Lesbian and Queer Culture" -- uses poetry, videos, short stories and other sources to chart the boundaries of gay and straight cultures.

At least two other courses are offered through UCSD's political science and sociology departments.

Gay and lesbian courses on most campuses are offered in literature, political science, sociology and

women's studies departments. Many are electives and tend to draw 20 to 40 students each, professors say.

"There are a number of academic disciplines that have been paying close attention to these issues," said **UCSD** political scientist Harry Hirsch, who teaches a course on gay and lesbian politics. Halberstam, who joined the literature faculty in 1991, directs a campus research project entitled "Queer Studies in the 1990s: An Interdisciplinary Approach to the Study of Sexuality and Gender." The project recently organized a conference and hosts annual lecture programs.

Despite its history as an anti-homosexual slur, the word "queer" is used by Halberstam to suggest the cultural eccentricities and differences marking some sexual roles in America.

"It's a way of reclaiming exactly what makes that term interesting," she said.

Halberstam said it is critical that gay and lesbian programs reach out to all students, gay or not.

"It's important that we don't just teach to people who are (gay or lesbian)," she said, adding that the more mixed the class, the more "wide-ranging the discussions."

The emergence of such courses comes during a period of growing activism of gays and lesbians on many campuses. Even the University of San Diego, the private Catholic institution overlooking Mission Valley, has two gay and lesbian student groups.

Not that there aren't still problems.

In fact, Hirsch blames the "very deeply entrenched nature of homophobia" for the slow development of gay and lesbian studies, compared to women's or ethnic studies.

"Calling someone a fag in this society is something that is still sort of winked at," Hirsch said.

When **UCSD** Chancellor Richard C. Atkinson last year established a committee to study gay and lesbian issues on campus, there were protests.

"I'm tired of this segment of society . . . being shoved down my throat by the media; now I have to deal with it at work," one **UCSD** professor wrote to the committee.

Still, Sarah Archibald, chairwoman of the committee, believes the climate has improved markedly since she joined the staff as a research associate six years ago.

E-Mail Text Only Display List Previous

Caption: Judith Halberstam: Teaches sexual subcultures at UCSD. (B-6) Union-Tribune / LAURA EMBRY 1 PICTURE

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Record Number: SDUN2677113

Next

Sexual diversity courses gain academic recognition

VE SCHMIDT

Staff Writer

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See Sexual on Page B-6

THE SAN DIEGO UNION-TRIBUNE

Sexual

DC

Gay, lesbian studies are 'hottest field right now'

Continued from B-1

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Union-Tribune / LAURA EMBRY Judith Halberstam: Teaches sexual subcultures at UCSD.

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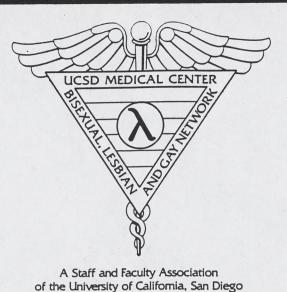
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Sunday, April 30, 198



Can We Talk! - June / July 1995

Summer 1995 !

Summer is upon us and there are plenty of activities and events to attend. There will be Lesbian, Gay and Bisexual Pride Parades up and down California. Our Annual Parade in San Diego is July 15, and 16, 1995. We have not yet decided to have a contingent this year in the Parade. If you are interested in participating, call Sarah at 622-5884.

California Pride Dates:

- Santa Barbara Gay and Lesbian Pride Celebration June 11.
- San Francisco Lesbian and Gay Freedom Day June 18.
- Los Angeles Christopher Street West Pride Celebration June 24 and 25.
- San Diego Lesbian and Gay Pride Celebration July 15 and 16.
- Orange County Gay and Lesbian Pride Celebration August 12 and 13.
- South Bay/Redondo Beach Pride Celebration September 17.
- Palm Springs Lesbian and Gay Pride Celebration November 11 and 12.

AIDS Walk San Diego - October 1

AIDS walk 1995 will be at a new location this year. The "network" will attempt to join other UCSD organizations in the walk, Sunday, October 1, 1995. If you are interested in participating, call Chris Brooks at 36400. The AIDS walk office is 291-9255, if you need more information.

National Coming Out Day - October 11

The "network" has reserved the atrium / entrance to the hospital for October 11, 1995. We plan to have arts, crafts, information and educational booths geared to the general public. If you are interested in having a booth yourself or know some group/individual who might be interested, call Patrick at 36798.

Emergency Room Nurse of the Year 1995

One of our own members, Chris Brooks, was elected Emergency Room Nurse of the Year by his department. Congratulation Chris - keep up the good work!

UCRS Board Election - June 1995

Dear UC Colleagues:

I am an official candidate running for the open seat on the University of California Retirement System (UCRS) Board. The election will be held during the entire month of June 1995 and any active, non-Senate, member of our retirement plan is eligible to vote. This election is an excellent opportunity for us to elect a candidate to this UC advisory board that strongly supports the inclusion of domestic partnership benefits into our pension system. I am seeking your support, help, and votes in winning this election for the following reasons:

** I strongly favor improving our retirement system to include provisions that are fair and equitable for domestic partners in our retirement benefits. Under current UCRS rules, we may designate a beneficiary or contingent annuitant to receive survivor benefits. However in so doing a UC retiree receives a reduced retirement income. This is not the same for married UC retirees and their surviving spouse or children who are treated with generous survivor benefits, both in cash and health insurance. The University must insure pension fairness!

** I am concerned about the stability of our retirement funds in light of UC policies that favor balancing the University's budget on our pension surplus. Why has "VERIP-budgeting" replaced responsible UC fiscal planning?

** UCRS claims our pension investment portfolio is overly profitable. If this it true, UC should offer us increased benefits upon retirement. Why give away lucrative incentives to early retirees, creating a class of "recall" and "second career" former UC employees with funds intended for our future financial security?

**UCRS needs to better utilize technology to disseminate information about our benefits. The Internet (e.g., e-mail, listservs, World Wide Web, gopher, and other desktop computer applications) would greatly improve the flow of information to members. The contents of current UCRS paper mailings make them suitable for recycling, not for learning about retirement options. Why not give us more choices for communicating about our benefits and better information for making decisions about our future?

I need your support and help in getting my message out to folks around the state. This is a daunting task in trying to reach over 88,000 UC staff at 9 campuses and three federal labs. To complicate matters, there will be 18 candidates competing for this one seat! If you are willing to lend a hand and distribute flyers on my behalf or can give me advice on how to communicate with others beyond Berkeley - please get in touch with me at the below address.

Together we can make things happen!

Marc A. Levin Librarian, Institute of Governmental Studies UC Berkeley 109 Moses Hall # 2370 Berkeley, CA 94720-2370 (510) 643-6476 voice (510) 642 3020 FAX mlevin@library.berkeley.edu Internet

We strongly support Marc Levin. We need someone who can help make a secure future for us.

"network" Bake Sale A Success

The "network" made \$89.40 at our bake sale on May 3, 1995 at the nurses recognition week street fair. Thank you all who volunteered your tasty 'morsels' and participation.

Treasury Report

The "network" account balance	<u>\$131.94</u>
Expenditures for May 1995 For the booth rental at the nurses recog- nition street fair.	<u>\$10.00</u>
Income from bake sale	<u>\$89.40</u>

Sysm/E-Mail Notices

Please check your sysm/E-mail messages for current notices and timely events.

Attn: debi fidler St

Wednesday, June 14, 1995

UC President Dodges Domestic Partner Issue

By Rebecca Blanton

Update

Advocates for domestic partners benefits for stu-... dents, staff and faculty of "University of California schools criticized the UC Diffice of the President for continuing to delay the longpromised publication of a review of the issue and gencerally refusing to publicly munerative benefits for do- re-analyzed and mestic partners. After a meeting May 17 with University of California President Jack Peltason, members of the system-wide UC_Lesbian/Gay/Bisexual versities that Association expressed disa proposal brought to the

-UCOP in March of 1994. We're angry that there is a chart at the meeting shownot even the commitment to ming the status of domestic publicly state support for partnership benefits at the such an initiative," said Nancy Stoller, professor of community studies and sociology at UC Santa Cruz. Many expected that the self regarding such issues as UCOP would issue a report = faculty salaries and studentrecommending the imple- to-faculty ratios. Of these mentation of domestic partnership benefits at the May 17 meeting with Peltason. Members of the UCLGBA are now told that the report won't be ready until early June, and that it will come without a recommendation

Even if a report is ready at that time, "without a recommendation, it is worthless," said Stoiler, the chair of the ··· original subcommittee which studied domestic partnership exhaustively from 1991-93. "What are they waiting

for?" asked graduate student Sarah Archibald of UC San Diego. "While the issue is

The UCLGBA distributed

"comparison eight" univer-

sities - prominent schools

to which the UC administra-

stion frequently compares it-

eight schools, six extend

medical coverage to domes-

tic partners: Harvard, Yale,

the Massachusetts Institute

of Technology, State Univer-

sity of New York, Stanford

and the University of Michi-

* age

gan.

"In the competitive world of faculty hiring, these institutions have seen the wisdom of incorporating domestic partner coverage," said Robert Gentry, associate dean of students at UC Irvine. "In fact, so have specific departments within the University of California, which and the marker homes and the

member, of the meeting with Peltason. "The only way the 'current political climate' will change is when forward thinking people assert what is just and equitable. His [Peltason's] take on public sup-· port is wrong; more and more -institutions adopt such policies each day."

have secured independent . A formal statement by the UCOP. office

the universi- "Lesbian, Gay and Bisexual has been and unwittingly does their work ty is losing families are treated as an un- to be discus- matter will only strengthen ulty and staff mentionable class. They are not entire issue of mate the university fears. I Siven genuine public support providing am concerned that the Of-"do offer doappointment with the lack mestic part- by the top administration." domestic supporting its own non-dis-of progress in implementing mer cover-

> them directly for medical partner."

UCLGBA members decried the UC president's refusal to issue a general statement of "support for the domestic =partnership-concept. Peltaison cited the current political climate as one reason for 'not making such a statement. . "The top administrative officials are looked to for vision and leadership in policy. Where is the leadership in this?" asked Jonathan Winters, a UC Berkeley staff

coverage of their domestic ftered by the California Constitution, we have chosen to follow the state's lead in matters of policy and law.T State statutes stipulate that partners of state employees must be legally rec-"ognized spouses in order to -qualify Sfor & benefit coverage.xz 'UC's position has been until and unless there are changes in state laws defining domestic partnership, it would not be appropriate to go beyond the state in granting coverage.

"Noting that there are two bills pending in Sacramento on this issue, President Peltason has suggested that UC's primary interest on this is--sue is to follow developments in the state legislature.".

Madelyn Detloff, a graduate student at UC Santa Barbara, said "If it capitulates to the anticipated demands of (intersection official, SThere & the far right, the university agreements with individual reaches a specific conclu- issued general statements up faculty recruits to reimburse vision. Currently, because UC in holding Gays and Lesbians is a public institution char- tras part of a diverse work-·place, "Lesbian, Gay and ·Bisexual families are treated as an unmentionable class. They are not given genuine public support by the top "administration," Detloff concluded. init.? : Al Aubin, a career coun-- selorat UC Los Angeles, said, "We don't mind gathering to talk with the president, but we are serious about this proposal and we want real progress. For some time now we've told people to hold

See PARTNER, Page A-5

TO

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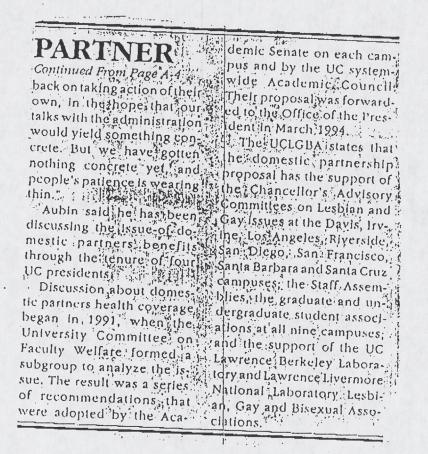
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Speaking of Diversity Recognizing Diversity

by Members of the UCSD Medical Center Bisexual, Lesbian and Gay Network

There is a group of Americans still struggling for legal protection in employment, and for safety from harassment and hate crimes. Only 25 percent of the top 1,000 U.S. companies, including Marriott Corporation, and eight states, including California, ban employment discrimination against this group. However, according to recent polls conducted for *Newsweek* and other media, 75 percent of people surveyed believe employment discrimination against this group should be illegal. This group of women and men are American lesbians and gays.

Their struggle for equal employment rights (nothing more or less) is complicated by myths, fears and misconceptions. This prejudice and homophobia potentially affects all Americans with issues of trust, self-esteem, communication, job loss, and work performance. Judging an employee based on their presumed or self-declared sexual orientation rather than on their contributions to work and society is counterproductive.

The modern American lesbian and gay struggle for equality started on June 27,

1969. The police raided the Stonewall Inn, a gay bar on Christopher Street in New York's Greenwich Village. For the police, it was just another routine raid on a gay bar. This time, however, patrons, many of whom were African American and Latino/Latina, resisted. The rebellion lasted three days and three nights.

The 25th anniversary of this historic event was commemorated in June 1994 at the international Gay Games IV and walk to the United Nations in New York City. The focus of the commemoration was to bridge the gap between gays and straights (homosexuals and heterosexuals). During July, San Diegans commemorate "Stonewall," or the struggle for equality, with a parade and festival.

These events are opportunities not only for lesbians and gays to express their self-worth and humanity, but for everyone to join in and recognize their gay and lesbian family members, friends and co-workers. All of us can put fear and prejudice behind us and work toward mutual respect and understanding.

Founded in April 1991 and officially recognized by the University in July 1991,

the UCSD Medical Center Bisexual, Lesbian and Gay Network's focus is educational and social. Any UCSD Medical Center employee interested in more information about the network car contact Patrick at Ext. 32808.

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Readers are encouraged to share their concerns and views in this column or directly with the Diversity Planning Team, UCSD Medical Center, Training and Development, mail code 8909, 200 W Arbor Dr., San Diego, CA 92103-8909.