



**LGBT CAMPUS
HISTORICAL
COLLECTION**

1995-96 General

1995-96 Clippings

VIII



**LGBT CAMPUS HISTORICAL
COLLECTION AND PROJECT**

UNIVERSITY OF CALIFORNIA, SAN DIEGO

1995–96 General Materials

GETTING IN TOUCH . . .

- ▼ LESBIAN, GAY, & BISEXUAL ASSOCIATION
Student Center A, Room 206 534-4297
Mail Code: 0078, Box B-18

- ▼ LESBIAN, GAY, & BISEXUAL PEER
COUNSELING PROGRAM 534-3987
Contact: David Blasband
Mail Code: 0422
E-mail address: dblasband@ucsd.edu

- ▼ LESBIAN SUPPORT GROUP 534-7117
Contact: Mollie Martinek
Mail Code: 0069
E-mail address: mmartinek@ucsd.edu

- ▼ QUEER UNIVERSITY EMPLOYEES 534-8164
Contact: Paul Harris
Mail Code: 0175-L
E-mail address: pharris@ucsd.edu

- ▼ UCSD MEDICAL CENTER BISEXUAL,
LESBIAN, & GAY NETWORK 543-6798
Contact: Patrick Dowd
Mail Code: 8320
E-mail address:
PRD%UCSDMC.BITNET@
UCSDmvs.a.ucsd.edu

- ▼ THE UMBRELLA GROUP 534-1231
Contact: John White
Mail Code: 0915
E-mail address: jwhite@ucsd.edu

- ▼ CHANCELLOR'S ADVISORY COMMITTEE
ON LESBIAN, GAY, & BISEXUAL ISSUES 622-5884
Contact: Sarah Archibald
Mail Code: 0949
E-mail address: sarchibald@ucsd.edu

- ▼ UC LESBIAN, GAY, & BISEXUAL ASSOCIATION 622-5884
Contact: Sarah Archibald
Mail Code: 0949
E-mail address: sarchibald@ucsd.edu

- ▼ UCSD INFOPATH
URL: <http://Infopath.ucsd.edu/CACLGBI>

FEBRUARY, 1995

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


RESOURCE GUIDE

for

**Lesbian
Gay
Bisexual**

**Students
Staff &
Faculty**

University of California,
San Diego



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

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

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

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

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

About This Guide

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



For Students

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

LESBIAN, GAY, & BISEXUAL PEER COUNSELING PROGRAM - provides individual counseling, weekly drop-in support groups for women and men, and interactive workshops to diverse student, staff and faculty audiences.

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



For Staff & Faculty


LESBIAN SUPPORT GROUP - meets weekly for lunch on campus to discuss politics, books and other topics, and organizes social events. All women are welcome.

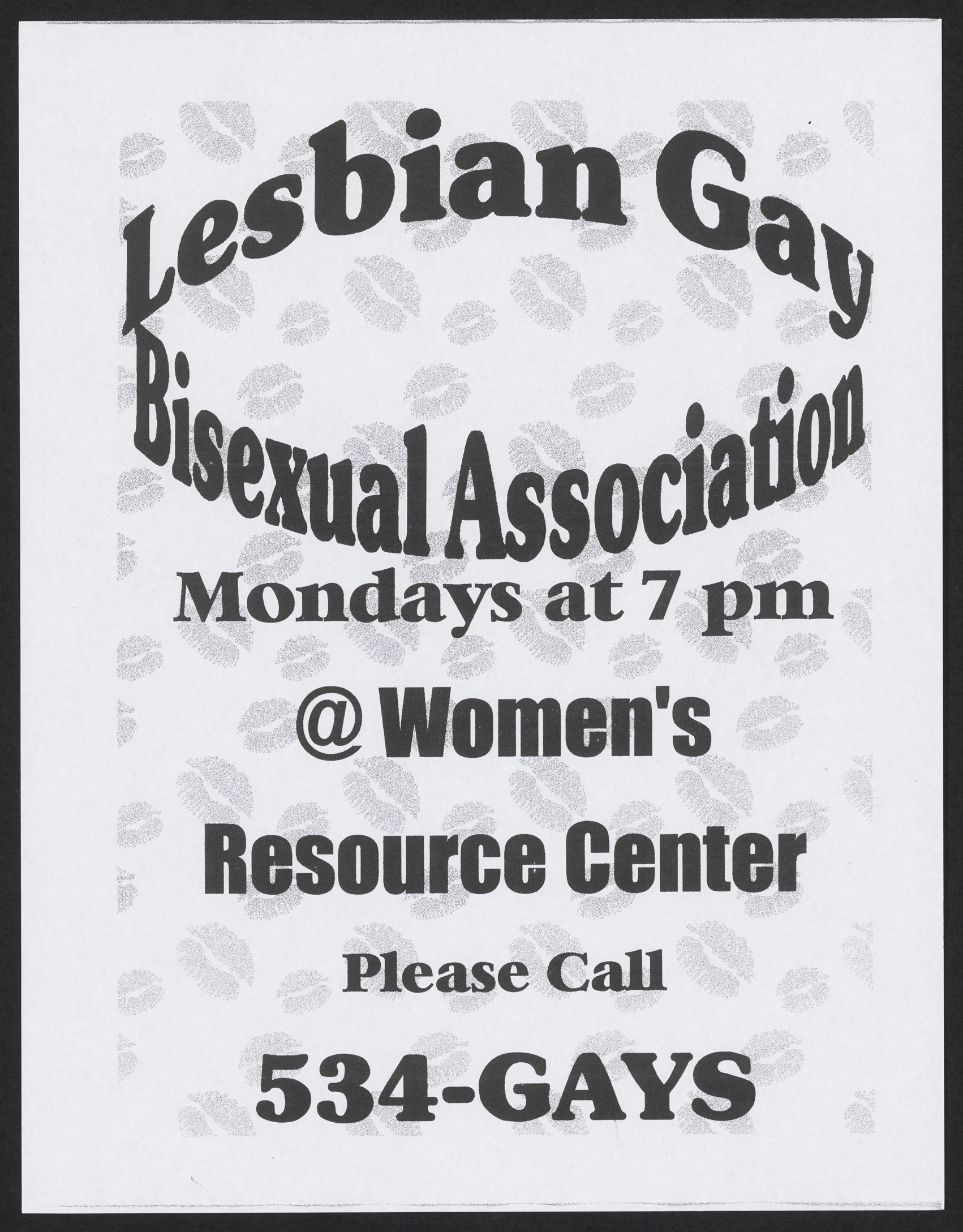
QUEER UNIVERSITY EMPLOYEES - a diverse group focused on political issues concerning UCSD employees; primarily responsible for establishment of the Chancellor's Advisory Committee on Lesbian, Gay, & Bisexual Issues.

UCSD MEDICAL CENTER BISEXUAL, LESBIAN, & GAY NETWORK - a social and educational network seeking to provide a safe, comfortable place for employees to be themselves.

UMBRELLA GROUP - a registered staff association serving as a clearinghouse for the autonomous staff and faculty subgroups, acting as a link for information, joint projects and events.

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





**Lesbian Gay
Bisexual Association**

Mondays at 7 pm

@ Women's

Resource Center

Please Call

534-GAYS

(B)

The Student Affirmative Action and Human Relations Programs serves as a support mechanism and a vehicle through which SAA concerns are articulated, addressed, and where appropriate, resolved.

The major program components include:

• **Educational Programming**

The SAA & HRP department strives to increase the UCSD campus community's awareness of, and sensitivity to, issues of multiculturalism. This is accomplished through workshops, discussion groups, and other presentations.

• **Advocacy**

The SAA & HRP office serves on various campus committees to advocate for the needs and concerns of SAA students on a variety of issues.

• **Student Affirmative Action Committee (SAAC)**

SAAC is a student advisory body to the Vice Chancellor of Student Affairs in the implementation of SAA goals and objectives, and discusses issues relevant to SAA populations. SAAC is composed of representatives from the African-American Student Union, Asian-Pacific Islander Student Alliance, Disabled Students Union, Kaibigang Pilipino, Movimiento Estudiantil Chicano de Aztlan, Native American Student Alliance, and the Women's Resource Center

• **SAA & HR Interns**

These paid student positions serve to assist SAA & HRP in its programming and research efforts, and in examining issues relevant to SAA students on campus.

• **Complaint Report/Resolution Center**

Students may report incidents of racial insensitivity and discriminatory practices. Receiving reports on such cases allows SAA & HRP to track incidents, identify problem areas on campus, and concentrate educational activities where appropriate.

Student Affirmative Action and Human Relations Programs

Program Brochure



For more information, contact:

Edward Lopez, Director
Student Affirmative Action and Human Relations Programs
Student Center B, 1st floor
9500 Gilman Drive, mail code 0362
La Jolla, CA 92093-0362
(619) 534-6708 ph, (619) 534-6360 fax

(B)

One of the primary goals of the Student Affirmative Action and Human Relations Programs (SAA & HRP) is to increase multicultural awareness and understanding on campus. Take a moment to answer the following questions:

- Do you feel comfortable discussing issues of diversity?
- Do you feel educated enough about the various aspects of multiculturalism?
- Do you know relevant statistics/information regarding ethnic diversity at UCSD?
- Do you work in an environment where people of different backgrounds feel valued and respected?

If the answer to any of these questions is "no," then you may want to consider one of the following programs by SAA & HRP. These programs are designed to provide a comfortable environment in which to discuss and learn about diversity issues relevant to the UCSD community.

The duration of these programs is from one to two hours, depending on the specific needs of your group. However, we can also facilitate half-day or day-long workshops for a more comprehensive training program.

We also develop customized programs to meet your specific needs in regards to diversity education. In addition, the office maintains videos, interactive games, and written resources which may be used to further discussion on these important topics.

- For more information on diversity training programs, contact:
Corinne Maekawa, Program Representative
SAA & HRP, 534-6708

Exploring Human Diversity

This is our basic program on developing multicultural awareness. Why is it important to acknowledge and value differences? This interactive program will allow us to explore our own backgrounds and biases, and learn a little bit about the uniqueness within all of us. We will discuss concepts such as "reverse discrimination," "political correctness," and explore definitions of race, culture, and ethnicity.

Ethnic Diversity at UCSD

How many students of color attend UCSD? What are the issues that face the underrepresented populations on campus? This program will provide information on the diversity of the UCSD student body, as well as help you to assess your own background and experiences in this area. Test your knowledge about ethnic diversity at UCSD!

Out of the Closet--Discussing Gay and Lesbian Issues

1 out of 10 people is gay or lesbian, yet issues surrounding sexual orientation are often uncomfortable for people to talk about, whether gay or straight. This program will provide a safe and open environment to discuss issues surrounding gays and lesbians in our society: stereotypes, "coming out," families & friends, and homophobia/heterosexism, particularly in the college environment.

Multiculturalism and Student Leadership

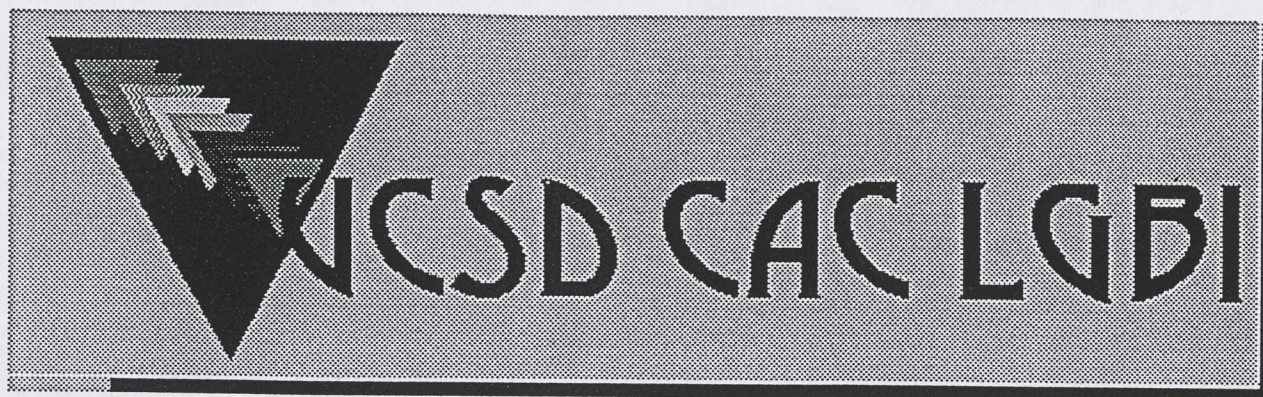
This program is designed for the student leader who has ever asked "What can I do to make a difference?" We will explore "majority" and "minority" student development, and discuss ways for you to be more inclusive. Participants will also review case studies and leave with practical solutions designed to work within your specific organization.

What is "Affirmative Action?"

Affirmative Action is one of the most debated issues today, but also often misunderstood. -What constitutes "affirmative action?" Do you know what UCSD's affirmative action policies are? We will provide basic information about affirmative action at UCSD, as well as discuss the recent UC Regents decision and its implications for the future.

Beyond PC

"Political correctness" is a charged term in the debate on multiculturalism, and often scares people from discussing the real issues at hand. This program will allow participants to examine their true feelings on "PC" issues, such as free speech, language use, and stereotypes. Come with an open mind and willing to take risks!



The University of California Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues

A UCSD-wide information service from the CAC LGBTQ membership

UCSD Resource Guide for Lesbian, Gay, Bisexual, and Queer Students, Staff, and Faculty and their Colleagues

About the CAC LGBI

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

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

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

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

About This Web Site

This web site was developed to acquaint you with the increasing number of resources existing for the diverse needs of UCSD's lesbian, gay, bisexual, and queer communities. Active support is also available from other groups, departments, and individuals.

- For Students
- For Staff

- For Faculty
- Getting in Touch
- 1992 Campus Climate Report
- About the Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues
- Nondiscrimination and Affirmative Action

● University of California Queer Resources

- UC Lesbian, Gay, Bisexual, and Queer Servers
- UC Berkeley LGBTQ Server (The mother of all UC LGBTQ sites...)
- UC LGBA (Lesbian, Gay, and Bisexual Association)

● Other Queer Resources

The CAC LGBTQ provides these links for your information. We are not responsible for the information posted there, and cannot make any claims as to its accuracy.

- The Barnard/Columbia Women's Handbook Annotated Listing Of Feminist/Lesbian Periodicals
- Gay Youth Newsgroup
- Information about the Lesbian, Gay and Bisexual Rights Movement
- International Association of Gay (and Lesbian) Dance Clubs
- Lesbian, Bisexual, Gay & Queer Web Pages
- Partners Task Force For Gay and Lesbian Couples
- Queer BBS List
- The Queer Resources Directory
- Lycos Search: Queer

● To UCSD Infopath

LGBI BROCHURE

About the Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues (CAC LGBI)

The CAC LGBI was established and held its first meeting in the autumn of 1994. It is an administrative body comprised of students, staff, and faculty of all sexual/affectational orientations, including heterosexual, thus striving to reflect the diversity of the campus community.

The Committee is responsible for advising the Chancellor about issues of import to the lesbian, gay, bisexual, and queer communities of UCSD, such as hate crimes, discrimination, and misinformation. Monthly meetings are held to discuss these issues. Sub-committees have been formed to address specific areas of concern; they include Domestic partnership, Outreach and Education, Programming, Sexual Harrassment, and Student Concerns.

The Commettee's overriding goal is to educate and enrich the community as a whole in order to create a safer, more comfortable atmosphere at UCSD for lesbian, gay, bisexual, and queer women and men.

UCSD LGB Student Resources

Lesbian, Gay, & Bisexual Association - a student organization seeking to provide a safe environment for students to address social, educational, and political needs and interests; organizes and sponsors social events, workshops, and special events such as the LGB Awareness Week.

Lesbian, Gay, & Bisexual Peer Counseling Program - provides individual counseling, weekly drop-in support groups for women and men, and interactive workshops to diverse student, staff and faculty audiences.

The Curriculum - offers an increasing number and variety of courses addressing issues of sexual orientation, such as Gay & Lesbian Politics, Gay, Lesbian & Queer Culture, Gay, Lesbian & Queer Film, Lesbian Feminism, Queer Theory, and The Sociology of Sexuality & Sexual Identity , among others.

UCSD LGB Staff and Faculty Resources

Lesbian Support Group - meets weekly for lunch on campus to discuss politics, books and other topics, and organizes social events. All women are welcome.

Queer Uuniversity Employees - a diverse group focused on political issues concerning UCSD employees; primarily responsible for establishment of the Chancellor,s Advisory Committee on Lesbian, Gay, & Bisexual Issues.

UCSD Medical Center Bisexual, Lesbian, & Gay Network - a social and educational network seeking to provide a safe, comfortable place for employees to be themselves.

Umbrella Group - a registered staff association serving as a clearinghouse for the

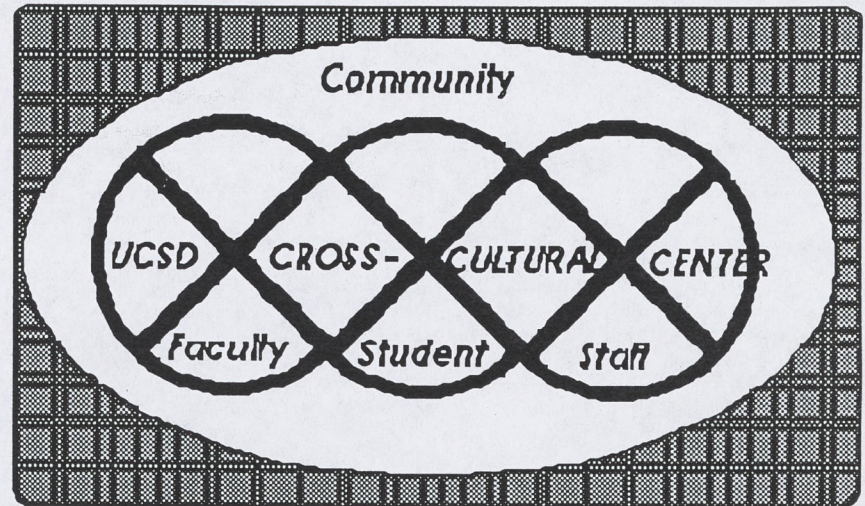
autonomous staff and faculty subgroups, acting as a link for information, joint projects and events.

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

Getting in Touch

- **Lesbian, Gay, & Bisexual Association**, Student Center A, Room ???, Mail Code: ????, ph. 534-LGBA
- **Lesbian, Gay, & Bisexual Peer Counseling Program**, Contact Person: David Blasband, Mail Code: 0422, ph. 534-3987, E-mail: dblasband@UCSD.EDU
- **Lesbian Support Group**, Contact Person: Mollie Martinek, Mail Code: 0069, ph. 534-7117, E-mail: mmartinek@UCSD.EDU
- **Queer University Employees**, Contact Person: Paul Harris, Mail Code: 0175-L, ph. 534-8164, E-mail: pharris@UCSD.EDU
- **UCSD Medical Center Bisexual, Lesbian, & Gay Network**, Contact Person: Patrick Dowd, Mail Code: 8320, ph. 543-6798, E-mail: PRD(SYSM)
- **The Umbrella Group**, Contact Person: John White, Mail Code: 0915, E-mail: jwhite@UCSD.EDU
- **Chancellor,s Advisory Committee on Lesbian, Gay, & Bisexual Issues**, Contact Person: Sarah Archibald, Mail Code: 0949, ph. 662-5884, E-mail: sarchibald@UCSD.EDU
- **UC Lesbian, Gay, & Bisexual Association**, Contact Person: Sarah Archibald, Mail Code: 0949, ph. 662-5884, E-mail address: sarchibald@UCSD.EDU
- **webmaster**: jpournelle@ucsd.edu

A



The Cross Cultural Center (CCC) is dedicated to supporting the needs of UCSD's diverse population. In collaboration with existing campus programs, the CCC's mission is to facilitate the academic success and personal development of UCSD students, faculty and staff who are members of historically underrepresented groups. The goal of the newly established center is to provide a learning, cultural and social environment in which the entire campus community feels welcome.

The vision of the Cross Cultural Center is to provide a network of services and programs for the whole campus to facilitate the discussion of issues regarding the creation of a multi-ethnic university. The Center is also committed to serving as an important link between UCSD and the surrounding San Diego community.

All members of the UCSD community are welcome and are encouraged to participate in the programs and activities of the Center.

WHEN DID THE CROSS-CULTURAL CENTER BEGIN?

The Cross Cultural Center is the realization of a proposal many years in the making. A core group of concerned students, staff and faculty recognized the need at UCSD for a support system for minority students and formed the Cross-Cultural Center Coalition. A Cross Cultural Center to support and encourage the academic and personal success of students of color was visualized as critical to this mission, and finally became a reality in the Spring of 1995.

WHAT IS OFFERED AT THE CROSS-CULTURAL CENTER?

Academic Services

- Study groups and tutorial services
- Faculty/Staff/Student mentoring programs
- Academic advising

Educational Activities

- Forum series on cross-cultural awareness
- Ethnic studies seminars
- Workshops and lectures

Cultural Activities

- Ethnic celebrations
- Exhibitions and development of multicultural art collections
- Multicultural films

Resources

- Multicultural resource library
- Resource directory and newsletter
- Centralized resources regarding multiculturalism and diversity

Facility Services

- Meeting, office and workspace for students, faculty and staff of color
- Meeting space for support groups for students of color

Community Services

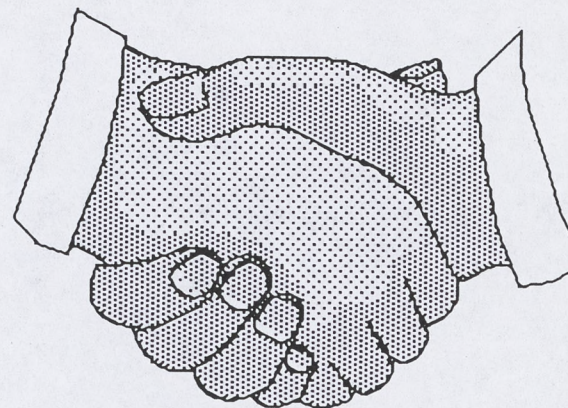
- Volunteer/internship opportunities
- Motivational seminars for high school students of color considering UCSD
- Academic and professional speakers

OPERATING HOURS

The CCC has lobby and conference room available for use. Full time staff is available from 8 a.m. to 4:30 p.m., Monday - Friday.

WHERE IS THE CROSS-CULTURAL CENTER?

The Cross Cultural Center is located across from the Visual Arts Facility on Lyman and Artists Lanes on the Eleanor Roosevelt College Campus.



Welcome To UCSD

For more information on our programs and facilities or to get involved, please call
(619) 534-9689
or
stop by to see us.

UMBRELLA GROUP SOCIAL ACTIVITIES

The Umbrella Group is the official staff and faculty association for lesbians, gays and bisexuals at UCSD. All of our events are open to staff, faculty and students regardless of one's sexual orientation. Events listed below are subject to change so please call or e-mail the contact person(s) below to verify the events.

July 27th - Thursday. Play - "A Body of Hers" 8:00PM Better Worlde Galleria 4010 Goldfinch (at Washington). Contact debi 534-1067.

August 4th - Friday. Get together at Bourbon Street bar. 6:00PM. 4612 Park Blvd.

August 10th - Thursday. Night trip to the S.D. Zoo. 5:30PM. Meet at front ticket gate at Zoo. Contact: Sarah 622-5884.

August 11th - Friday. Annual Staff Picnic. 11:00AM - 2:00PM. Muir Quad. Look for the Umbrella Group table selling t-shirts, buttons, and bumper stickers and giving out literature.

August 17th - Thursday. Play - "Last Summer at Bluefish Cove." 8:00PM Diversionary Theatre. 4545 Park Blvd. Contact: debi 534-1067.

September 8th - Friday. Get together at the Flame bar. 6:00PM 3780 Park Blvd.

September 24th - Sunday. Trip to the AIDS Quilt at Brookside Park, directly adjacent to area H of the Rose Bowl Stadium in Pasadena. (1500 panels expected to be on display.) For more info. on the Quilt contact Norma Pierson at (213) 653-6263. If you want to carpool to the Quilt with others from UCSD, meet for coffee at 9:00AM at Quel Fromage 523 University Ave. (Hillcrest). Quilt will also be on display on 9/23 & 9/24. Contact: debi 534-1067.

October 1st - Sunday. San Diego AIDS Walk 10:00AM. UCSD contingents to walk. Contact: Sarah 622-5884.

October 6th - Friday. Get together at No. 1 5th Ave. bar. 6:00PM 3845 Fifth Ave.

October 14th - Saturday. Trip to the Wild Animal Park. Meet at 9:00AM at Starbuck's 4545 La Jolla Village Dr. (near Trader Joe's in La Jolla Village Square. Discounts are available for UCSD folks through the campus box office.) Contact: Sarah 622-5884.

November 3rd - Friday. Get together at Club Bom Bay bar. 6:00PM 3175 India St.

November 11th - Saturday. Trip to Puerto Nuevo, Mexico for an

afternoon lunch/dinner and travel to Tijuana for evening fun. Meet at 12:00 Noon at 3972 Jackdaw St. #17 (Mission Hills) to carpool. Contact: Sarah 622-5884.

December 1st - Friday. Get together at Flicks bar. 6:00PM 1017 University Ave.

January 5th - Friday. Get together at the Brass Rail bar. 6:00PM 3796 5th Ave.

January 20th - Saturday. Trip to the Museum of Tolerance in L.A. (310) 553-9036 for ticket information. If we get enough interested people in going, we may be able to get a group discount. Meet at 9:00AM at Starbuck's 4545 La Jolla Village Dr. (near Trader Joe's in La Jolla Village Square. Contact: Paul 277-8262

February 2nd - Friday. Get together at Shooter's bar. 3815 30th St.

February 4th - Sunday. Whale watching excursion in San Diego. Cost will be approximately \$15.00. For meeting place and more information, contact Sarah at 622-5884.

March 1st - Friday. Get together at the Flame bar. 6:00PM 3780 Park Blvd.

March 22nd - 24th - Friday evening through Sunday morning. Camping trip to the desert. Agua Caliente Co. Park (Anza-Borrego Desert). Hiking trails, indoor/outdoor swimming pools. Cost is approximately \$30.00 for the weekend or \$15.00 if you share a campsite with another tent. Contact: Paul 277-8262

April 5th - Friday. Get together at Bourbon St. bar. 6:00PM 4612 Park Blvd.

April 13th - Saturday. Picnic at Balboa Park. 12:00Noon Meet at the Northeast corner of 6th & Laurel Sts. near the lawn bowling. Look for "UCSD" sign. Bring your own food, blanket, drink and barbeque and any games or frisbees, etc. Contact: John 534-1231

May 3rd - Friday. Get together at Tidbits 6:00PM 3838 5th Ave.

May 17th - Friday. Miniature golf. 7:00PM Meet in parking lot of Family Fun Center 6999 Clairemont Mesa Blvd. (just east of the 805). Contact: Paul 277-8262

June 7th - Friday. Get together at Club Bom Bay 6:00PM 3175 India St.

June 15th - Saturday. Bowling. 7:00PM Aztec Bowl 4356 30th St. (North Park) Meet in the parking lot of the Bowl. Contact: John 534-1231

If you would like to assist the Umbrella Group with organizing any

of these events, please contact Paul at 277-8262 (pharris@ucsd.edu) or Sarah at 622-5884 (sarchibald@ucsd.edu) or debi at 534-1067 (dfidler@ucsd.edu) or John at 534-1231 (jwhite@ucsd.edu). For most events you need just show up to the event. Others will require advance reservation, such as camping. For more information, please contact the person listed under each event.

UMBRELLA GROUP SOCIAL ACTIVITIES

The Umbrella Group is the official staff and faculty association for lesbians, gays, and bisexuals at UCSD. All of our events are open to staff, faculty and students regardless of one's sexual orientation. Events listed below are subject to change so please call or e-mail the contact person(s) below to verify the events.

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E-mail contacts for Umbrella Group activities:

pharris@ucsd.edu
sarchibald@ucsd.edu
jwhite@ucsd.edu

For most events, you need just show up to the location. Others will require advance reservations, such as camping. For more info. please contact the person listed under each event.

NATIONAL COMING OUT DAY
Wednesday, October 11, 1995
From 11:00 am to 5:00 pm

At UCSD Medical Center
200 West Arbor Drive
San Diego, CA



**Booths, Food and Information located in
the Atrium/Entrance to the Hospital.
Scheduled Speakers from 12 - 2 pm
in the Main Hospital Auditorium**

**Sponsored by the UCSD Medical Center
Bisexual, Lesbian and Gay Network
- A Staff and Faculty Association of UCSD
Call 574-0840 for Information**

The UCSD Medical Center
Bisexual, Lesbian and Gay Network

presents a Speakers' Panel on
National Coming Out Day
Wednesday, October 11, 1995
12 noon - 2 pm



Come hear:

- **Benita Berkson** - Parents and Friends of Lesbians and Gays (PFLAG)
- **Jenora Lewis** - UCSD Alumna
- **Jeffrey Tom** - Aide to Council member, Chris Kehoe
- **Karen Marshall** - Director, Lesbian and Gay Men's Community Center
- **Tony Valenzuela** - Rainbow Congress

Speak on the topic of "Coming Out" in the
UCSD Medical Center Main Auditorium, 1st floor.
UCSD Medical Center
200 West Arbor Drive
(Hillcrest)

Also community/hospital booths located in entrance of the
Hospital, from 11 am to 5 pm.

Call 574-0840 for information.



TO: Sarah Archibald - Staff Research Associate - Psychiatry - 0949
FROM: Karin Swann - Communication - 0503
DATE: October 11, 1995
RE: Agenda Item for October 19th

cc: John White - 09/5

I enjoyed talking with you the other day and appreciated your enthusiasm for exploring campus issues concerning GLBT/queer* graduate students. I know you asked me to send you only a couple of lines for the agenda but I thought I'd send you a longer list of questions I have and ask you to pick out what would work for your agenda format.

I recently met Sabrina Smith the field organizer from the University of California Student Association. She had initially told me about the meeting on the 19th and I will be calling to ask her if she could encourage GLBT/queer graduate students to attend. I hope this will not be a problem for you. Perhaps there might be a way at a later date to orchestrate some sort of survey based on the questions I have outlined below? Clearly, in relation to my specific agenda for this year, the questions under "4." below are the ones I would like to raise with any graduate students attending the meeting.

AGENDA ITEM: Graduate Student Education: Course Information., Resources and Faculty, Research and Campus Climate.

Request a brief overview from graduate students of the status on their respective campuses concerning:

1. COURSES:

- A. Approximate number of courses taught on graduate and undergraduate level which address GLBT/queer issues.
- B. Assessment of the degree of interest in campus in undergraduate and graduate courses taught in this area. ie: average undergraduate class enrollment, graduate interest in seminars, interest among grad. students in GLBT/queer topics.
- C. Number of courses, if any, which employ graduate student T.A.'s.

2. FACULTY AND RESOURCES:

- A. Availability of faculty who are either out and teaching or well informed and interested enough to serve as advisors for graduate students working/wanting to work on GLBT/queer topics.
- B. Assessment of the degree of comfort/discomfort felt by faculty you know or suspect are GLBT/queer with being out and/or teaching GLBT/queer courses.
- C. Access to/availability of adequate and useful library resources.

3. INTELLECTUAL AND SOCIAL CLIMATE:

- A. Familiarity/knowledge of other graduate students on campus working on GLBT/queer topics.
- B. Access to venues for discussing scholarly GLBT/queer work. Diversity of scholarly climate?
- C. Assessment of the social climate between/among GLBT/queers on campus.
- D. How comfortable do GLBT/queers feel being out a) with faculty and administrative staff in their departments, b) as teaching assistants and c) among fellow graduate students?

4. SPECIAL REQUEST from San Diego GSA representative to the CCGLBTI.

Karin Swann would like to be briefed about strategies used on respective campuses for increasing the number of GLBT/Queer faculty and, importantly, procedures for acquiring funding for graduate student T.A.'s in GLBT/Queer undergraduate courses.

* I have included "queer" in my descriptor because queer studies and queer "identification" are quite popular among graduate students these days. I tend to see myself as both a lesbian and queer, though the former is my primary identification. Nevertheless, I don't want to run the risk of being exclusive.

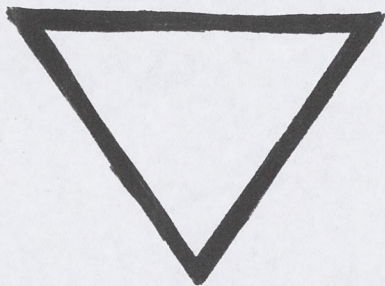
NATIONAL COMING OUT DAY

WEDNESDAY, OCTOBER 11

NOON AT PRICE CENTER PLAZA

FOR MORE INFO., CALL

534-GAYS



Co-Sponsored by ASUCSD

SHAKE THAT

Non-Sexist Dance
Saturday, October 14
9 pm- 1 am
@ the PUB
Free Admission
For more info., call
534-GAYS

GROOVE

co-sponsored by ASUCSD

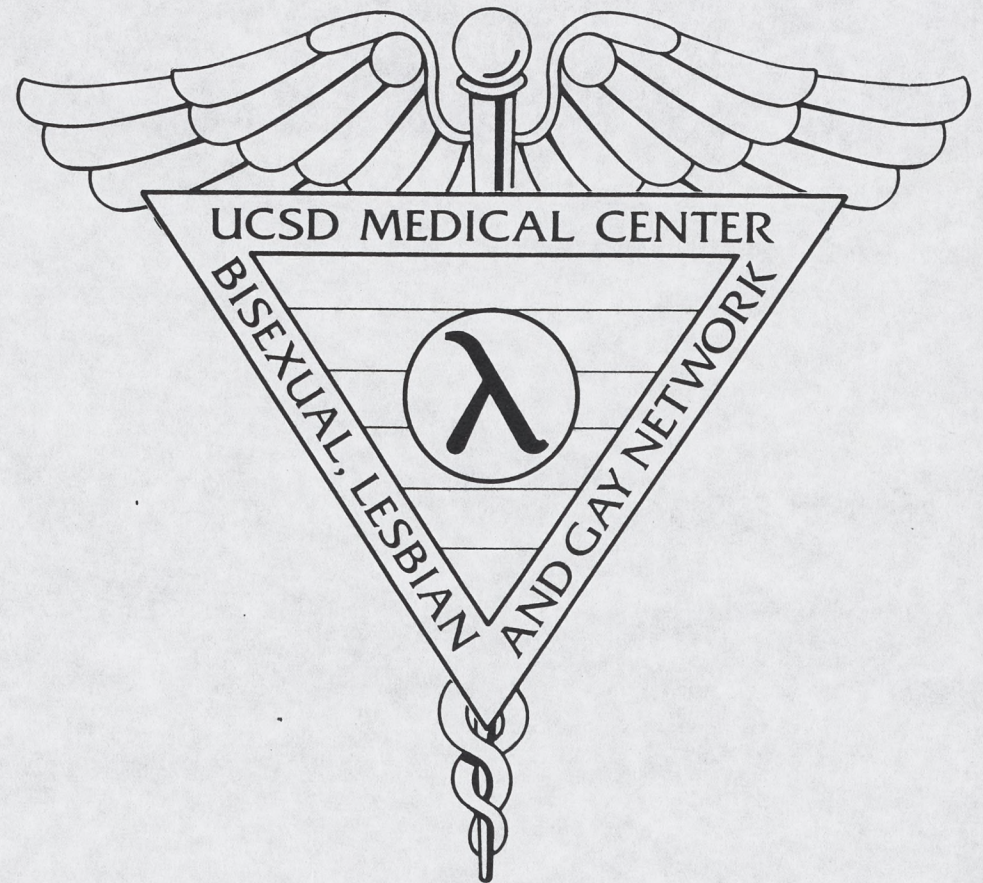
MISSION STATEMENT:

The UCSD Medical Center Bisexual, Lesbian and Gay Network is a social and educational network seeking to provide a safe, comfortable place for employees to be themselves.

The Network is dedicated to working with other UCSD Medical Center staff associations and management to empower employees and physicians of all different backgrounds.

The Network will oppose prejudice and discrimination, regardless of its source or victims. We will work to bring about the day that all Lesbian, Gay, and Bisexual employees, physicians and members can be out freely and proudly, without fear of reprisal or retaliation.

Our efforts will make UCSD Medical Center the hospital of choice for members of our community.



A Staff and Faculty Association
of the University of California, San Diego

October 23, 1995

Rich Belmontez
Environmental Health and Safety

Dear Mr. Belmontez:

Thank you for your help, support and/or participation in "National Coming Out Day" at UCSD Medical Center, October 11, 1995. You helped make NCOD at UCSDMC a success.

In appreciation,

The UCSD Medical Center Bisexual, Lesbian and
Gay Network

UCSD

Campus Notice

University of California, San Diego

PLEASE POST

028SD 11/9
JOHN D. WHITE

0915

OFFICE OF THE CHANCELLOR

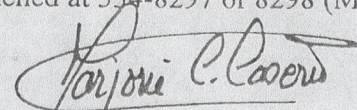
October 26, 1995

ALL ACADEMIC AND STAFF EMPLOYEES

SUBJECT: Sexual Harassment Prevention and Policy

As members of the academic community we have a responsibility to ensure that the rights of all people are respected and that the educational and workplace environment is free from discrimination and harassment.

The enclosed prevention and information sheet is to remind employees that sexual harassment is a form of discrimination and is prohibited. Please review the attached policy which includes definitions of sexual harassment and the office to contact in the event of a complaint. June C. Terpstra, Director of the UCSD Office of Sexual Harassment Prevention and Policy, is available to answer any questions concerning this policy and can be reached at 534-8297 or 8298 (Mail Code 0024).



Marjorie C. Caserio
Interim Chancellor

Attachment

UCSD

SEXUAL HARASSMENT PREVENTION & POLICY SHEET

The University of California at San Diego is committed to creating and maintaining a community in which all persons who participate in University programs and activities can work together in an atmosphere free from all forms of harassment, exploitation, or intimidation. Specifically, every member of the University community should be aware that the University is strongly opposed to sexual harassment and that such behavior is prohibited both by law and University policy. It is the intention of the University to take whatever action may be needed to prevent, correct, and if necessary, discipline behavior which violates this policy.

Laws and University Policies Prohibiting Sexual Harassment.

The California Fair Employment and Housing Act and Title VII of the Federal Civil Rights Act of 1964, as amended, prohibit sexual harassment in employment. Title IX of the Educational Amendments prohibits sexual harassment in educational institutions which are recipients of federal funds. UCSD's policy prohibits discrimination on the basis of sex, including sexual harassment, and provides for disciplinary action for inappropriate conduct.

Defining Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when any or all of the following conditions result:

- Submission to such conduct is made either explicitly or implicitly a term or condition of instruction, employment, or participation in any university activity.
- Submission to or rejection of such conduct by an individual is used as a basis for evaluation in making academic or personnel decisions affecting an individual.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive University environment.

Certain basic legal issues are involved in most sexual harassment cases. These are factors that a government investigating agency or a court would look at to determine whether you have been sexually harassed.

- Was the conduct sexual in nature?
- Was the conduct severe or pervasive?
- Was the conduct unwelcome?
- Was the conduct unreasonable?

The Equal Opportunity Commission's definition describes two types of conduct considered to be sexual harassment: quid pro quo and hostile environment.

Quid pro quo

In more familiar vernacular, this is called a sex-for-jobs situation. In this form of sexual harassment, the alleged harasser is someone in a position of authority to affect the terms and conditions of employment or education. Unlike hostile environment sexual harassment, one incident can be enough in quid pro quo cases.

Hostile environment describes sexually offensive conduct that permeates the workplace, classroom, or academic department, making it difficult for employees or students to do their work. Harassers can be supervisors, co-workers, peers, customers, patrons, or visitors. The conduct is continuous, frequent, repetitive, and part of an overall pattern, rather than one event or several isolated incidents and rises to such a level that it interferes with the individual's performance.

Prevention and Training

The UCSD Office of Sexual Harassment Prevention & Policy (SHPP), 534-8297, is available to faculty, staff and students for training sessions concerning your rights to a university environment free from sexual harassment. Education on how to respond to sexual harassment complaints is available. A copy of the Policy and Procedures is available at the SHPP Office at 3113 McGill Hall, where you may review it freely. UCSD welcomes your suggestions for improvements.

Filing Complaints

If you believe you have been sexually harassed, you are encouraged to discuss your options and learn about campus procedures by talking with an Information Advisor as listed in the Campus Directory under Sexual Harassment. You may file a formal written complaint with the SHPP Director, June C. Terpstra at 534-8297/8298; the California Department of Fair Employment and Housing within 365 days of the alleged unlawful conduct; the US Equal Employment Opportunity Commission within 300 days of the last incident of harassment; or as a law suit in court.

Retaliation

Any student, staff or faculty bringing a sexual harassment complaint or assisting in investigating such a complaint will not be adversely affected in terms and conditions of education or employment. Complaints of such retaliation will be promptly investigated and punished.

Grievances

If the complainant is not satisfied with the conclusions reached at the preliminary inquiry stage or final case disposition, the SHPP Director shall advise the complainant of the formal grievance procedures.