

"RECLAIMING
TRADITION:
LESBIAN AND GAY
FAMILIES IN A NEW
AMERICA"

JOHN D'EMILLIO

Gay and Lesbian Historian

Tuesday, October 31, 1995

3:00-4:30 p.m.

Conference Room 111A

University Center

UC San Diego

Sponsored by: UCSD Chancellor's Advisory Committee
on Lesbian, Gay and Bisexual Issues

please attend!

Absolutely Fabulous!

Non-Exist Dance

Saturday, November 4

9p.m. - 1a.m. @ Porter's Pub

Free Admission

For more info, call

534-GAYS

Men and women living with HIV share their personal stories.



Come discuss HIV and AIDS and how it affects ethnic communities of Jewish, Asian-American, Latino, and African-American cultures. Featuring guest speakers:

Scott Fried **Guiding Light**



featuring guest speakers:

Being Alive ~ supporting the HIV/AIDS Community,
APICAP~Asian and Pacific Islander Community AIDS Project
KARIBU~supporting African-American males and HIV/AIDS

Cross Cultural Center
Thurs. Nov. 14 7:30-9p.m.
Candle Light Vigil 9:30 p.m.

International Center, Friday Nov 15
A Jewish Response to AIDS followed 6 pm Shabbat Services and dinner

Co-sponsored by Hillel, Women's Center, Student Health Advocates, Cross-Cultural Center, Women's Caucus, Chancellor's Advisory Committee on Lesbian, Gay, and Transgender Issues, Associated Students

Men and women living with HIV share their personal stories.



Come discuss HIV and AIDS and how it affects ethnic communities of Jewish, Asian-American, Latino, and African-American cultures.

featuring guest speakers:

KARIBU~supporting African-American males and HIV/AIDS
Scott Fried ~ motivational speaker and actor, **Guiding Light**
Being Alive ~ supporting the HIV/AIDS Community,
APICAP~Asian&Pacific Islander Community AIDS Project

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on Lesbian, Gay, and Transgender Issues, Associated Students

HIV&AIDS

Men and Women living with HIV/AIDS share their personal stories.

It is hard to realize that we are now more than fifteen years into the AIDS epidemic. An illness that once seemed so mysterious has now been largely defined as to its modes of transmission, immunologic effects, natural history, and pathophysiology; but advances in treatment are still measured in tiny fractions of longer life, there is no vaccine to prevent the illness, and no one has been cured. Despite the millions of cases worldwide and the millions spent to define and defeat the disease, it is estimated that by the year 2000, 8 million people worldwide will have died of AIDS.

The Essential AIDS Fact Book

Richard G. Carlson, MD

Director, Columbia University Health Service

BLACK CEMENT DEATH GETS SERIOUS AND LIGHTNING
STRIKES TO MAKE THE GROUND ELECTRIC: SOME
GRASS GROWS

Warrior, are you wandering lost?
Warrior are you parked tonight?
Are you breathing the poisoned lies
Of Black Alley Death deep into your lungs?
Are you walking the solid yellow
Line? And just where are your little sisters?
Who knows your battle?
Invincible Bear, who sees you?
Warrior, go lie on the grass.
She has a message for you:

BLACK CEMENT DEATH GETS SERIOUS AND
STARS START FALLING DOWN FROM HEAVEN.
LIGHTNING STRIKES TO MAKE THE GROUND
ELECTRIC ~ SO FLOW THROUGH THE RIVERS
OF LIGHT TO WHERE YOUR LOVE IS NEEDED.
THERE IS NO TIME TO WONDER WHY.
GRASS GROWS

Mirinda LaFaye
Positive Women ~ Voices of Women Living With AIDS

7:30 - 9 p.m.
Cross Cultural Center
Candle Light Vigil 9:30 p.m.

Co-sponsored by Hillel, The Women's Center, Student Health Advocates, Cross-Cultural Center, Women's Caucus, Chancellor's Advisory Committee on Lesbian, Gay, and Transgender Issues, Associated Students

~

In this era of multiculturalism and anti-racism, issues such as health, and in particular, HIV/AIDS, become not only an issue of culture and race, but also engendered. While statistics and myths quote that HIV/AIDS is largely a "white homosexual disease," communities of color and ethnicities are ignored. How HIV/AIDS touches the personal lives of diverse ethnic communities and how medicine and research ignore certain communities is a topic seldom touched upon. This evening the sponsors of this event would like to welcome speakers from several different communities to share their personal experiences and how HIV/AIDS has touched their lives.

~

Guest Speaker
Scott Fried

AIDS Educator/Motivational Speaker



Since 1992, Scott Fried has been lecturing and conducting workshops around the country about AIDS and the many issues and myths surrounding this subject. His lectures have extended over 50 cities and have touched over 35,000 people. His lectures aim at increasing awareness and reduced risk of HIV infection. He can be seen on the television day time drama *Guiding Light* portraying Bart, a young man living with HIV and he is featured in the book *Living Proof: Courage in the Face of AIDS*. Scott's focus is on love and self-respect relative to growing up in an age of AIDS. Attaching a name and a face to the virus, Scott speaks openly about his own HIV status, how he got infected in 1987, and how he stays alive. With a strong belief that education can make the difference, Scott is tireless in his efforts to help teens, as the newest members of our sexual community, make a difference in their own lives, and the lives of their friends, and the quality of life of generations to come.

Facilitator

Rich Belmontez

Assistant Safety Specialist

Environment, Health and Safety Department

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

Rich Belmontez is a five year career employee at UCSD. He works in the Environment, Health and Safety Department and is assigned specifically to the Medical Center Enterprise. Prior to UCSD he was enlisted in the United States Navy where he achieved the rank of First Class Petty Officer. During a 9 year tour his primary job was in the Occupational Safety and Health field. Directly out of high school, his intended major was Anthropology and he has taken various classes in both its physical and social aspects. He is a member of the Medical Center Diversity Team and has received much exposure to the concept of multi-culturalism. He is a team member who takes very seriously his charge as an educator and promoter of the concept of diversity. In addition, he is a member and co-chair of the Chancellor's Advisory Committee on Lesbian, Gay, Bisexual, and Transgendered Issues. His exposure to the topic of AIDS has the depth of several years. He does a lot of related reading on the subject and has been very much affected by the disease from the loss of many friends.

Olga Swathwood

Health Educator/Outreach Worker

Logan Heights Family Health Center

Olga Swathwood's position entails reaching the Latino monolingual community and those individuals who are at high risk for HIV infection to educate or inform them concerning issues of HIV/AIDS. She says:

"I don't want anyone to experience the horror of seeing someone die of AIDS like I did. Because eventually death will occur. Once you are infected there's no turning back! There is no cure at this time.

"It doesn't cost you anything to know or find out if you're infected with HIV, but it can cost you your life if you don't find out in time."

Jordana Carroll

Put Pizzazz into your presentation.

Speak EEZZ

Board Member, San Diego NOW

Jordana Carroll is an award winning speaker, success coach, speech therapist, and career consultant. With an extensive background in education, management, sales, theater, public speaking, she motivates and inspires people to tone their personal business dealings to reach their goals and experience overall well-being. She is experienced in assisting children and adults in improving their speech, vocal, and expressive body language forms. She speaks on topics related to gender for NOW, the National Organization for Women. She serves on the Board for San Diego's Chapter of NOW. She chairs the Reproductive Rights Task Force. She is also an experienced educational speaker with AIDS Foundation of San Diego on Safe Sexual Encounters.

ACCREDITATION AND LICENSURE IMPROVEMENT REPORT/ACTION PLAN

Patient Rights and Organizational Ethics (RI) - Opportunities For Improvement

DEFICIENCY / CITED STANDARD	ACTION(S) TO BE TAKEN (SPECIFY)	PERSON(S) RESPONS.	START DATE	PROJ. COMPL.
	<p>Revise Patient Rights MCP (301.8) per Chancellor's Advisory Committee on Lesbians, Gays and Bisexuals recommendations:</p> <ul style="list-style-type: none"> - patients' rights to be respected without regard to..... include sexual orientation, race and ethnicity. - include a definition of family. 	M. Rubin C. Smith, DO		By 4/1/96
	<p>Review Visiting Regulations MCP (300.1)</p> <ul style="list-style-type: none"> - not updated since 12/10/94, N. Johnson is contact. - include a definition of family. 	N. Johnson M. Rubin	3/6/96	
	<p>Update Patient Rights and Organizational Ethics JCAHO Binder.</p> <p>Review Informed Consent for Human Subjects MCP (340.1)</p> <ul style="list-style-type: none"> - not updated since 12/1/94, M. Rubin is contact. 	<p>M. Rubin C. Smith, DO</p> <p>M. Rubin P. Jagger, MD</p>	<p>3/6/96</p> <p>3/6/96</p>	
	<p>Review Investigational Drugs, Devices and Procedures MCP (341.1)</p> <ul style="list-style-type: none"> - not updated since 12/1/94, J. Gonzalez is contact. <p>Review DNR MCP (380.1)</p> <ul style="list-style-type: none"> - not updated since 12/1/94, C. Thiele is contact. 	<p>J. Gonzalez M. Rubin</p> <p>C. Thiele M. Rubin</p>	<p>3/6/96</p> <p>3/6/96</p>	



BECCA-LICIOUS

Non-Sexist

Dance

9pm - 1am

Saturday, January 27

@ The Pub (UCSD)

Free Admission

For more info., call

534-GAYS

co-sponsored by ASUCSD

*The Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues
proudly presents:*

Honorable City Council Member Christine Kehoe

to discuss

"Coalition Building and Grass Roots Organizing"

Friday, February 2, 1996

12:00 noon to 1:00 p.m.

UCSD Price Center

Santa Barbara/Los Angeles Room

Students, Faculty, and Staff Welcome

February 15, 1996

Ellen Schecter
114 Frederick Street, #18
San Francisco, CA 94117

RE: National Gay and Lesbian Task Force - Conference on Lesbian and Gay Workplace Issues
- San Francisco on April 19-21, 1996

Dear Ellen:

Attached please find my response to your RFP for the NGLTF Workplace Issues Conference to be held in San Francisco during April 1996. I had opportunity to attend the NGLTF Workplace Issues Conference in Denver, Colorado last year and I believe that a dedicated session to address university/campus workplace issues could be beneficial to conference participants.

As I mentioned to you during one of the sessions at the NGLTF *Creating Change* Conference in Detroit this past November, I am on the staff at U.C. San Diego in the Office of Capital Planning and Budgeting. I have actively been involved in campus workplace issues for the past three years. At present, I am Co-Chair of the Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues (CACLGBI). Our committee is charged 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".

I have a long history of involvement in both the LGB community and AIDS activist communities. For example, I was one of the founding members of the UCSD student group "Lesbian and Gay Organization (LAGO)" my sophomore year at UCSD in 1980. Subsequently, I became involved in such community groups as the San Diego Democratic Club, Queer Nation, and the AIDS Coalition to Unleash Power (ACT UP). I have been a guest lecturer several times for the UCSD course titled: *Contemporary Issues - HIV/AIDS* to address grassroots organizing and activism.

With an academic background in public health, and a long time interest in politics, my grassroots organizing skills include: coalition building, media relations, direct action organizing, and non-violent civil disobedience. In connection with my position as Co-Chair of CACLGBI, I serve as a representative to the Chancellor's Affirmative Action Advisory Committee (CAAAC), and I am coordinator of the UCSD Umbrella Group, a registered staff association serving as a clearing house for the autonomous staff and faculty subgroups, acting as a link for information, joint projects, and events related to lesbian, gay, and bisexual issues on campus. I also served as an elected member of the UCSD Staff Association Executive Board.

In October 1995, our committee issued its first Campus Climate Report, highlighting and making recommendations to the Chancellor on such issues as:

- o University nondiscrimination policy;
- o Harassment
- o Domestic partner benefits
- o Psychological and counseling services
- o Education and assistance support
- o Ethnic lesbian, gay, and bisexual issues
- o Medical Center issues
- o HIV/AIDS resources/activities on campus

Ellen Schecter
February 15, 1996
Page Two

- o Libraries
- o Curriculum, and
- o University's interaction with outside agencies

During the time that it took members to research and prepare the *Climate Report*, we learned that workplace issues for a University are a specialized case, and that within the University environment there are distinctions to be made between:

- o Ownership (public vs. private)
- o Governance (Board of Regents, Chancellor, President, delegations of authority)
- o Size, including single campus or multi-campus system
- o Decision making styles, democratic vs. autocratic, academic vs. staff and centralized vs. decentralized decision making
- o Types of domestic partner benefits (medical/dental, bereavement and catastrophic leave, family medical leave, parking benefits, access to housing and recreational facilities, and course enrollment eligibility and discounts, to name a few)

My UCSD colleague, Sarah Archibald from the Psychiatry Department, was Chair of CACLGBI last year and is currently Co-Chair for the University of California Lesbian, Gay, and Bisexual Association (UCLGBA). UCLGBA is the systemwide organization for alumni, faculty, students and staff of the University of California. Its purpose is to support the UC community with respect to diverse sexual and/or gender orientations. The organization has representatives from all UC campuses and national laboratories who are working on such issues as acquiring domestic partnership benefits, establishing campus centers and advisory committees, and improving the climate at the UC for the lesbian, gay, and bisexual communities. Sarah has spend countless hours meeting with UC administrators including the President of the University, to discuss the possibility of extending benefits to the domestic partners of University employees.

This proposal is for Sarah and myself to present a panel on "LGB Workplace Issues in a University Environment". We wish to describe three major tactics: 1) organizing in a university environment, 2) preparation of campus climate report as a vehicle for change; and 3) construction of campus policy and procedures. In essence, we wish to describe the Art of University War regarding lesbian, gay, and bisexual workplace issues. We hope that you will give serious consideration of our proposal and we enthusiastically look forward to hearing from you.

Attached to this letter, you will find: 1) RFP Response; 2) selected portions of our campus climate report, 3) brochure describing the UCSD queer organizations, and 4) our resumes. If you have any questions, then please contact me at 619/534-1231 (jwhite@ucsd.edu) or Sarah at 619/622-5884 (sarchibald@ucsd.edu).

Sincerely,

John O. White
UC San Diego - Mail Code 0915, La Jolla CA 92093-0915

Attachments

cc: S. Archibald

III. WORKSHOP PROPOSAL

Summary of learning and key content areas:

Over a two year period, staff, faculty, and students at the University of California, San Diego formed an advisory committee to its Chancellor, issued a Climate Report, and systematically began work on improving the workplace for its LGBT employees. Significant progress has been made in the arena of domestic partner benefits including: 1) dialogue with campus and systemwide administration on approval and implementation of medical and dental benefits for domestic partners of University employees; 2) increasing access to University housing; and 3) discounts for Extension courses and Recreation Department classes for domestic partners. In addition, the campus advisory committee has initiated dialogue with Campus Police related to hate crimes and homophobic sentiment on campus. A special task force of speakers is on call to advise department supervisors where homophobia has surfaced as workplace issue. As a part of outreach and education efforts, training videos have been purchased for the campus staff education department. Brochures describing campus resources for LGBT people have been designed, produced and distributed to all incoming students. A LGBT Web Page is on the Internet. Key speakers including John D'Emilio from the NGLTF Policy Institute have been hosted by the advisory committee and their remarks videotaped and shown on campus cable T.V. LGBT employees at the UCSD Medical Center produced a day long series of workshops and seminars on LGBT topics for National Coming Out Day.

All of these activities have taken place in just the two years, and in the process, LGBT people on campus discovered that the University environment is unique with respect to workplace issues, and even more interesting, are the differences among universities that must be understood in order to effectively install new policies, programs, and resources for LGBT people.

This workshop will describe special characteristics or organizing LGBT people in a university setting, and the process required to effect change.

Individual strategies can be developed for: 1) public versus private institutions; 2) issues for three constituencies [students, staff, and faculty]; 3) coalition building among progressive groups on campus; 4) coalition building for multiple campus systems; 5) resource procurement from university and non-university sources; 6) inclusion of LGBT issues in the equal opportunity/affirmative action arena; and 7) introduction of electronic mail and the internet as a tool for organizing will be addressed. Effective organizational arrangements to guarantee input from the campus community will be described. Special focus will be placed on strategies for approaching university administrators and human resources managers.

1996 Fifth Annual Conference on Lesbian and Gay Workplace Issues - Response to RFP

IV. DESCRIPTION OF PRESENTATION

Detailed presentation description:

- o Describe how your presentation fits into the Conference purpose/theme-

This presentation will: 1) provide the "nuts and bolts" necessary for organizing LGBT employees of a university, 2) describe branching out to students, faculty, and progressive organizations on campus in order to enhance position and visibility; and 3) describe problems and opportunities unique to the university workplace for a variety of types of institutions, institutions of different sizes and sponsorship, and institutions with a variety of political constituencies.

Special emphasis will be placed on describing the most effective instruments for effecting policy and climate changes on campus for GLBT people. UCSD is a case study for others.

- o Describe the value your presentation provides to the participants.

LGBT workplace issues in a university setting can be unique. Resources such as the NGLTF Campus Organizing Manual are extremely helpful in designing a university strategy. In addition, the introduction of a Campus Climate report, such as the one prepared by UCSD, can set the stage for improvements. Coalition building of LGBT organizations on a campus or across campuses in a multi-campus system can become a very effective tool for implementing change. The presenters will list examples and provide samples of documentation found to be successful in advancing LGBT issues at UCSD.

- o Provide an outline of the presentation including time allotments and content summaries for each segment.

- I. Introduction of Presenters and Audience (10 min.)
- II. Defining Workplace Issues for LGBT People in a University/Campus Setting (10 min.)
 - a) audience brainstorm
 - b) presenters to augment brainstorm with other examples
 - c) unique issues for student, staff, faculty
 - d) issues for university administrators/human resources managers
- III. Resources and Research (10 min.)
 - a) Where are the resources? What research is available?

Research and resources identification are key to defining LGBT issues on campus and to begin shaping recommendations. A listing of resources and logical repositories for research will be presented.

- IV. Tools for Success (20 min.)
 - a) campus committees, forums, coalitions
 - b) intra and intercampus communications
 - c) electronic mail, conferences, networking groups

1996 Fifth Annual Conference on Lesbian and Gay Workplace Issues - Response to RFP

Outline of Presentation (continued)

- d) the abc's of writing a Campus Climate Report
 - e) behind the scenes - who to talk to and what to say
 - f) documentation, documentation, documentation
 - g) visibility
 - h) on-going evaluation
 - i) fighting turn-over and burnout
- V. Audience Participation (20 min.)
- a) small group discussion (break out groups)
 - b) small group reports
- VI. Summary/Conclusions/Networking (5 min.)

Equipment:

- 1) Slide projector and large writing table with easel
- 2) Room Configuration - Podium and screen in front of room, theater style seating, moveable seats for small group discussions
- 3) 24 participants ideal (we are flexible, however)

1996 Fifth Annual Conference on Lesbian and Gay Workplace Issues - Response to RFP

V. PRESENTER DATA SHEET

1. Biographical information
 - a) Provide expertise in lesbian, gay, bisexual and transgender issues
 - b) experience as speaker presenter

John O. White

- o Co-Chair UCSD Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues (CACLGBI): 1995/96
- o CACLGBI representative to UCSD Chancellor's Affirmative Action Advisory Committee (CAAAC): 1995/96
- o UCSD Staff Association Executive Board
- o San Diego Pride (Parade and Festival) Safety Coordinator: 1996
- o AIDS Coalition to Unleash Power/San Diego (ACT UP/San Diego) - Medical Treatment Issues Coordinator, Public Policy/Legislation Coordinator: 1992-94, Coordinator for 12 direct actions with responsibilities ranging from press/media relations to civil disobedience training.
- o Guest Columnist - *Gay and Lesbian Times*, San Diego: 1992-94
- o NGLTF Workplace Issues Conference - Denver Colorado: 1994
- o NGLTF Creating Change Conference - Detroit Michigan: 1995

Speaking Experience:

- 1) Speaker: UCSD Contemporary Issues Course "AIDS/HIV": 1993, 1994, 1995
Topic: AIDS Activism
- 2) Multiple press conferences for ACT UP/San Diego: 1992-94
- 3) Precinct Leader Michael Dukakis Presidential Campaign, San Diego: 1988
- 4) President - Public Health Students Association - University of Michigan School of Public Health, including commencement Speech for Graduating Class: 1985
- 5) President Warren College Student Government at UCSD: 1984
- 6) Co-founder/Co-Chair UCSD Lesbian, Gay, Student Organization: 1983

Sarah A. Archibald

- o Chair UCSD Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues (CACLGBI): 1994/95
- o Co-Chair University of California (Systemwide) Lesbian, Gay, Bisexual Association: 1995/96
- o UCSD delegate to UCLGBA: 1994/95
- o Co-founder UCSD Lesbian Support Group 1993/94
- o Co-founder UCSD Queer University Employees 1993/94
- o Domestic Partner Benefits Conference - CUNY: 1995

Speaking Experience:

- 1) Presenter Second Annual Domestic Partner Benefits Conference - CUNY: New York City, November 1995. Panel: Political Issues for Domestic Partner Benefits at Public Colleges and Universities
- 2) Co-Chair UCLGBA (current)
Including Press Conference on UC Domestic Partner Benefits proposal

1996 Fifth Annual Conference on Lesbian and Gay Workplace Issues - Response to RFP

PRESENTER DATA SHEET (continued)

2. List of clients or other relevant groups with whom you have worked on LGBT issues

(White/Archibald combined):

- o UCLGBA
- o PROGRESS - Southern California LGBT Employee Group Coalition
- o San Diego State University LGBA
- o San Diego LGB Center

UCSD key administrators: Chancellor, Assistant Chancellor - Affirmative Actions, Assistant Vice Chancellor Human Resources, Chief of Police, Sexual Harassment Coordinator, Staff Education Office, Staff and Faculty Assistance Office

UC Systemwide Administration: President, Senior Vice President - Academic Affairs, Vice President Administration, Assistant Vice President Human Resources

3. References for:

John O. White

Gerald Lowell, Associate Vice Chancellor/University Librarian UCSD
grlowell@ucsd.edu
619/534-3060

Stephen Epstein, Assistant Professor, Sociology Department UCSD
sepstein@ucsd.edu
619/534-0489

Irene Bayer, University of Michigan, School of Public Health - Office of the Dean
rbayer@sph.umich.edu
313/913-0961

Sarah L. Archibald

Jonathan Winters, UCLGBA Co-Chair and UC Berkeley Housing Office
jjwinters@uclink2.berkeley.edu
510/839-9952 (home)

Greg Hutcheson, University of Illinois at Chicago
gregory.hutcheson@uic.edu
312/996-0491

DIVAS IN DENIAL

Drag Show

WED. Feb. 28

Featuring:

Black China
Veronica

♂ the Drag Queen
formerly known as
Princess

&
Babbette Schwartz

with
MC Beccalicious

8 PM @ PCT Theater

For More Info.

534-
4297

Free
Admission

co-sponsored by
ASUCSD

**UCSD's Chancellor's Advisory
Committee on Lesbian, Gay, and
Bisexual Issues is proud to present:**

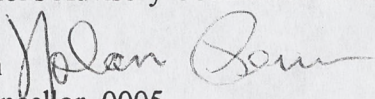
**A Panel Discussion on
Transgender Issues**

UCSD students, staff, and faculty are invited to attend this educational program concerning gender expression and transgender people. Four panelists will discuss issues of importance for transgender people and the communities they live and work in, including issues on University campuses.

Date: Friday, March 1, 1996
Time: 3:30 - 5:00 pm
Location: UCSD Price Center- Gallery A

DATE: March 9, 1995

TO: Sarah Archibald
Chair, Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues, 0949

FROM: Nolan E. Penn 
Associate Chancellor, 0005

SUBJECT: CHANCELLOR'S ADVISORY COMMITTEE ON LESBIAN, GAY, AND
BISEXUAL ISSUES (LGBI), RESOURCE GUIDE

I reviewed the informative LGBTI Resource Guide, final draft, delivered by you March 8, 1995.

I can approve this with the exception that the Resource Guide title should include only those cited in your official title: Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues (LGBTI).

Enclosures: Resource Guide

NEP/jc

①

GETTING IN TOUCH . . .

▼ LESBIAN, GAY, & BISEXUAL ASSOCIATION

Student Center A, Room (???) 534-LGBA
Mail Code (????)

▼ LESBIAN, GAY, & BISEXUAL PEER COUNSELING PROGRAM

Contact Person: David Blasband 534-3987
Mail Code: 0422
E-mail address: dblasband@UCSD.EDU

▼ LESBIAN SUPPORT GROUP

Contact Person: Mollie Martinek 534-7117
Mail Code: 0069
E-mail address: mmartinek@UCSD.EDU

▼ QUEER UNIVERSITY EMPLOYEES

Contact Person: Paul Harris 534-8164
Mail Code: 0175-L
E-mail address: pharris@UCSD.EDU

▼ UCSD MEDICAL CENTER BISEXUAL, LESBIAN, & GAY NETWORK

Contact Person: Patrick Dowd 543-6798
Mail Code: 8320
E-mail address: PRD(SYSM)

▼ THE UMBRELLA GROUP

Contact Person: John White 534-1231
Mail Code: 0915
E-mail address: jwhite@UCSD.EDU

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

Contact Person: Sarah Archibald 662-5884
Mail Code: 0949
E-mail address: sarchibald@UCSD.EDU

▼ UC LESBIAN, GAY, & BISEXUAL ASSOCIATION

Contact Person: Sarah Archibald 662-5884
Mail Code: 0949
E-mail address: sarchibald@UCSD.EDU

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


Queer

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 students, staff, and faculty of all sexual/affectual 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 deserving of acknowledgement but unfortunately are too numerous to include ~~in this brief guide.~~ ^{in this 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 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.



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.



3/20/96

Jennifer, John, David and Scott -

Below are the responses I received from four of the five colleges. I will make copies and bring to the meeting on Thursday.

francesco

1. What happens to a student whose roommates or parents are homophobic.

A. We generally try to do educational programs in the residence halls at the beginning of each of the school years. We have invited the students from LGBA to come in the past. We know that this is more common than we ever even hear about so we also do a diversity session that is required of all of the res. hall residents at the beginning of the year.
(Roosevelt College)

B. To my knowledge we haven't had this situation arise or at least admitted to it. (Marshall College)

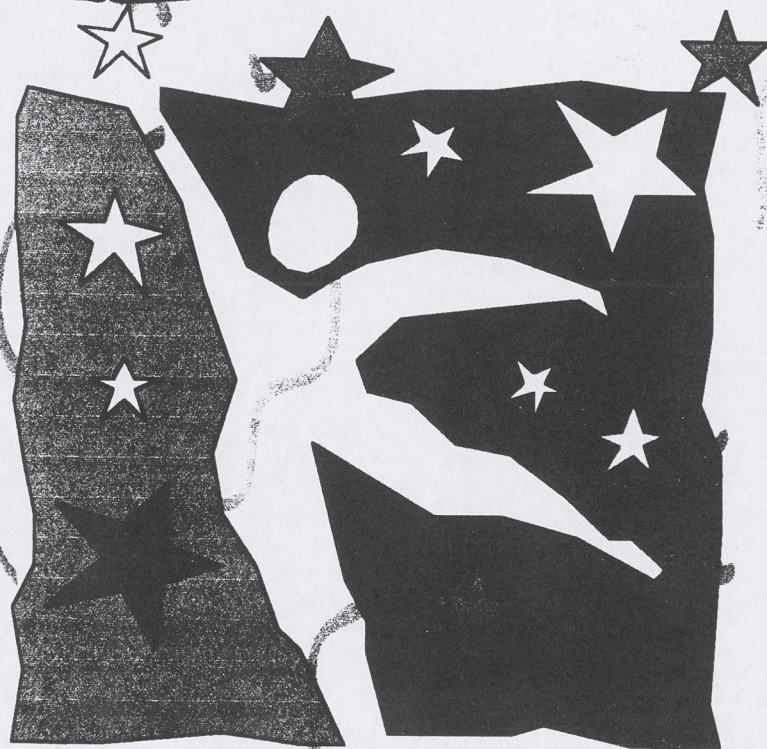
C. when we become aware that there is a problem that takes on the form of any kind of discrimination, harassment etc. we do a front line intervention with the RA. The RA's are trained in these areas and usually do a great job with the students involved. The RA will then refer the students onto campus resources that are available to assist in specialized area of concern; workshops, peer counselors, counselor in residence, Psych services, etc. In terms of the parents... due to issues of confidentiality we are unable to reveal specifics. If the parent confronts us directly in terms of their own issues we explain policies and remind them that our contract is with their student. We inform the parent that we will do whatever necessary to support and protect the rights of all students. (Warren College)

D. In this case, we certainly need to assess the situation to see where everyone stands and more importantly, who is complaining, what they are complaining about, who has come to us, how we know about the information, what is the info, what they want to do about it, etc., etc. etc. There are lots of questions to ask about the situation. In these days of peer pressure, threats of retaliation, etc., confrontation is extremely tough and not everyone is ready to handle the outcomes that may come from a confrontation. Where a staff person hears something from a problem to a joke to a snide comment, we ask them always to respond since non-response is almost always viewed as acceptance.

When parents call complaining about such a situation, we also take the educational approach in trying to teach the parents about the mission of the institution outside of the classroom - all the learning, adjustments, differences, etc. Certainly room changes are possible depending upon the circumstances, although they are certainly not automatic in every case - and the protection of the gay or lesbian student is the priority. I could go on and on, but I hope this answer helps - there are lots of things to consider as you can well imagine. (Muir College)

Lesbian Gay Bisexual
Association at UCSD Presents...
A Non-Sexist Dance

ILLUSIONS



Sat. Apr. 20 ~ 9pm-1am

- ◆ Dance will be held at the PUB
- ◆ No Cover Charge
- ◆ For more info, call 534-GAYS
- ◆ Take 5 North, Off at Gilman Drive, Turn Left (heading North), Pass info. booth, Turn left at 2nd Stop sign (Eucalyptus Grove Lane), Right into Parking Lot.
- ◆ Co-Sponsored by ASUCSD

**NGLTF Workplace Issues Conference
San Francisco, April 20, 1996**

**IMPROVING THE CLIMATE FOR
LGBT EMPLOYEES IN A UNIVERSITY SETTING**

Sarah Archibald
University of California, San Diego
BIAL 0949
9500 Gilman Drive
La Jolla, CA 92093-0949
sarchibald@ucsd.edu
(619) 622-5884

John O. White
University of California, San Diego
Mail Code 0915
9500 Gilman Drive
La Jolla, CA 92093-0915
jwhite@ucsd.edu
(619) 534-1231

UCSD Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues web site and access to online climate report:

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

NGLTF

- a) <http://www.nglft.nglft.org>
2320 17th Street, NW, Washington D.C. 20009
202/332-6483
- b) LGBT Campus Organizing: A Comprehensive Manual (1995; 150 pp; \$25, 6/95)
To order call 202/332-6483, ext. 3327, fax: 202/332-0207

- 1 Improving the LGBT Climate in a University Setting
Sarah L. Archibald
John O. White
- 2 Introductions
 - Your Name
 - Your Institution (public, private, etc.)
 - What you want to learn from this workshop
- 3 LGBT ISSUES AT THE UNIVERSITY
AUDIENCE BRAINSTORM
- 4 UCSD: Case example
 - University structure
 - Campus LGBT organizations
 - Climate overview
 - Benefits and support
- 5 Resources & Research
 - Campus-statistics, human resources, affinity organizations/allies
 - Community - PFLAG, queer organizations, Centers
 - Other Resources - publications, media, internet, alumni, other universities
- 6 Assessing the Climate
 - Climate Report
 - Documentation
 - Goals: short and long term
- 7 Changing the Climate
 - Strategies
 - Tools
 - Communication
- 8 Small Group Discussion
 - Detail issues at your institution
 - Identify strategies and solutions
- 9 Turnover & Burnout
 - Warning Signs of Burnout
- 10 Turnover & Burnout
 - Prevention

- 1 Domestic Partner Benefits
 - Hard: Medical, housing, dental, retirement, catastrophic and bereavement leave
 - Soft: Library privileges, recreation facilities, course discounts, parking, housing, child care, hospital visitation
 - Counseling: Psychological services, faculty and staff assistance programs
- 2 Other DP Issues
 - Recruitment, retention, hiring and promotion opportunities
 - External conflicts: Community groups, religious organizations, and parents of students
 - Safety and or violence in the workplace; hate crimes, phone threats, hate graffiti, verbal assaults, physical threats
 - Campus police: sensitivity , awareness, police who harass
- 3 Issues for student, staff, faculty
Students
 - Health: STDs, HIV/AIDS prevention
 - Housing (roommates, family housing, fraternities)
 - Funding for programming
 - Office space
 - Sexual or other harassment
 - Visibility/invisibility on campus
 - Connections to staff, faculty and library
 - Safe meeting spaces (centers)
- 4 Unique issues
Faculty & Staff
 - Recruitment and retention (dp allowances, academic climate, partner packages)
 - Faculty housing
 - Domestic partner benefits
 - Social and political organizations
 - Programming
 - Campus policies and procedures
- 5 General Issues
 - Issues for administrators and human resources managers
 - University outreach and education programs
 - Governing Bodies (Regents and Boards)
 - Public perception: Community concerns, alumni, and prominent donors
 - Myths and stereotypes versus facts

April 26, 1996

Members of the Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues:

Sarah Archibald
 Fred Atchison
 Richard Belmontez
 David Blasband
 Francesco Carusi
 Liz Crocker
 Robert DeAndrea
 Christopher Diani
 Patrick Dowd
 Sam Dunlap
 James Forcier
 Mark Freeman
 Nickie Golden
 Judith Halberstam
 Jackie Hanson
 Paul Harris
 Scott Heath

Margaret Houlihan
 Bradley Kroeger
 Gerald Lowell
 Mollie Martinek
 Chris Mathews
 Kevin Milligan
 Susan Murphy
 Nolan Penn
 Tom Phillips
 Jennifer Pournelle
 Nancy Relaford
 Tom Thomas
 Jon Welch
 John White
 Jon Windhauser
 Richard Zoehrer

Re: New Scholarship

I am writing to provide information about the new Michael L. Marx and Donald K. Marshall Scholarship that has recently been established for gay and lesbian undergraduate students at UCSD. The selection criteria for this scholarship include both a strong academic record and demonstrated financial need.

I am aware that preliminary information about this new scholarship was shared with you at your last meeting, and now I am pleased to provide the finalized materials. Please refer to these for the most up-to-date information. Our department is pleased to be administering this new scholarship and I would be happy to answer any questions you may have.

Applications are now available through the LGBA student organization and our office. The deadline to apply is May 24.

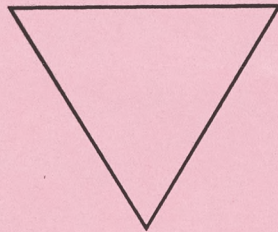
Thank you for any assistance you may provide in publicizing this new scholarship.

Ann Klein

Ann Klein
 Associate Director

Announcing

The Michael L. Marx and Donald K. Marshall Scholarship for Gay and Lesbian Students



The Michael L. Marx and Donald K. Marshall Scholarship fund will make one or more awards of at least \$1,000 to gay and lesbian students who will be at the sophomore, junior, or senior level by fall quarter 1996. The selection criteria for this scholarship include both a strong academic record and demonstrated financial need. Applicants must submit a 1996-97 Free Application for Federal Student Aid (FAFSA) to determine financial need.

Scholarship applications and FAFSA's can be obtained in the Student Financial Services lobby or through the LGBA Student Organization located on the 2nd floor of the Student Center, Building A. Questions regarding this scholarship may be directed to the Scholarship Office at 534-3263.

The deadline to apply for this scholarship is Friday, May 24

UCSD UNDERGRADUATE 1996-97 SCHOLARSHIP SUPPLEMENTAL APPLICATION

THE MICHAEL L. MARX AND DONALD K. MARSHALL SCHOLARSHIP IS DESIGNATED FOR GAY AND LESBIAN STUDENTS WHO WILL BE AT THE SOPHOMORE, JUNIOR, AND SENIOR LEVEL BY FALL QUARTER 1996. THE SELECTION CRITERIA FOR THIS SCHOLARSHIP INCLUDE BOTH A STRONG ACADEMIC RECORD AND DEMONSTRATED FINANCIAL NEED. APPLICANTS MUST SUBMIT A 1996-97 FREE APPLICATION FOR FEDERAL STUDENT AID (FAFSA) TO THE FEDERAL PROCESSOR FOR DETERMINATION OF FINANCIAL NEED.

SECTION I: PERSONAL INFORMATION

A. Name (Last, First Middle) _____ Social Security Number* _____

B. Address (Street) (City, State, ZIP) _____ (Area Code) Telephone Number _____

C. Major Course of Study _____ D. Expected Date of Graduation: _____ / _____
(quarter, year)

E. In 1996-97 I will be enrolled in the following UCSD college:

Thurgood Marshall John Muir Revelle Eleanor Roosevelt Earl Warren

F. My academic status fall quarter 1996 will be:

Sophomore Junior Senior

SECTION II: ACADEMIC INFORMATION

Please select the one category that is applicable to you and provide the grade-point average (GPA) requested. GPA will be used in determining scholarship eligibility and is subject to verification via campus records.

A. Entered UCSD in 1995-96 from high school _____ high school gpa _____

B. Entered UCSD in 1995-96 from another college _____ other college gpa _____

C. Continuing UCSD students _____ Cumulative UC GPA as of winter quarter 1996 _____

SECTION III: PERSONAL STATEMENT

The personal statement is an extremely important part of your scholarship application. It allows you to provide information about your academic achievements, unique attributes and experiences, and special circumstances or unusual hardships. Elaborate on items that demonstrate your motivation, achievement, leadership, goals and commitment. Type your statement on the reverse side of this application.

SECTION V: CERTIFICATION STATEMENT

I hereby certify that all the information reported on my application for undergraduate scholarship is true and complete to the best of my knowledge. Donors and outside agencies who offer financial assistance occasionally request information regarding scholarship applicants. I authorize release of my academic, financial and biographical information to donors or outside agencies in order to be considered for scholarship awards.

Student's signature _____ date _____

*The social security number you provide on this form will be used by the University to verify your identity. Disclosure is mandatory. This notification is provided to you as required by the Federal Privacy Act of 1974. The University's record-keeping systems relating to this application were established prior to January 1, 1975, pursuant to the authority granted to The Regents of the University of California under Article IX, Section 9, of the California Constitution.

THE DEADLINE TO APPLY FOR THIS SCHOLARSHIP IS FRIDAY, MAY 24.

Brief History of Domestic Partners Benefits Proposal

1990-91: In the 1990-91 annual report to the Assembly of the Academic Senate, the University Committee on Affirmative Action submits recommendations in regard to sexual orientation discrimination.

October 1991: Academic Council refers one of these recommendations to the University Committee on Faculty Welfare, namely to study the elimination of discrimination on the basis of sexual orientation in the provision of benefits within the University of California.

UCFW forms an Affirmative Action Subcommittee for the purpose of studying the asymmetry in the provision of University benefits, and identifying possible ways of lessening or eliminating asymmetry between married spouses and non-Spouse Domestic Partners (NSDP's).

February 12, 1993: The Subcommittee presented its report including its findings and a "menu of options", to the UCFW. The subcommittee defined its study by showing the differences in the availability of universitywide benefits and campus amenities for employees' spouses and their children, as compared to the availability of these benefits and amenities for non-spouse Domestic Partners (NSDP's) and their children.

June 16, 1993: In response to inquiry by the UCFW, the UC Office of the General Counsel confirms knowing of "no legal bar to a University program affording healthcare benefits" to NSDP's.

June 23, 1993: University Committee on Faculty Welfare (UCFW) approves a series of recommendations regarding benefits for non-spouse domestic partners.

March 16, 1994: After consultation with Academic Senates at all 9 campuses, the UC Academic Council passes a proposal recommending **full access to all benefits for domestic partners**. The council supported the extension of benefits to same-sex couples only. The proposal was forwarded to UCOP for action.

November, 1994: A written response from President Peltason states that the matter of NSDP benefits is receiving "careful consideration". He indicates the administration will assess: 1) estimated costs of implementing the Academic Council's recommendation & source of funding; 2) positive affect of such policy on academic programs; and 3) legal implications of possible adoption; and 4) whether a decision to recognize NSDP's is within the authority of the Board of Regents.

December 1994: President promises UCLGBA a chance for input into the final draft of this report. UCLGBA presents material on costs of NSDP benefits.

May 1995: After much implication that a draft of the UCOP's report is ready, President Peltason calls UCLGBA Chairperson to inform him that a report won't be ready until July.

(July 1995: promised report??)

(October 1995: President Peltason to retire)

A parallel proposal to the UCFW proposal, but which includes staff employees has the support of the Chancellor's Advisory Committees on Lesbian, Gay & Bisexual issues on all eight campuses where they currently exist. (Davis, Irvine, Riverside, Los Angeles, San Francisco, San Diego, Santa Barbara, and Santa Cruz.)

Supporters on the UC Berkeley Campus of the parallel proposal which includes staff employees are: the Berkeley Staff Assembly (BSA) and the Lesbian Gay Staff Empowerment and Enlightenment (LeGaSEE). This parallel proposal is also endorsed by the Academic Business Officers' Group (ABOG), Alianza, the Asian Pacific Systemwide Alliance (APASA), the Black Staff and Faculty Organization (BSFO), the Publications Roundtable, the University of California Retirees Association of Berkeley (UCRAB), University Council-American Federation of Teachers (UC-AFT) and UPTe.