

The LCBITA @
UCSD presents...



Harvest

Dance the night away with DJ Doctor Trae!



FRIDAY, NOV. 19TH

9PM-1AM

@ THE "PUB/STAGE"
UCSD



Sponsored by

UCSD

Associated Students UC San Diego

ALL AGES WELCOME!

FREE ADMISSION!

BRING ID IF 21 OR UP

FREE REFRESHMENTS!

MORE INFO: 534-GAYS



World AIDS Day

Events in Price Center on 12/1

10am-4pm AIDS Quilt – Gallery A

2pm Panel: “Living with HIV” Gallery B

Attend the panel and receive a FREE
condom rose!

Events at the Cross Cultural Center:

11/29-12/3: Student art related to AIDS/HIV

12/1: Movie “Philadelphia” at 4pm

12/2: AIDS and Communities of Color Panel
4-6pm

Co-sponsored by ASUCSD and
the AIDS Research Institute



Student Health Advocates
534-2419

WORLD AIDS DAY CELEBRATION 1999

NOV. 28th - DEC. 2nd

Monday, Nov. 28th

“Sex and AIDS: The International
Consequences”

Pepper Canyon Lodge

8:00 p.m.

*Sponsored by the ERC
International Affairs Group*

Wednesday, Dec. 1st

Film Screening & Discussion:

“Philadelphia”

Cross Cultural Center

4:00 pm



Thursday, Dec. 2nd

AIDS & Communities of Color

Panel Discussion

Cross Cultural Center

4:00 - 6:00 pm

Other Campus Events (Wed., Dec. 1st):

11:30 am: Reading of the Names

Price Center Plaza

2:00 pm: Panel Discussion

Gallery A/B

AIDS Quilt on display all day at Gallery A/B

Resource Tables on Lib. Walk all day

Sponsored by Student Health

**Artwork, Campus and Community Resources on display
all week at the Cross Cultural Center**



The Committee for World Democracy
Presents

The Priest



Controversial and powerful, the film concerns a young priest who must reconcile the contradiction between the tenets of his faith and the desires of his own body, he must ultimately confront the posture of the Catholic Church towards homosexuality.

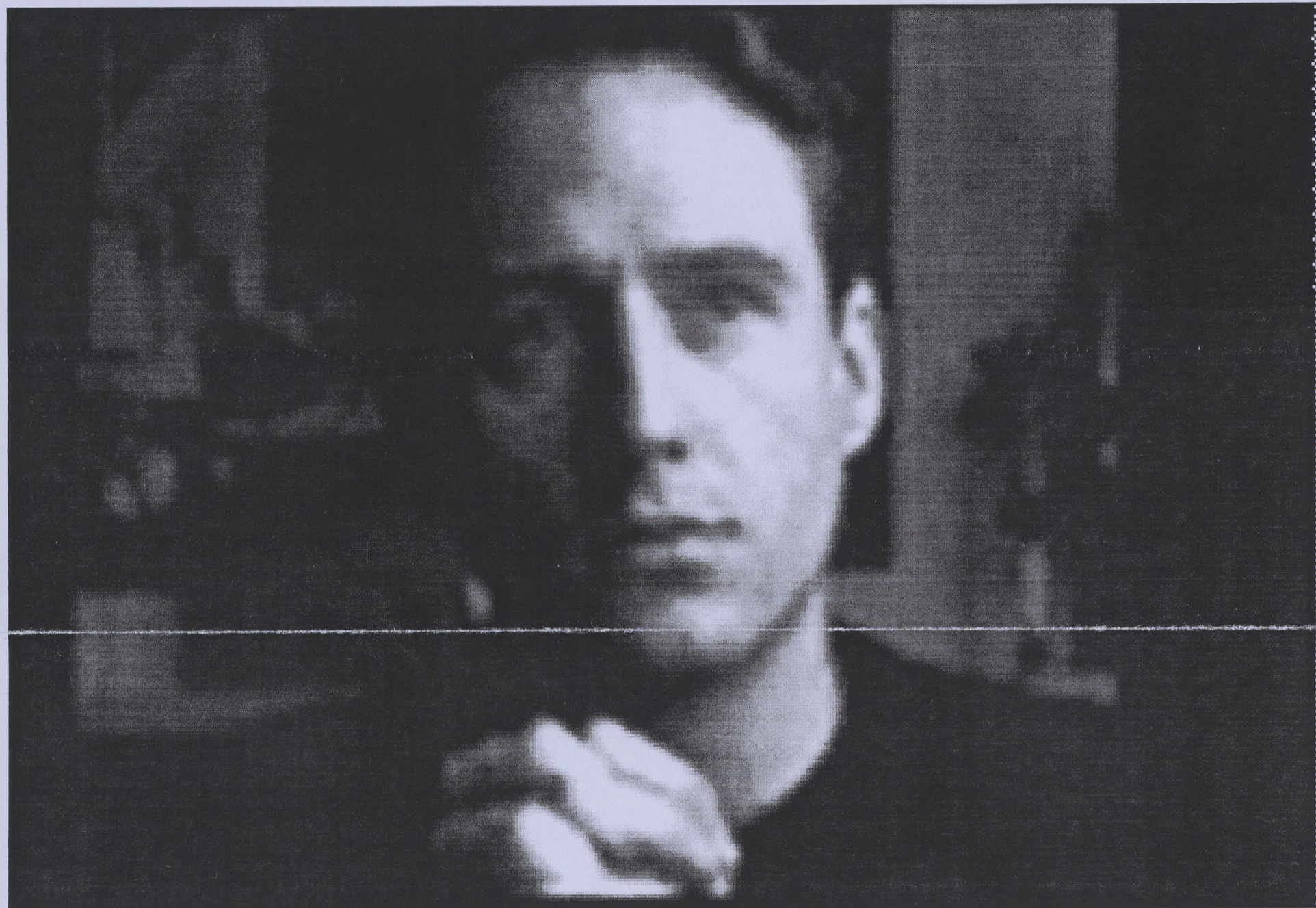
Always Free!

Wednesday December 1, 8:00 pm
Cognitive Science Bldg 001

sponsored by Third World Studies and AS-UCSD
E-mail us at [cwg@ucsd.edu](mailto:cwd@ucsd.edu) or call (585) 534-4877

The Committee for World Democracy
Presents

The Priest

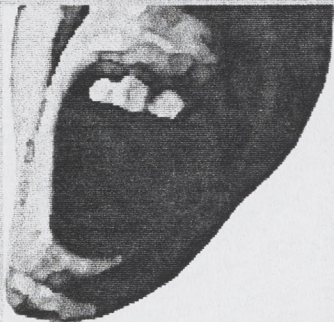


Controversial and powerful, the film concerns a young priest who must reconcile the contradiction between the tenets of his faith and the desires of his own body, he must ultimately confront the posture of the Catholic Church towards homosexuality.

Always Free!

Wednesday December 1, 8:00 pm
Cognitive Science Bldg 001

sponsored by Third World Studies and AS-UCSD
E-mail us at cwd@ucsd.edu or call (585)534-4873



UCSD's
Queer People
of Color
Presents:

Out Spoken

**When: Thursday December 2nd
at 7:00pm.**

Where: UCSD's Cross Cultural Center.

**Who: Speakers, artists, perform
ers and open ears.**

**For more info. contact QPOC at:
qpocucsd@yahoo.com or 619.368.0040**



sponsored by:

UCSD

Associated Students of San Diego State University

Love Makes a Family:

*Lesbian, Gay, Bisexual, and Transgender
People and their Families*

A PHOTOGRAPH-TEXT EXHIBIT AT UCSD



* **Community Reception:**

MON., DEC. 6: 6:00-9:00 PM, WOMEN'S CENTER (BLDG 407)

* **Exhibit Locations:**

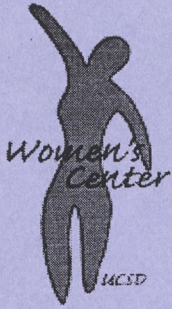
Nov. 1-14: LGBT RESOURCE OFFICE (BLDG 201)

Nov. 15-30: CROSS-CULTURAL CENTER (BLDG 510)

DEC. 1-15: WOMEN'S CENTER (BLDG 407)

Sponsors: LGBT Resource Office, Women's Center, Cross-Cultural Center, PFLAG, Family Pride, Family Matters, etc. Exhibit developed by Family Diversity Projects, MA.

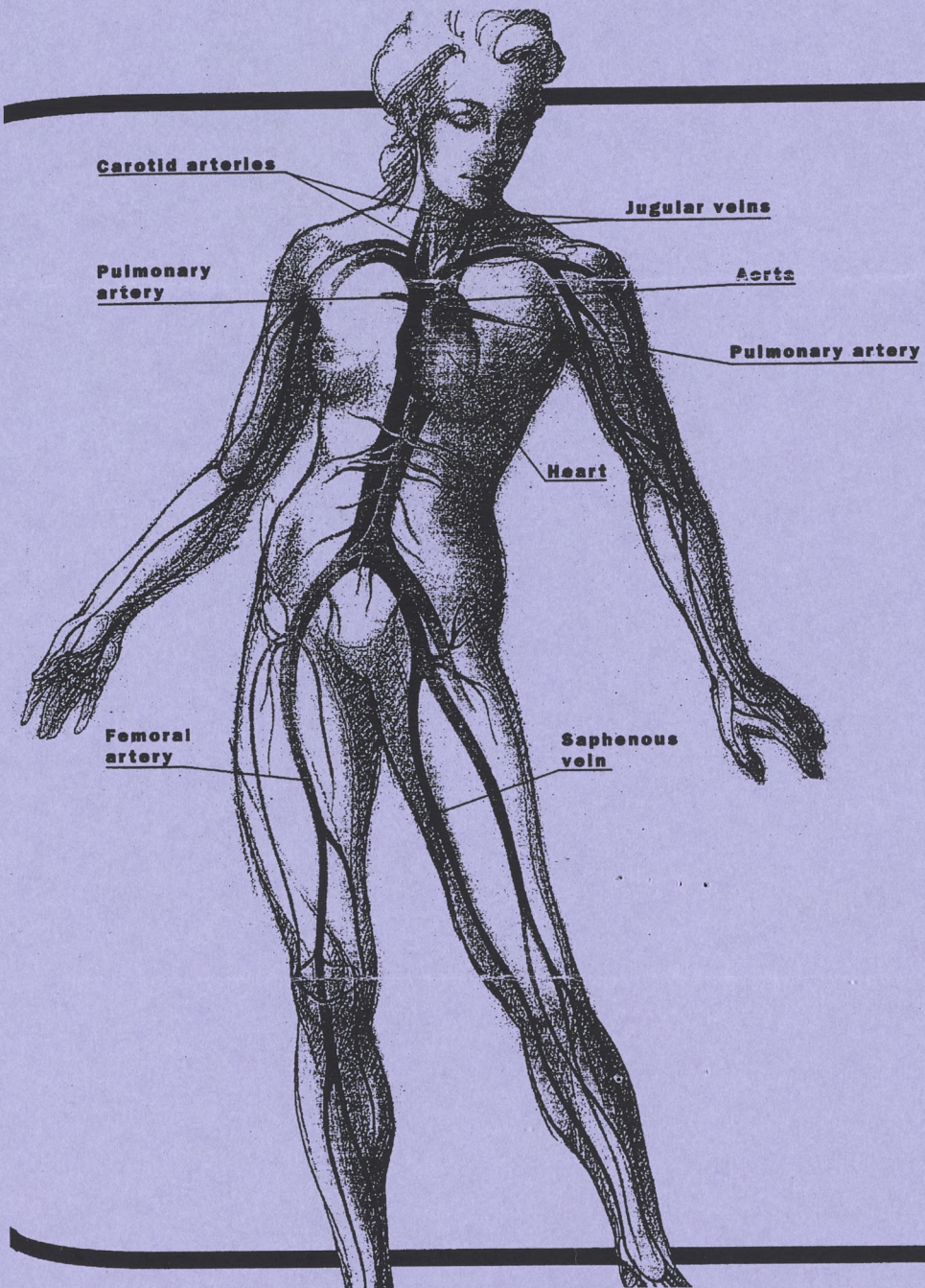
VISITOR INFO: The Women's Center (858 822-0074, women@ucsd.edu, www.ucsd.edu/women), LGBT Office (822-3493, rainbow@ucsd.edu), & Cross Cultural Center (534-9689, cccenter@ucsd.edu) are located in the University Center area of UCSD. Exit 5 at Gilman Drive. Go to the visitor's booth on Gilman Drive for a map, directions & parking permits. ♿ For specific accommodation, make contact prior to the event.



Lesbian Health

Featuring Dr. Paula Amato,

Asst Professor in Reproductive Medicine, SOM



Tuesday
December 7
Noon- 1pm
The
Women's
Center

Current Assessment and Directions for the Future



The Women's Center is located at Bldg 407, University Center, near the Cashier's Office and ERC. Contact the WC at 858 822-0074 or e-mail women@ucsd.edu If you need specific accommodation, please contact us prior to the event.

Robert C. Dynes
Chancellor
cordially invites you to attend the

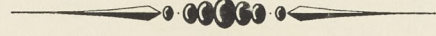
*Equal Opportunity/Affirmative Action
and Diversity Awards Ceremony*

Tuesday, December 7, 1999
2:00 p.m. - 3:30 p.m.
Institute of the Americas, Auditorium

Reception immediately following the ceremony

*Members of the campus community will be honored who have made noteworthy
contributions to the UCSD community and work force in the areas of
equal opportunity, affirmative action, and diversity during the period of
November 1, 1998 through October 31, 1999.*

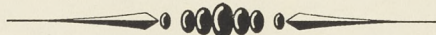
*Please RSVP with response card to:
Equal Opportunity/Staff Affirmative Action,
Mail code 0923
By Monday, November 29, 1999.*



*We wish to acknowledge
the many individuals and groups
both faculty and staff at*

*UCSD who have demonstrated their support
of equal opportunity, affirmative action, and
diversity throughout the past year.*

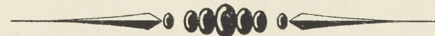
*Your continued commitment to
equal opportunity, affirmative action, and diversity
is appreciated.*



Nineteen Hundred and Ninety-Nine

*University of California,
San Diego*

**Equal Opportunity/
Affirmative Action
& Diversity
Awards Ceremony**



December 7, 1999
2:00 p.m. to 3:30 p.m.
Institute of the Americas – Auditorium



**Equal Opportunity/Affirmative Action & Diversity
Award Ceremony Program**

Welcome Paula Doss
Director, Equal Opportunity/Staff Affirmative Action

Introduction Rogers Davis
Assistant Vice Chancellor - Human Resources

Remarks Robert C. Dynes
Chancellor

Campus-Wide Nomination Awardees
presented by Chancellor Dynes

Renee Barnett -Terry

Chairs of Staff Associations

Lupe J. Cook

Diversity Education Training Team

Environment, Health and Safety Department

Preuss School Start Up Team

Abraham Rothman

Mort Shayegan

Delia H. Talamantez

UCSD Cancer Center Community Outreach Department

Vice Chancellor Recognition Presentations

Graduate School of International Relations and Pacific Studies
presented for Academic Affairs by
Senior Vice Chancellor Marsha A. Chandler

Donald A. Larson
presented for Business Affairs by
Vice Chancellor Steven W. Relyea

Marlene D. Shaver
presented for External Relations by
Vice Chancellor James M. Langley

Ann Briggs Addo
presented for Resource Management and Planning by
Vice Chancellor John A. Woods

Lydia Ikeda
presented for Health Sciences by
Interim Vice Chancellor David N. Bailey

Stephen J. Lopez
presented for Health Sciences by
Interim Vice Chancellor David N. Bailey

Andrew G. Dickson
presented for Marine Sciences by
Vice Chancellor Charles F. Kennel

Office of Admissions and Outreach
presented for Student Affairs by
Vice Chancellor Joseph W. Watson

Closing Remarks Paula Doss

Reception to Follow

Prince Myshkins at the Che Cafe!

Come out against
Proposition 21
(Juvenile Justice
Initiative) &
Proposition 22
(Knight Initiative)

This Wednesday,
Dec. 8th 5-8 p.m.



Please bring a
vegetarian or vegan
dish, chips, etc.

www.NoOnKnight.org

It's divisive. It's intrusive. It's unfair.



Sun	Mon	Tue	Wed	Thu	Fri	Sat
Student Alliance for Fairness and Equality, UCSD						
<h1>January 2000</h1>					Ongoing Events: Tabling Voter Reg Education Panels	1
						66
2	3	4	5	6	7	8
65	64	63	62	61	60	59
9	10	11	12	13	14	15
58	57	56	55	54	53	52
16	17	18 No on Knight Rally @ Price Center 12 pm	19	20	21	22
51	50	49	48	47	46	45
23	24 SAFE Presents: "The Wedding" @ Price Center, 12 pm	25	26 Faculty and Staff Lunch Series: Prop 22 @ Women's Center 12-1:30	27	28	29
44	43	42	41	40	39	38
30	31					
37	36					

Sun	Mon	Tue	Wed	Thu	Fri	Sat
Student Alliance for Fairness and Equality, UCSD						
<h1>February 2000</h1>					Ongoing Events: Tabling Voter Reg Education Panels	
		1	2	3	4	5
		35	34	33	32	31
6	7	8	9	10	11	12
30	29	28	27	26	25	24
13	14	15	16	17	18	19
23	22 SAFE Presents: "Gaylandia" @ Price Center, 12 pm.	21 Lesbian Wedding 12 pm @ Price Center	20	19	18	17
20	21	22	23	24	25	26
16	15	14	13	12	11	10
27	28	29				
9	8	7				

Sun	Mon	Tue	Wed	Thu	Fri	Sat
Student Alliance for Fairness and Equality, UCSD						
<h1>March 2000</h1>					Ongoing Events: Tabling Voter Reg Education Panels	
			1	2	3	4
			6	5	4	3
5	6 No on Knight Rally Price Center, 12 pm	7	8	9	10	11
2	1	0				
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

CHRISTMAS SIN
FRONTERAS



RAINBOW PARTY & TOY DRIVE

12•17•99
9pm



3909 CENTRE STREET
INFO (619) 233-9309
BRING A TOY - WIN A PRIZE!



IN ASSOCIATION WITH
UCSD MEChA & QPOC@UCSD

Queer Calendar Winter 2000



ON GOING MEETINGS:

- LGBTAs Mondays 7:00 - 6SA
- QPOC Wednesdays 6:00 - CCC
- Men's Peer Counseling
- Women's Peer Group - Tuesdays 7:00 - LGBT RO
- Youth Conference Committee - Wednesdays 5:00 - LGBT RO
- SAFE - Wednesdays 7:00 - LGBT RO
- Bar Voter Registration Call Sheri 291-1886
- CACLBGTI - 3rd Thursdays of the month
- Umbrella Group - 2nd Monday - 12:00 - LGBT RO

Week	Event
Two	Tuesday Jan. 18 th : SAFE Rally, PC Plaza
Three	Friday Jan. 21 st : LGBTAs Dance, 9pm Pub
	Wednesday Jan. 26 th : Prop 22 Info Session, 12:00 Women's Center
	Thursday Jan. 27 th : "Have You Ever Wondered?" LGBT/Women's Issues, 4-6 CCC
	Thursday Jan. 27 th : Watergypsies, 9pm Pub
	Friday Jan. 28 th : Lauren Crux - On Being Cool, 8pm Mandeville Center Recital Hall
Four	Wednesday Feb. 2 nd : Antonia Chau - Taiwan's Lesbian Identities, 4-6 Women's Center
	Thursday Feb. 3 rd : Yvonne Welbon, Screening "Living with Pride: Ruth Ellis at 100", 7pm Visual Arts
Five	Friday Feb. 4 th : LGBT Shabbat, 7pm Women's Center
	Friday Feb. 11 th to Saturday Feb. 13 th : Gayz into the Millennium - UCLGBTAs Conference at UC Davis
Six	Tuesday Feb. 15 th : Lilith and Kathryn Get Married, 12:00 PC Plaza
Seven	Wednesday Feb. 23 rd : Divas in Denial V,
	Thursday Feb. 24 th : Wall of Awareness & Silent Speak out: Prejudice and Racism @UCSD, 4-6pm CCC
	Thursday Feb. 24 th : Workshop for Scholarships 12-1:30 PC - Gallery B
	Friday Feb. 25 th : LGBTAs Dance, Pub 9pm-1am
Eight	Wednesday March 1 st : Workshop for Scholarships 12-1:30 PC - Gallery B
Nine	Monday March 6 th : No on Knight Rally, 12 PC plaza
	Monday March 6 th : Martin Manalansan, - Filipino Gay Men
Ten	Tuesday March 14 th : Workshop for Scholarships 2:30-3:30 PC - Gallery B

LGBTQ Resource List

LGBT Resource Office:

Location: Building 201 (same as Financial Aide), Corner of Gilman and Myers;
858.822.3493; rainbow@ucsd.edu; <http://orpheus.ucsd.edu/caclgbi>

CACLBGTI:

(Chancellor's Advisory Committee on Lesbian, Gay, Bisexual and Transgender Issues) <http://orpheus.ucsd.edu/caclgbi>

LGBT A:

(Lesbian, Gay, Bisexual, Transgender Association)

Location: Student Center "A", Second Floor; 858.534.6AYS;
ucsdlgba@sdcc13.ucsd.edu; <http://sdcc13.ucsd.edu/~ucsdlgba/>

QPOC:

(Queer People of Color)

Location: Cross Cultural Center; QPOCucsd@yahoo.com

SAFE:

(Students Alliance for Equality)

SAFE_ucsd@hotmail.com

CCC:

(Cross Cultural Center)

Location: CCC Building off Lyman Lane; 858.534.9689; ccccenter@ucsd.edu;
<http://orpheus.ucsd.edu/ccc/>

Women's Center:

Location: Building 407, ERC campus; 858.822.0074; women@ucsd.edu;
<http://www.ucsd.edu/women>

Student Alliance for Fairness and Equality

MEDIA ADVISORY

Contact: 619-640-7024

Heather Flowe

For Immediate Release

January 11, 2000

STUDENTS RALLY AGAINST THE JUVENILE JUSTICE AND KNIGHT INITIATIVES

(La Jolla, CA) – The Student Alliance for Fairness and Equality, a new state-wide movement formed by university students to combat Propositions 21 and 22, will be holding a rally on January 18, at 12:00 noon. Students from the University of California, San Diego (UCSD), and San Diego community activists from organizations such as Californians for Justice and Californians for Fairness will be present. The rally will be held at the UCSD Price Center Plaza, which is located at the corner of Meyers Drive and Lyman Lane, central UCSD campus.

Proposition 21, or the Juvenile Justice Initiative, if approved, would make hundreds of drastic changes to the law, primarily designed to incarcerate more juveniles for longer periods of time. “The juvenile ‘injustice’ initiative is a reckless attempt to control juvenile crime by treating youth offenders as adults,” said Trisha Chung, who plans on attending the rally and who is also a member of Educate Don’t Incarcerate. Chung added, “This initiative does not set aside money for rehabilitation. Instead, it expands the three strikes law and the death penalty, and removes confidentiality rules, permitting young offenders to be labeled criminals for life.”

Proposition 22, also known as the Knight Initiative, states “Only marriage between a man and a woman is valid or recognized in California.” California currently recognizes all marriages legally contracted in other states. If Knight passed, California would not recognize gay marriages, should they become legal in other states. “Someone you know—a neighbor, a co-worker, or even a loved one—is gay or lesbian,” said Heather Flowe, a member of the Student Alliance for Fairness and Equality. “This intrusive and unfair initiative destroys families. The Knight Initiative could be used to challenge local anti discrimination ordinances; it could take children away from their parents; it could prevent a person from seeing their loved one in the hospital,” Flowe added.

Organizers say the event will kick off efforts to register voters and educate the student body about both of the initiatives.

University of California, San Diego
Student Alliance for Fairness and Equality, 077
9500 Gilman Drive
La Jolla, Ca 92093-0077

Hate at UCSD ?!

**"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."
--UCSD Principles of Community**

A **Hate Crime** is an act of hostility or violence committed against a person or group because of their race, ethnicity, gender, age, disability, sexual orientation, religion, or political beliefs.

A **Biased Motivated Incident**, such as non-threatening name-calling and hate-mail, may not constitute a crime, but is against the UCSD Principles of Community.

Prejudice is an unjustified negative opinion toward a person based on stereotypes. Prejudice contributes to a hostile environment for many students.

Participate in the Hate Free Campus Campaign

Make a Difference!



Coordinated by
**Student Affirmative Action
and Human Relations Program**
A PROGRAM OF STUDENT AFFAIRS

858-534-6708
equity@ucsd.edu
<http://ugr8.ucsd.edu/equity>



Hate-Free Campus Campaign Events Calendar

For latest updates visit the SAA&HRP website, click on Hate-Free Campaign
<http://ugr8.ucsd.edu/equity> or call 858/534-6708

Winter Quarter - 2000

Wed., January 12, 12-1:30pm, Cultural Unity Day of Awareness (CUDA), Library Walk - Tabling of cultural organizations, Music Contact Cross-Cultural Center, Juan Astorga, 858/822-2021

Fri., Jan. 14, 6pm Black/Jewish Relations Shabbat, International Center - Service 6; dinner-7; speaker-8, Dennard Clendenin Contact Hillel, Michael Rabkin, 858/534-2521

Tues., January 18, 11:30 - 2pm, The Diversity Council Town Hall Meeting, Price Center Ballroom, Contact Chancellor's Office, Irma Martinez, 858/534-6862

Wed., January 19, 12-1:30pm, Video - *Campus Culture Wars* (86 minutes), Old Student Center Building B, Conference Room Contact SAA&HRP, Gary Anderson, 858/534-6951

Thurs., January 20, 6pm, Hate-Free Campus Campaign Open Student Forum, Cross-Cultural Center, Contact Associated Students, Rosaline Chan, 858/534-0476

Fri., January 21, 12-1:30pm, Video - *Fear and Learning at Hover Elementary* (52 minutes), Old Student Center Building B, Conference Room Contact SAA&HRP, Gary Anderson, 858/534-6951.

January 24-28, Race Unity Week at UCSD, Various Events on Campus, Panel Discussions. Sponsored by Students for Justice and Equity and The Baha'i Club. Contact Baha'i Club, Omid Ghaemmaghami, 858/558-8220 or Sam Shoostary (SJE) 619/993-3855.

Wed., January 26, 12-1:30pm, Video and discussion - *This Little Utopia* (35 minutes) Old Student Center Building B, Conference Room, Contact SAA&HRP, Gary Anderson, 858/534-6951.

Fri., January 28, 12-1:30pm, Video and discussion - *Crimes of Hate*, Old Student Center Building B, Conference Room, Contact SAA&HRP, Gary Anderson, 858/534-6951.

Tues., February 1, 4-6pm, Hate Crimes Workshop, Cross-Cultural Center, Morris Cassudo, Regional Director, Anti-Defamation League, Contact Student Legal Services, Gabriella Juarez, 858/822-2143

Thurs., February 17, 4-6pm, Cross-Cultural Center, Film Screening and Discussion, Sergeant Rutledge, Dennard Clendenin facilitator, Contact Cross-Cultural Center, Edwina Welch, 858/822-0171

Thurs., February 24, 4-6pm, Cross-Cultural Center "Hear Me: A Silent Speak Out Against Prejudice and Racism at UCSD" CCC, Edwina Welch, 858/822-0171 and Associated Students, Rosaline Chan 858/534-0476

Spring Quarter - 2000

**A Hate-Free Campus Campaign Proclamation Event, April 26, 2000 (date to be confirmed)
Rally (near RIMAC) at 4:30 followed by Edward James Olmos at 7pm, RIMAC**

- The Mayor of San Diego, Susan Golding will proclaim this day "UCSD Hate-Free Campus Day". (City of San Diego, Human Relations Commission) (to be confirmed)
- Students will assemble the Unity in Diversity art project (SAA&HRP)
- Children's Drama Troupe (The Office of Religious Affairs)
- Rap performance by Veejae and Dudley (SAA&HRP)
- Gay Men's Choir (LGBT Resource Office)
- Sidewalk art, Poway High School (Office of Religious Affairs)
- Unity March
- Edward James Olmos will speak on diversity issues (ASUCSD).

For latest updates visit the SAA&HRP website, click on Hate-Free Campaign
<http://ugr8.ucsd.edu/equity> or call 858/534-6708



Hate-Free Campus Campaign

Slogan Contest

"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."

– UCSD Principles of Community

The Student Affirmative Action and Human Relations Program (SAA&HRP) is kicking off a Contest within all UCSD's student organizations. This contest will promote a **hate free zone** that fosters respect of all people, and says "NO" to hate crimes, bias-motivated incidents and prejudice at UCSD.

To enter, create a slogan to represent the Hate-Free Campus Campaign. Contestants must turn in a one page Essay that explains what their Slogan means, why it would help to build bridges between people of all backgrounds, and how it supports the UCSD Principles of Community.

**The Prize for the Best Slogan will be a
\$100.00 gift-certificate
for the UCSD Bookstore**

All contest entries must be turned in by **March 10, 2000**. Turn in all entries at the SAA&HRP Offices, Old Student Center, Building "B", Room 104.

THE UCSD PRINCIPLES OF COMMUNITY

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 principles¹.

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. 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.



Student Affirmative Action & Human Relations Program

A PROGRAM OF STUDENT AFFAIRS
University of California, San Diego
La Jolla, California 92093-0362

(858) 534-6708
(858) 534-6360 (fax)
equity@ucsd.edu

"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. -- UCSD Principles of Community

Connecting Communities for a Hate-Free Campus Campaign

The UCSD community responds to the increasing acts of violence and expressions of hate in our campus, local, and national communities. Incidents born of racism, anti-Semitism, homophobia, and prejudice against People with Disabilities, women or other targeted groups will not be tolerated at UCSD.

The Student Affirmative Action and Human Relations Program (SAA&HRP) is coordinating a *"Hate-Free Campus Campaign"*. This is in collaboration with the Associated Students, the Cross Cultural Center, the Office of Religious Affairs, Office for Students With Disabilities, SOLO student organizations, Student Legal Services, the 5 colleges and various academic departments.

This is an opportunity for us to build a community that says "NO" to hatred, bigotry and prejudice. You can participate!

- ◆ **Short educational sessions** are available for your student organization, staff or group meetings to learn the Human Relations issues on campus. Find out how you can participate in the campaign. Call Adam Jeffers or Sam Shooshtary, 822-3563.
- ◆ **A variety of educational activities** will be offered throughout the academic year. See our website for latest updates. Included are a video series, performances, open forums, workshops and speakers.
- ◆ **Student Groups will create a Unity in Diversity art project** during Winter quarter and assemble it on Hate-Free Campus proclamation day in Spring Quarter. It will be displayed at various locations on campus. Next Fall quarter it will travel to different UC campuses.
- ◆ **A Hate-Free Campus Campaign Proclamation Event**, Monday, April 24, 2000. Rally 4:30, near RIMAC, followed by Edward James Olmos at 7:00pm RIMAC
- ◆ **A video documenting hate problems and solutions on campus** will be produced as part of the *Hate Free Campus Campaign*. This will be a collaborative effort with SAA&HRP staff, film students and faculty. Call Gary Anderson or Diana Cotero, 534-6951.

For information please contact Julia Adame, Director of Student Affirmative Action & Human Relations Program, jadame@ucsd.edu

<http://ugr8.ucsd.edu/equity>

Hate-Free Campus Campaign Events Calendar

For latest updates visit the SAA&HRP website, click on Hate-Free Campaign
<http://ugr8.ucsd.edu/equity> or call 858/534-6708

Winter Quarter – 2000

Educational sessions on Human Relations Issues (hatred, bigotry and prejudice) and the Hate-Free Campus Campaign SAA & HRP staff are available for 15 minute (or longer) presentations for student organizations, college groups, academic departments and central offices. Please call Adam Jeffers or Sam Shooshtary 858/822-3563 to schedule a session.

Friday, January 14, 6pm Black/Jewish Relations Shabbat
International Center – Service 6; dinner-7; speaker-8, Dennard Clendenin
Contact Hillel, Michael Rabkin, 534-2521

Tuesday, January 18, 11:30 - 2pm, The Diversity Council Town Hall Meeting,
Price Center Ballroom, Contact Chancellor's Office, Irma Martinez, 534-6862

Wednesday, January 19, 12-1:30pm, Video - *Campus Culture Wars* (86 minutes), Old Student Center Building B, Conference Room Contact SAA&HRP, Gary Anderson, 534-6951

Friday, January 21, 12-1:30pm, *Fear and Learning at Hover Elementary* (52 minutes), Old Student Center Building B, Conference Room Contact SAA & HRP, Gary Anderson, 534-6951.

January 24-28, Race Unity Week at UCSD, Various events on campus, panel discussions. Students for Justice and Equity, Bahai Club. Contact Sam Shooshtary, 619/993-3855.

Wednesday, January 26, 12-1:30pm, Video and discussion - *This Little Utopia* (35 minutes) Old Student Center Building B, Conference Room Contact SAA&HRP, Gary Anderson, 534-6951.

Friday January 28, 12-1:30pm, Video and discussion - *Crimes of Hate*, Old Student Center Building B, Conference Room Contact SAA&HRP, Gary Anderson, 534-6951.

Tuesday, February 1, 4-6pm, Hate Crimes Workshop, Cross Cultural Center, Morris Casuto, Regional Director, Anti-Defamation League,
Contact Student Legal Services, Gabriella Juarez, 822-2143.

Thursday, February 10, 7-9pm, Hate-Free Campus Campaign Student Roundtable Cross Cultural Center, Contact Associated Students, Rosaline Chan, 534-0476

Thursday, February 24, 4-6pm, Cross Cultural Center
Hear Me: A Silent Speak Out Against Prejudice and Racism at UCSD
Contact CCC, Edwina Welch, 822-0171 and Associated Students, Rosaline Chan 534-0476

Monday, April 24, A Hate-Free Campus Campaign Proclamation Event - Rally 4:30, near RIMAC, followed by Edward James Olmos at 7:00pm RIMAC

<http://ugr8.ucsd.edu/equity>

UCSD

Campus Notice

University of California, San Diego

OFFICE OF THE CHANCELLOR

February 19, 1999

ALL AT UCSD

SUBJECT: Reaffirmation of University of California, San Diego's Equal Employment Opportunity Policy

As Chancellor and Chief Diversity Officer, I am taking this opportunity to reaffirm UCSD's commitment to equal employment opportunity and affirmative action. UCSD's policy governing nondiscrimination in employment requires us to assure that all personnel actions, including recruitment, hiring, promotion, transfer, training, career development, layoff, and termination of both faculty and staff at the University are made in a fair and impartial manner. Please refer to the Nondiscrimination Statement for a summary of governing regulations and faculty/staff grievance policies on the reverse side of this notice. I strongly support this policy and reaffirm that fair employment practices will be implemented throughout all human resources activities at UCSD.

The Staff Affirmative Action Vice Chancellor Working Group, which has a representative from each Vice Chancellor/Director area, continues to meet regularly to develop action plans and to ensure that the nondiscrimination policy is disseminated to UCSD employees. These action plans, incorporated in the Staff Affirmative Action Plan, will be published in the Spring of 1999.

Relevant policies, such as the equal employment opportunity policy and affirmative action programs, will continue to be discussed in the Supervisory Training Laboratory and the New Employee Orientation sessions. Furthermore, UCSD will continue to distribute its nondiscrimination statement widely to all recruitment sources.

While all managers and supervisors are responsible for implementing the Affirmative Action Plan, responsibility for overseeing the implementation of staff and academic Affirmative Action Plans, including program accessibility for persons with disabilities, has been assigned as follows:

- ❖ Marsha A. Chandler, Senior Vice Chancellor - Academic Affairs, Academic Affirmative Action Coordinator, and Section 504 Coordinator for Faculty, 105 University Center, Mail Code 0001, (619) 534-3130
- ❖ Joseph W. Watson, Vice Chancellor - Student Affairs and Section 504 Coordinator for Students, 112 University Center, Mail Code 0015, (619) 534-4370
- ❖ Steven W. Relyea, Vice Chancellor - Business Affairs, Staff Affirmative Action Coordinator, and Section 504 Coordinator for Staff, 110 University Center, Mail Code 0007, (619) 534-3390
- ❖ Paula C. Doss, Director of Human Resources for Equal Opportunity/Staff Affirmative Action, 10280 N. Torrey Pines Road, Suite 370, Mail Code 0923, (619) 534-3694
- ❖ Jonathan L. Welch, Director, Office of Academic Affirmative Action, 402 University Center, Mail Code 0029, (619) 534-4497
- ❖ Barry J. Niman, Employee Rehabilitation Manager - Human Resources and ADA Title II Coordinator, 10280 N. Torrey Pines Road, Suite 348, Mail Code 0944, (619) 534-6743

If the UCSD equal employment opportunity and affirmative action program is to be a success, it will require ongoing commitment on the part of everyone. Please join me in supporting our commitment to equal employment opportunity and affirmative action at UCSD.

Robert C. Dynes
Chancellor

See Reverse

February 19, 1999

University of California Nondiscrimination and Affirmative Action Policies

It is the policy of the University not to engage in discrimination against or harassment of any person employed by or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a Vietnam-era veteran or special disabled veteran. This policy is intended to be consistent with the provisions of applicable State and Federal laws and University Policies.

Consistent with its status as a Federal contractor, the University undertakes affirmative action for minorities and women, for persons with disabilities, and for Vietnam-era and special disabled veterans.

Applicable UCSD Faculty and Staff Grievance Policies:

Faculty Grievance Policies

- ❖ Bylaws of the San Diego Division of the Academic Senate (Section 230, Privilege and Tenure)
- ❖ PPM Section 230-5, Personnel - Academic, "Non-Senate Academic Appointees/Grievances"
- ❖ APM Section 015, General University Policy Regarding Academic Appointees, "Faculty Conduct and the Administration of Discipline, including the Faculty Code of Conduct"
- ❖ APM Section 140, General University Policy Regarding Academic Appointees, "Non-Senate Academic Appointees/Grievances"
- ❖ Memorandum of Understanding, University of California and University Federation of Librarians University Council - American Federation of Teachers, Professional Librarian Unit, Article XXIV, Grievance Procedure
- ❖ Memorandum of Understanding, University of California and University Council - American Federation of Teachers, Non-Senate Instructional Unit, Article XXXIII, Grievance Procedure

Staff Grievance Policies

- ❖ Administrative & Professional Staff, Policy 190, Grievances
- ❖ Staff Personnel Policy, Policy 280, Grievance Procedure and Policy 290, Administrative Review Procedure
- ❖ UC Personnel Policies for Staff Members, Policy 70, Complaint Resolution
- ❖ UC Personnel Policies for Staff Members - Senior Management Group, Policy II-70, Resolution of Concerns
- ❖ International Union of Operating Engineers (IUOE) Contract, Article 22, Grievance Procedure
- ❖ American Federation of State, County and Municipal Employees (AFSCME) Contracts
 - ❖ Service Unit, Article 6, Grievance Procedure
 - ❖ Patient Care Technical Unit, Article 6, Grievance Procedure
- ❖ Coalition of University Employees (CUE), use terms and conditions of employment as found in Clerical and Allied Services Unit, Article 6, Grievance Procedure
- ❖ University Professional and Technical Employees (UPTE-CWA), Article 9, Grievance Procedure
- ❖ California Nurses Association (CNA) Contract, Article 26, Grievance Procedure