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## APPENDIX A: NOTES TO APPENDICES

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1997 Campus Climate Report on the Web

<http://orpheus.ucsd.edu/caclgbi/report97.html>

UCSD SSH Library Call Number: HQ76.3.U52 C38 1997

1995 Campus Climate Report on the Web

<http://orpheus.ucsd.edu/caclgbi/report95.html>

UCSD SSH Library Call Number: HQ76.3.U52 C38 1995

**APPENDIX B: CAMPUS CLIMATE REPORT 1995 - INTRODUCTION**

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## INTRODUCTION

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The environment in which lesbians, gays, and bisexuals (LGBs), study, work, teach, and conduct research at the University of California, San Diego in 1995 is a complex one. Ever pervasive is an ugly prejudicial environment shaped by the larger societal context of church, state, and community. LGB's fear being honest and "out" about their sexual orientation, given the range of actions that can be taken against them, actions that can drastically affect future employment, future studies, and scholarly work.

Many undergraduates, while at college, begin to come to grips with their sexual orientation. They require caring and sensitive mental and physical health delivery systems and nurturing support environments. Openly out undergraduates must address the wrath of fellow students who have been taught to hate in unenlightened high school environments. Many graduate students, fearful of alienating academic departments and powerful faculty dissertation committees, live in the closet.

Only a handful of tenured faculty are open about their lesbian, gay, or bisexual identity. Many more are closeted and extraordinarily careful about exposing any facet of their sexual identity to the academic or administrative power structures. For example, several faculty were unwilling to serve on the Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues (CACLGBI), simply because they feared that such association would jeopardize their future in some way or another.

Employees are usually closeted during their probationary period for fear of losing their jobs due to prejudice. Once an employee has made a practice of being closeted to coworkers, it is harder to be "out" – to be oneself at work. This puts a chill on work relations which is pervasive, and the cost of which is hard to calculate. As staff move up the career ladder, they have more to lose and often become more closeted. This creates the impression that there are no LGBs in the staff above a certain classification. Staff employees in the Administrative and Professional Staff Program (A&PS) and the Management and Professional Program (MAP) who are closeted say they don't want to lose the power of assumed heterosexuality and the concomitant membership in the "old boy network" in what remains largely a heterosexual white male-dominated hierarchy at this university. More junior LGB staff have had, until recently, no role models and believe that there is a "glass ceiling."

It is difficult to separate perception from reality and determine the degree to which LGBs are excluded from the UCSD community and the degree to which fear makes them self-excluding. Fear of discrimination leads many who can pass as straight to take that route; thus, acceptance by the wider community goes largely untested. It is also difficult to quantify how much discrimination and prejudice occurs at UCSD; accurate and valid statistics are difficult to gather when dealing with hate crimes and harassment.

Many LGB members of the UCSD community were heartened by the recent executive appointment of an openly gay person. Further, the appointment of the CACLGBI signals a willingness on the part of the administration to consider the concerns of lesbians, gays, and

bisexuals. However, UC intransigence on the issue of domestic partner benefits illustrates how far LGBs still need to travel.

The following report describes the campus environment for LGB students, faculty, and staff in 1995. The hope is that progress will continue to be made, both at UCSD and within the University of California, so that future reports will be able to celebrate increased successes and have fewer and fewer examples of discrimination to note and act upon.

**APPENDIX B: *CAMPUS CLIMATE REPORT***  
**OCTOBER 1995**  
**“CHAPTER II. HARASSMENT”**

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The CACLGBI acknowledges two distinct forms of harassment:

- a) "Quid-pro-quo" sexual harassment actions, and
- b) "Hostile environment" harassment actions which include unwelcome conduct based on sexual orientation.<sup>1</sup>

The difference between these two forms is an area of concern for the CACLGBI since the distinction is not always made when reporting incidences of harassment. "Harassment" statistical data and its meaning may, therefore, be misleading. The CACLGBI is very concerned that the accurate number of cases of "hostile environment" harassment actions based on sexual orientation be identified. The campus Office of Sexual Harassment Prevention and Policy acknowledges the importance of the distinction and is willing to incorporate appropriate changes in annual reports.

Both forms of harassment described above are prohibited under State Civil Code covering sexual discrimination.<sup>2</sup> State Civil Codes include reporting requirements which may not necessarily make or require the distinction between the two forms of harassment. Incidences of harassment of LGBs are often recorded within the UC system by administrators who also have responsibilities for implementing Title IX of the Education Amendments of 1972 and Title VII of the Civil Rights Act of 1964 which prohibit discrimination based on sex within education programs or activities receiving Federal funds. Hate crimes involving criminal action, e.g., assault, are under the jurisdiction of the campus Police Department.

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<sup>1</sup>Hostile environment -- Verbal, visual and/or physical, unwelcome conduct that is either sexual in nature or because of the sexual orientation or the sex of the person that is used to create a hostile environment. The actions may be repeated, pervasive and severe and cause the reasonable person to judge his/her workplace or environment as intolerable or hostile.

<sup>2</sup>In addition to the State Civil Codes covering sexual discrimination, the Hate Harassment Law (Ralph Act) prohibits intimidation and threats directed to individuals, including those who are lesbian, gay, or bisexual.

## "HOSTILE ENVIRONMENT" HARASSMENT BASED ON SEXUAL ORIENTATION

While one will find that most college and university campuses tend to be safer environments for LGBs, compared to what is often referred to as "the real world" off campus, LGBs regularly endure the fear of potential and real harassment and sometimes violence. The UCSD environment is no exception to this phenomenon.

Those forms of harassment termed hate crimes, in which verbal taunting or threats or violence are perpetrated upon LGBs is in fact widespread throughout American society. In most large cities it has become the fastest growing category of hate crimes. It is not the CACLGBI's intention here to try and determine all the factors that lead to this violence and why it is growing, but an examination of a few possibilities can help enlighten the policymakers at UCSD so as to avoid as many hate crimes as possible.

It is extremely difficult to measure the actual level of harassment towards LGBs either on or off campus. Traditionally, many LGBs have avoided reporting anti-gay harassment to police departments. First, many victims have experienced direct harassment by police officers elsewhere because of some officers' own homophobia. Secondly, many police departments have not considered violence towards this minority group a serious problem. While there have been major strides in most police departments to improve the responsiveness and accountability of police officers, nevertheless the hesitancy on the part of many LGB persons to report crimes still persists.

The other major contributing factor making it difficult to gauge the full level of harassment is that reporting such a hate crime will require the victim to proclaim her or his homosexuality or bisexuality. The vast majority of LGB persons are not open or "out of the closet" and disclosing the information to an authority figure or organization can be too difficult for many people. The victim may not feel comfortable about his or her own sexual orientation or there may be a real danger in the possibility of losing one's job, family, and/or friends by disclosing this information.

Ideally this very important part of this campus climate report should include a confidential campus wide survey of all UCSD community members to attempt to find out the extent of harassment towards LGBs and the potential for harassment. It would require funding and strong support from the Chancellor to accomplish this, and it is something that the CACLGBI feels should be done in the future. The reality is that as more LGB people come out of the closet and demand equal

rights and equal protection under the law, more will be willing to show affection in public and be honest about who they are. As this occurs, more violent confrontations can be expected to occur against this minority group. In addition, if one accepts that society at large is becoming less tolerant of diversity in general, and that verbal proclamations against all minority groups is growing, it can be expected that LGBs will be scapegoated along with other minorities. Inevitably, this verbal taunting leads to further violence.

What follows is a brief overview of some of the cases of harassment that we are aware of that have occurred at UCSD. Again, the reader is reminded that these represent only those cases in which a victim was willing to reveal an incident to a CACLGBI member.

1. Approximately ten years ago, two women were walking together followed by two friends behind them. As they walked on the walkway between Peterson Hall and the old Student Center, one woman said something funny and the other one laughed and threw her arm around the first woman. A couple of moments later, the women looked up and noticed a large, young man on a skateboard three feet in front of them, his arm stretched out towards one woman. Through clenched teeth he hissed, "Lovers!" At this point, the man sailed past the women. Right after this, there was a smaller man jogging behind the first one with arms raised to chest level, elbows out, fists clenched, who ran directly into one of the women, knocking her to the ground. While still on the ground, the woman spun around and saw the two men about 20 feet away laughing.
2. In a different type of case, one which would partially fall under the category of sexual harassment, another woman who described herself as being young, naive, and inexperienced was told years ago that if she did not do what a co-worker had wanted her to do, the first individual would reveal the other employee's sexual orientation, causing her (in the perpetrator's words) to lose her job and make it impossible for her to get a similar job elsewhere. Because of this blackmail, and the victim's lack of any support system for dealing with the threats, she suffered a great deal of mental anguish and psychological damage.
3. In 1991, twelve obscene phone calls were recorded at the LGBA (student group) office and reported to the UCSD Police Department. Group members also reported obscene calls at their homes. Also in 1991, there were two reported vandalism cases and a bizarre incident when someone vomited on the door of the LGBA office. Included in the harassing phone calls was a bomb threat towards a semi-formal dance sponsored by the

LGBA. Also in 1991, two women walking together were verbally and physically assaulted on campus by some unidentified men. The same year, a graduate student hired as a T.A. was spat upon by a student after giving a lecture on LGB-related issues. In 1992, an LGBA member staffing one of the LGBA's dances was attacked with a paint pellet fired from a passing car.

4. In 1993 a staff employee who was just being dropped off at work had kissed his boyfriend goodbye. Some men who were subcontractors at a UCSD construction site began yelling derogatory anti-gay remarks at the employee, including "Faggot!" The incident almost escalated into a fight, but when the employee asked the group of men for their names and their supervisor's name, they walked away. By the time the perpetrators could be identified, the subcontracting company had vacated the site. Further oral and written communication with the subcontractor proved time-consuming and frustrating. The last letter received from the supervisor of the subcontractor was not at all gay-friendly or sensitive.
5. In 1993 a mural on a campus building that featured openly gay San Francisco Supervisor Harvey Milk, who had been assassinated, was defaced by vandals.
6. Last year, a poster advertising a San Diego LGB Pride Parade that was displayed on a staff bulletin board in the University Library was defaced with the words, "YES, GO TO THE PARADE! KILL ALL DYKES AND FAGS AT ONCE! HA-HA!"<sup>3</sup> Immediate and forceful action was taken by Library Administration to respond to this. An e-mail was sent out to all staff and student supervisors informing them that discrimination or harassment would not be tolerated within the Library and that the Library places a great value on diversity, as well as the message reemphasizing the University's non-discrimination statement.
7. Currently there is a staff person on campus who, upon finding out that her co-worker is a lesbian, has completely shunned the co-worker.<sup>4</sup> In what was formerly a good productive working relationship, the homophobic individual stopped speaking to the woman who happens to be a lesbian. She began exiting rooms whenever the lesbian entered the room, would greet everyone in a room except her, stopped talking whenever the lesbian entered a room, and would not look at her. In spite of the lesbian's

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<sup>3</sup>See Appendix 2, "San Diego Lesbian & Gay Pride 20th Anniversary."

<sup>4</sup>See Appendix 3, "E-mail message, Subject: 'harassment.'"

attempts to work and communicate with this woman, the woman's behavior created a tense and hostile working environment for several months.

The lesbian's boss was sympathetic to her plight and stressed repeatedly that the Director fully supporter her and viewed any violation of the University's nondiscrimination policy as unacceptable behavior. The boss asked her to report any overt instance of verbal or physical harassment immediately and to tell her if the situation otherwise became intolerable. The Director followed this up with a letter to all staff reiterating the department's unwavering support of nondiscrimination policies.

After this "shunning" treatment for months, the lesbian again raised the issue with her boss. The boss called for a simultaneous meeting of parties involved. It eventually worked out satisfactorily, but there is a valuable lesson to be learned -- that is, if supervisors back up their personal support for policies by IMMEDIATELY taking a leadership role in requiring, even in a gentle fashion, homophobic employees to face and cope with their fears, an extremely uncomfortable work environment can be avoided for all concerned.

8. The Guardian reported an incident in which aggressors shouted, "Die Faggot" and attempted to run an individual over with their car.<sup>5</sup>
9. Anyone who has regularly placed flyers up on campus advertising LGB-related events has experienced a much higher percentage of these types of flyers being removed by homophobic individuals than other types of flyers. While this act is not violent, the CACLGBI does find it highly objectionable. The CACLGBI urges University officials to discuss the seriousness of limiting freedom of expression via the destruction of flyers and posters, and also urge University officials to then actively pursue sanctions against violators of this policy.
10. This year as in past years, the LGBA has continued to endure lewd and threatening phone calls left on their answering machine. In addition, earlier this year, an LGBA member who has been active in educating the campus on LGB issues avoided a gay-bashing attempt. The aggressors shouted the phrase, "Die faggot" and tried to run him over with their car.
11. Several CACLGBI members recently met with the UCSD Police Chief to communicate the members' concerns and to establish an open dialogue between both communities. The group found the Police Chief to be

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<sup>5</sup>See Appendix 4, "The UCSD Guardian, 4/3/95, "LGBA Member Escapes Gay-Bashing Incident."

receptive and educated on many of the issues surrounding the LGB communities, and she welcomed some of the CACLGBI members to conduct some sensitivity training before the Police Force at a future date.

Furthermore, she said that if the CACLGBI ever had any reports of discrimination against LGB persons by any of her officers, that these concerns should be communicated directly to her. The CACLGBI wants to urge LGB persons to feel comfortable in reporting any incidents of harassment against them to the UCSD Police Department. The Chief strongly encouraged the CACLGBI members to let others know that individuals should feel comfortable making reports to the Police Department. This is crucial and that if victims feel they do not have this outlet, victims may suffer even further psychological and potentially physical trauma at the hands of the aggressor. The CACLGBI also hopes that LGB police officers can be confident in knowing that they will be treated justly and with respect by their fellow officers.

During the Summer, 1995, four members of the CACLGBI conducted a workshop with the Police Department to try to explore each group's concerns and to better relate to each other on the issues with which both have to contend. CACLGBI found the police officers overall to be very receptive to CACLGBI concerns.

The workshop included short biographies by the presenters, a section exploring the myths and stereotypes surrounding LGBs, a brief history of why LGBs are reluctant to report crimes to police, an overview of incidents involving LGBs at UCSD, and examples from Davis, California, where the City employs a LGB liaison to the Police Department. The session was then opened up to questions. The Police encouraged LGBs to join in the Ride-Along Program where they can observe the work of an officer on duty. In addition, officers spoke of particular incidents they have encountered and sought CACLGBI members' advice on whether there might be a more effective means of dealing with a particular situation. The officers stressed that they want LGBs to not be afraid to report any crimes and said they would be willing to meet with CACLGBI in the future to further support open lines of communication.

Many CACLGBI members are aware that often times anti-gay violence is more likely to be found amongst groups of people as "group think" takes hold and individuals do not feel personally accountable for their actions. Anti-gay violence of this sort has commonly emanated from fraternities at many campuses across the country. Administration and Student Affairs officials need to be cognizant of this. At the same time, many CACLGBI members are aware that sometimes individuals who are the most anti-gay in their actions or rhetoric are themselves

dealing with their own internalized homosexuality and consequently their own homophobia and self-hatred which causes them to lash out at openly gay individuals. By ensuring that LGB-supportive mental health personnel and facilities exist throughout campus, and that Campus Administration continually includes LGB issues as a part of diversity training and recognizes LGBs as valuable contributing members of the campus community, we can all work towards a more tolerant environment whereby homophobic individuals will be more likely to work on overcoming their prejudices rather than acting upon them.

## RECOMMENDATIONS

Funding should be provided to conduct a campus-wide survey on harassment and violence towards LGB students, staff, and faculty. Such a survey could be designed with assistance of the UCSD community.

Campus Administration and Student Affairs personnel should be cognizant of the potential for violence and harassment towards LGB persons on campus and pursue all violations to the fullest extent of the law and campus regulations.

Campus police should maintain hate crime statistics with capabilities of readily identifying those cases based on sexual orientation.

Campus police, and any other appropriate campus units, should advertise self-defense classes they offer to the LGB community.

LGB organizations and individuals need to actively encourage survivors of violence or harassment to report the abuse to the proper authorities, including the Police Department.

**APPENDIX C: 1997 CAMPUS CLIMATE REPORT  
AN UPDATE TO THE 1995 CAMPUS CLIMATE REPORT  
"CHAPTER II. HARASSMENT"  
May 1997**

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RECOMMENDATIONS FROM 1995 *CAMPUS CLIMATE REPORT*

Funding should be provided to conduct a campus-wide survey on harassment and violence towards LGB students, staff, and faculty. Such a survey could be designed with assistance of the UCSD community.<sup>6</sup> In addition to the State Civil Codes covering sexual discrimination, the Hate Harassment Law (Ralph Act) prohibits intimidation and threats directed to individuals, including those who are lesbian, gay, or bisexual.

Campus Administration and Student Affairs personnel should be cognizant of the potential for violence and harassment towards LGB persons on campus and pursue all violations to the fullest extent of the law and campus regulations.

Campus police should maintain hate crime statistics with capabilities of readily identifying those cases based on sexual orientation.

Campus police, and any other appropriate campus units, should advertise self-defense classes they offer to the LGB community.

LGB organizations and individuals need to actively encourage survivors of violence or harassment to report the abuse to the proper authorities, including the Police Department.

1997 UPDATE ON RECOMMENDATIONS

A campus-wide survey on harassment and violence towards LGBT students, staff, and faculty is still warranted and is under consideration by CACLGBTI.

When acts of violence or harassment become known to CACLGBTI members, some form of action is taken including encouraging the victim of the harassment to report the incident to the proper

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<sup>6</sup> CACLGBTI notes two distinct forms of harassment:

- 1) "Quid pro quo," i.e., one thing in return for another, and
- 2) Hostile Environment: Sexually offensive, unwelcome, verbal, visual and/or physical conduct that permeates the workplace, classroom, or academic department, making it difficult for employees or students to do their work. The conduct is continuous, frequent, repetitive, and part of an overall pattern, rather than one event or several isolated incidents.

authorities. Please see below for specific incidences and responses.

UCSD Police Department periodically distributes a crime report by month which indicates date of offense, case number, type of offense, location of offense, and value of a stolen/damaged object. "Threatening phone call" is one form of harassment noted in the crime reports. During a breakfast meeting hosted by the Assistant Vice Chancellor-Human Resources, a CACLGBTI member suggested that this police report should be more widely distributed to the campus.

Since the previous climate report, the UCSD Police Department has made an effort to send notices to LGBT groups, in particular the officially recognized staff association for LGBTs, the Umbrella Group, announcing such measures as Pepper Spray training.

## HARASSMENT INCIDENTS SINCE THE 1995 *CAMPUS CLIMATE REPORT*

### Harassment of Staff Employee Involving Sexual Orientation

A staff employee on campus recently reported to a CACLGBTI member that she has been involved in a long term sexual harassment situation involving her sexual orientation. She claims she addressed this situation with her supervisor, with the supervisor of the alleged harassing employees, and with the Department Director, but the situation remained unresolved. The issue was later referred to the Office Of Sexual Harassment Prevention & Policy (OSHPP) and its former director, June Terpstra, who made recommendations. However, according to the harassed employee, the actions continued to occur in a less direct and more covert way. The Assistant Vice Chancellor and the Vice Chancellor who oversee this functional area were later advised of the situation; and as of the writing of this report, the situation is currently under their review. The harassed employee feels the former Director of OSHPP performed professionally, compassionately, and was a strong advocate in her defense and regrets her resignation. The employee also feels her supervisor and the supervisor's supervisor also rose to her defense and acted compassionately but were unable to have any effect on the situation beyond a certain point. Because the situation has continued for so long with ill effect, the employee has been placed on stress leave at the advice of her physician. She is now considering the possibility of legal action.

### LGBT History Program at the Women's Center

A panel discussion titled *History of the Lesbian/Gay/Bisexual/Transgender Movement* was presented at the Women's Center in February 1997. The Director of the Women's Center publicized the program by sending a flyer out via the student-flyer's mail list. She reported that her office received hate mail in response to the announcement of this presentation.

### Same Sex Marriage Program at Thurgood Marshall College

In March 1997, Thurgood Marshall College (TMC) and The Hewlett Diversity and Unity Project sponsored a forum titled *Same Sex Marriages: The Law, Male Couples and Theology* at the Cross Cultural Center. Panelists included an individual from the Western School of Law, two UCSD School of Medicine Professors and authors of The Male Couple, and a representative from the Campus Crusade for Christ. Individuals at TMC responsible for this program reported that they received e-mail and phone calls protesting the event. One anonymous phone caller complained, "Now my tax money is being used to

support these perverts.”<sup>7</sup> The exchange of opinions in this event raises the issue of free speech and the (Footnote continued on bottom of page 4.) (Footnote continued from page 3.) emotions behind personal opinions. It may be noted that other campuses have had to address this situation. For example, at Pennsylvania State University, students petitioned to form a campus organization called Students Reinforcing Adherence In General Heterosexual Tradition (STRAIGHT). The Undergraduate Student Government Supreme Court refused to formally recognize the group on the basis that the group’s purpose is to oppose homosexuality. The student court felt STRAIGHT would not be a benefit to the University (one of the requirements for group recognition); and with the exception of Students Against Drunk Driving, no other campus group has defined its opposition to another group in its mission statement. An appeals board, however, reversed the student court’s ruling on the basis of the campus’ discrimination policy. Recognition of STRAIGHT permits the group to use university letterhead and to meet in university buildings. STRAIGHT indicated that it would not discriminate in selecting its members including the consideration of one’s sexual orientation.

In a similar vein, it is possible, considering the recent challenges to affirmative action, that “White Student Clubs” could surface and petition for formal campus recognition just as organizations have formed to support women and minority recognition. While no such clubs are known to the authors of this Climate Report, this hypothetical scenario has been the subject of a discussion by affirmative action and diversity officers across the country. The authors of this Climate Report mention these situations because they involve the same basic issues involved in Thurgood Marshall College’s hosting of a controversial program and pose an interesting challenge to issues of free speech, diversity, and campus climate.

### Graffiti

In October 1996, a CACLGBTI member noticed the word “FAG” had been written in chalk behind a car parked in one of the reserved faculty spaces in the Faculty Club parking lot. In the parking space next to it, which was a disabled parking space with the wheelchair symbol, was written also in chalk, “and Jane His Wife.” The incident was reported to campus police to be documented. The campus police did record the incident and reported that no other incidences had been reported to suggest a trend of such graffiti. The incident was also reported to Parking and Transportation Services who quickly dispatched someone to remove the chalk graffiti.

### Flyer: Gay Awareness Week

Please see “Chapter XII. Campus Climate from the Students’ Perspective.”

### E-Mail Flyer: “Welcome Back Students”

A Teaching Assistant (TA) for a campus writing program reported that he received a flyer via the e-mail student-flyers list. The TA felt the flyer was deeply homophobic and offensive and intended to discredit TAs and the Association of Student Employees (ASE/UAW). The incident of the flyer was reported by the TA to the Office of Sexual Harassment Prevention and Policy, the Chair of CACLGBTI, and to the Association of Student Employees. The e-mail message is as follows:

>----- Forwarded message -----  
>Date: Sun, 12 Jan 1997 06:59:59 -0800 (PST)

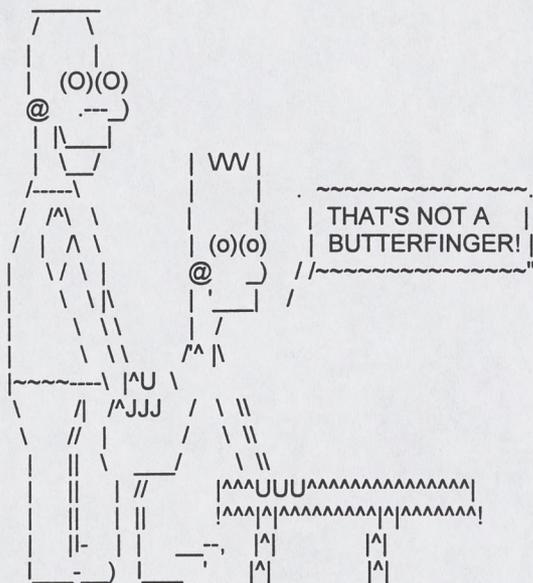
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<sup>7</sup> One individual objected to the presence of a representative from the Campus Crusade for Christ on the basis that this organization is opposed to the right for gays and lesbians to exist. The individual felt that the presence of such a representative would be an insult to the gay and lesbian community. By analogy, the individual explained, it would be like inviting the Grand Wizard of the KKK to participate in a discussion of Proposition 209 (California Civil Rights Initiative) which was done at Cal State Northridge but for political show, not for education. A spokesperson for Thurgood Marshall College explained that the decision to include this representative was based on the notion that Campus Crusade for Christ did not represent any particular denomination but was viewed as being “generic” and that programs financially supported by The Hewlett Diversity and Unity Project are intended to provide a full spectrum of opinions, causes, solutions, actions, and reactions.

From: Your TAs <UCSD-TAs@sdcc17.ucsd.edu>  
To: student-flyers@ucsd.edu  
Subject: Welcome Back Students!

Dear students, In light of the recent TA events that have been going on, we understand that we have been given bad press and seem disgruntled, etc. We just want to let you know that we are here to support you all and are here, first and foremost, for you, the students of UCSD. We would like to welcome you all back for the new year of 1997, and hope you had a great break. Good luck to you all, and the best to you in 1997!

Your TAs



And we have a sense of humor, too!

The Office of Sexual Harassment Prevention and Policy was able to implement some checks in the Student-Flyer List to prevent occurrences of this type from happening again. No apology was issued, however, regarding the e-mail.

Student Experiences With Harassment

Students have reported disturbing instances of harassment. Please see "Chapter XII. Campus Climate from the Students' Perspective."

RECOMMENDATION

Sexual harassment of any kind, including that based on sexual orientation should not be tolerated on campus.

**APPENDIX D: LETTER FROM CACLGBTI TO CHANCELLOR DYNES  
MARCH 1997**

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DATE: March 28, 1997

TO: CHANCELLOR ROBERT C. DYNES

FROM: SARAH L. ARCHIBALD and GAIL WISE, CACLGBTI

RE: REQUEST FOR ESTABLISHMENT OF A LESBIAN, GAY, BISEXUAL,  
TRANSGENDER RESOURCE CENTER

S. Archibald  
9500 GILMAN DRIVE  
LA JOLLA, CALIFORNIA 92093 0949

The Chancellor's Advisory Committee on Lesbian, Gay, Bisexual, and Transgender Issues (CACLGBTI) has determined there is a need for a safe, on-campus location where members of the campus community can locate resources and meet concerning issues of gender and sexual orientation. Therefore, the CACLGBTI recommends that you establish a staffed lesbian, Gay, Bisexual, Transgender (LGBT) resource Center at UCSD.

The Chancellor's Advisory Committee has tried to address some of these issues by producing informational brochures, forming a speakers bureau and sponsoring programming events. However, the best of the CACLGBTI's efforts remain inadequate compared to the visibility and consistency a resource center would provide. The committee cannot maintain the level of activity necessary to meet the needs of the UCSD community. The establishment of a staffed resource center would provide valuable services in the following areas:

- 1) **Safe space.** This is the most important function a resource center can fulfill. The CACLGBTI has collected many personal accounts of people, especially students, feeling isolated and fearful due to the lack of a place to get information and support. Members of the campus community need the safe environment that a LGBT center would provide - especially those individuals who are grappling for the first time with their sexual identity. For this reason alone, the establishment of a center at UCSD is imperative.
- 2) **Resources.** Currently there is no single location on campus where resources related to lesbian, gay, bisexual, and transgender issues can be distributed. The CACLGBTI has tried to address this need by publishing brochures and distributing them in the libraries, through Human Resources, and the campus resource centers. Nevertheless, many people still report a dearth of information and an inability to locate campus and community resources. A LGBT Center could house a dedicated library of materials for the campus community at large, including books, videos and magazines.
- 3) **Visibility.** Unlike many ethnic minorities, sexual minorities are often invisible. People struggle, because they may know few if any other gay, lesbian, or bisexual individuals. Visibility is an important part of making the campus a more safe and supportive environment for everyone. If located in a central place a Center could increase visibility in a positive way and improve the overall climate at UCSD.
- 4) **Support of Student Organizations.** Despite strong student support, the LGB organizations at UCSD have struggled to maintain continuity. Student LGBT organizations at other campuses have encountered similar difficulties. A Center could provide continuity with its

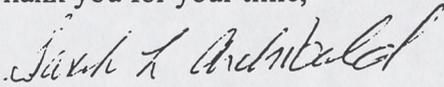
resources and staff presence. Evidence shows that these organizations thrive where campus resource centers have been established.

- 5) Campus and Community Outreach. The presence of a Center would foster outreach to existing campus organizations as well to the greater San Diego community. The CACLGBTI has made efforts to do this but has been hampered by both visibility and continuity. Permanent staff is necessary to meet this goal.
- 6) Programming. A campus resource center would organize educational and academic programming events regarding issues of sexual orientation and related climate issues.. Currently, the CACLGBTI sponsors occasional campus events. A center could provide a home for regular programming events and speakers. These kind of events would stimulate and enrich intellectual life on campus and in the community as a whole.
- 7) Mentors. A Center is a place where students, staff, and faculty can work together to provide support and mentoring. Other UC resource Centers have formal mentorship and leadership programs, peer counselor programs, and speaker's bureaus run by the Centers.

Many of the issues discussed in the CACLGBTI's 1995 Climate Report could be alleviated by the establishment of a LGBT Center on campus. The experience of other campuses that have established staffed resources provide evidence for this assumption. Currently, the following UC campuses have LGBT Centers : Los Angeles, Irvine, Riverside, Berkeley, Davis, and Santa Cruz. Most of these Centers have funded staff or are in the process of getting additional staff. It is clear these centers provide support and education for people of all sexual orientations and improve the campus climate. For these reasons the UCLGBTI has also made the establishment of campus resource centers a statewide priority. Also, Nancy Loevinger and Edwina Welch, (Directors of the Women's and Cross Cultural Centers respectively), have expressed their support of a LGBT Center to complement their Centers in addressing diversity issues at UCSD.

The CACLGBTI would be happy to provide you with any further information regarding the establishment of a LGBT Center at UCSD. For instance, the committee has met with representative of the student organization (LGBA), the Directors at other UC Centers including Davis, Los Angeles, Riverside and Irvine and we have collected information regarding the staff and space requirements of such centers. We propose you meet with a small group from the CACLGBTI to further address this issue and possibly form a planning committee. Please contact us at your earliest convenience.

Thank you for your time,

  
Sarah L. Archibald  
Chair, Policy Subcommittee  
Co-Chair, UCLGBTI

Gail Wise  
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Lecturer, Literature Dept.

cc: Richard Belmontez  
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## APPENDIX E: CHANCELLOR DYNES' 10-POINT DIVERSITY ACTION PLAN

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Chancellor Dynes created a Commission on Diversity in 1997 to engage in wide-ranging discussions focused on improving UCSD's diversity efforts. The Commission reported its recommendations to the Chancellor in February of 1998. Subsequently, the Chancellor broadly sought campus comment on the report. The Chancellor and Vice Chancellors also intensely considered the report's recommendations and their implementation and developed additional strategies to increase and nurture diversity.

Based upon this comprehensive approach, Chancellor Dynes has created, and is immediately implementing, the following 10-Point Action Plan.

1. To underscore his and the campus' commitment to diversity, and to insure that diversity efforts are pursued as a major institutional priority, the Chancellor wholeheartedly accepts the Commission's recommendation to designate himself as the Chief Diversity Officer of UCSD.
2. To strengthen the impact and cohesiveness of UCSD's diversity efforts, the Chancellor is establishing a UCSD Diversity Council, comprised of faculty, staff and students. This will not be an administration Council; the members will represent the full UCSD community. The Council will replace the Chancellor's Affirmative Action Advisory Committee and the Diversity Education Leadership Team. Building on the achievements of those committees, the Council will oversee a broad agenda of proactive diversity activities. These include further assessing the effectiveness of UCSD's diversity efforts and programs, bringing diversity issues and opportunities to the Chancellor's attention, and recommending policy changes that will positively impact diversity at UCSD.
3. To increase student diversity, the campus is setting a goal of tripling UCSD's current scholarship base to annually awarding \$1 million in undergraduate scholarships, by the year 2002. In addition, the Dean of Graduate Studies and the Vice Chancellor, Development and University Relations will seek increased private funding for graduate fellowships.
4. To increase the diversity of the undergraduate student body, the campus has established a goal of annually increasing UCSD's new underrepresented student population by 10%. The Vice Chancellor for Student Affairs, and his staff, have pledged their commitment to achieving this goal. Further, the Vice Chancellor, Development and University Relations pledges to assist academic departments and programs in obtaining external support for joint student/faculty outreach efforts to attract new students, and for academic enrichment programs for current students.
5. As a further step toward increasing undergraduate diversity, high achievers from all high

schools in San Diego and Imperial counties should be identified and recruited to UCSD. Toward this goal, the Chancellor and the Vice Chancellor, Student Affairs are committed to working with the Admissions Committee on a plan to offer admission to the top 4% of UC-eligible graduates from each high school in these two counties. In addition, the Chancellor and Vice Chancellor, Student Affairs initiated this year the Community Scholarship Program, in which the campus partners with high school principals to award scholarships to UCSD-eligible students who demonstrate a commitment to their community.

6. Setting increased faculty diversity as an institutional priority, the Chancellor pledges resources to efforts that produce results. Toward this goal, the Senior Vice Chancellor, Academic Affairs will benchmark and recommend to the Chancellor the nation's "best practices" in faculty recruitment and retention. Also toward this end, a Distinguished Visitors Program and the "Profiles in Diversity" project recommended by the Commission will be implemented.

7. To address staff diversity issues, the Vice Chancellor, Business Affairs will institute, this year, performance requirements for administrators, managers, and other employees adherence to the UCSD Principles of Community and support for diversity. Campus-wide funding for training and professional development will be increased, and greater staff access to training will be promoted. Further, a number of staff recruitment and retention efforts, and other initiatives aimed at increasing staff diversity, will be pursued on an ambitious timetable.

**8. Initiatives that improve the campus climate will be nurtured. The Cross-Cultural Center and the Women's Center are examples of programs that have accomplished this goal. As the Commission recommends, resources for these Centers will be increased. Space for UCSD's lesbian, gay, bisexual and trans-gender communities will be one of the first issues the Diversity Council considers.** (Emphasis added in this proposal.)

9. To insure that they receive the broadest input possible, the Diversity Council will talk with campus constituencies regarding the development and implementation of diversity initiatives. On the Chancellor's behalf and through a variety of methods -- including a twice-yearly Diversity Forum -- the Council will facilitate an exchange of views on diversity issues, challenges, and strategies. The Council will bring these matters to the Chancellor for review and action.

10. The Chancellor will implement the CREATE program, a UCSD-designed, comprehensive initiative to increase the number of underrepresented students who achieve UC-eligibility, enroll at UCSD and other UC caliber universities, and fulfill their potential as college students and graduates. This broad K-12 outreach effort includes the creation of a Model School, partnerships with school clusters, teacher development, outreach and recruitment, research, and an assessment of K-12 educational practices.

Each Vice Chancellor also has created detailed responses to specific recommendations in the Diversity Commission's report. That comprehensive response is titled the Chancellor's Diversity

Plan and will be available at: <http://www-chancellor.ucsd.edu/diversity>, and at all UCSD libraries.