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**APPENDIX L: *UCSD TIMES* ARTICLE June/July 1998**

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Article follows.



# UCSD TIMES

June 15-July 31, 1998

Vol. 12, No. 10

Chart  
own  
course

See Staff Education and Development  
course listing via the Web at URL  
<http://www-hr.ucsd.edu/~staffeducation/>

A Newspaper for Faculty and Staff at the University of California, San Diego

## Commission asked for extra space for gays and lesbians and structural changes in human resources department

By Jan Jennings and Denys Horgan  
*UCSD Times*

The Chancellor's Commission on Diversity/Outreach/Recruitment has outlined specific ways to improve diversity and the climate in which it is nourished by promoting proven programs, initiating new programs, handling employee situations in a more equitable way, and in general, fostering attitudes and actions that reflect the idea of inclusion.

Chaired by physics department chair Lu Sham, the commission was established last fall to study affirmative action and diversity programs at UCSD. It issued a report in February.

"The biggest concern for the staff and the various diverse interests on campus is that we be included in the discussions and decisions that affect our lives," Lourdes Felix, assistant to the dean of the School of Medicine, said. Felix served on the Diversity Commission and is a member of the Chicano/Latino Staff Association.

Among the recommendations was support for programs that work well, especially the Cross Cultural Center and the Women's Center.

"The Cross Cultural Center has been a tremendous success," George Lipsitz, a professor of ethnic studies and vice chair of the diversity commission, said. "It's a place where students, staff and faculty come together and it contributes greatly to diversity."

The commission also recommended offices and meeting space for the Chancellor's Commission on Lesbian, Gay,

Bisexual and Transgender (LGBT) Issues and the Committee on the Status of Women.

"A center for LGBT would create a safe space to come together," commission member Jennifer Pournelle, a managing editor at the Institute on Global Conflict and Cooperation and a member of LGBT, said. "It would be a visible place both on campus and off campus where anyone can go for information on LGBT and feel comfortable."

To improve the working environment for staff, the commission recommended that Employee Relations be disassociated from Labor Relations and that a group outside Human Resources be established to review employee conflict resolution.

"We feel there is a conflict of interest because Employee Relations reports directly to Labor Relations," Felix said. "When an employee reports a problem, he or she needs an objective, comfortable environment for discussion and solution. We suggest a unit outside of Human Resources to deal with these employee issues."

In an interview, Steve Relyea, vice chancellor for business affairs, said he would give the recommendations serious consideration and will meet with the appropriate people before making a decision. "I'm going to take a look at what to do with that structure problem between now and the end of August," Relyea said.

The commission also recommended the appointment of an ombudsman, but Chancellor Robert Dynes said in an interview, that the job would be redundant once a Diversity Council is in place and working with him as chief diversity officer.

**APPENDIX M: "SURVEY: ALARMING RATE OF ANTI-GAY  
VIOLENCE, COMMUNITY COLLEGE STUDENTS  
ATTEST TO ASSAULTS, THREATS"  
CAROL NESS  
*SAN FRANCISCO EXAMINER***

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**SAN FRANCISCO EXAMINER, August 16, 1998**

<http://www.examiner.com>

**Survey: Alarming rate of anti-gay violence  
Community college students attest to assaults, threats**

By Carol Ness  
OF THE EXAMINER STAFF

A survey of almost 500 community college students in the Bay Area found a "truly alarming" number -- one in 10 -- admitting to violence or threats against people perceived to be gay.

Another 24 percent admitted to anti-gay name calling, according to the study, which was being presented Sunday to the American Psychological Association convention in San Francisco. And the numbers were even higher for young men: Eighteen percent said they had physically assaulted or threatened someone they thought was gay or lesbian, and another 32 percent said they were guilty of verbal harassment, according to the study by University of Washington forensic psychologist Karen Franklin.

According to psychologist Gregory M. Herek of UC-Davis, Franklin's work is the first-ever empirical study of perpetrators of any sort of hate crime.

Most research by social scientists has focused on the victims of such crimes. Franklin's study, which did not identify the colleges of those surveyed, also found that most people who assault or bully homosexuals don't set out one day to bash gays but instead often find themselves in a situation where they can.

"Indeed, assaults on gay men and lesbians were so socially acceptable that respondents often advocated or defended such behaviors out loud in the classrooms, while I was administering my survey," Franklin wrote.

"Furthermore, almost half the assailants reported a likelihood to assault again in similar

circumstances. That is, they either lacked remorse or did not see anything wrong with their behavior."

The largest number of assailants explained their action as "self-defense" -- which Franklin found was based on their perception that gays are sexual predators, so even a friendly gesture can be interpreted as an unwanted sexual advance -- and a legitimate reason for assault.

Others were enforcers of social norms, thrill seekers or just went along with their peers. But all four groups shared a sense that their actions were reasonable.

The majority "do not fit the stereotype of the hate-filled extremist," Franklin wrote. "Rather, they are average young people who often do not see anything wrong with their behavior. And the reason they don't see anything wrong is simple -- no one is telling them that it is wrong."

Students who held back from attacking or harassing gays didn't necessarily show more tolerance than the assailants. Many feared getting in trouble. And one told Franklin, "Even though I feel that homosexuality is wrong, I am only one individual. If I can't get rid of all of them then I won't mess with none of them."

Herek, who along with Franklin was to appear Sunday morning on an APA panel about all kinds of hate crimes, said social scientists studying hate crimes have tended to focus on anti-gay violence. But much of that research "I think can be generalized to hate crimes against other groups," Herek said.

Herek himself studied 2,000 gay men and lesbians in the Sacramento area and found that people who had been assaulted because of their sexual orientation showed "substantially higher levels of emotional distress" than people attacked for some other reason.

This, too, could be true of people attacked because of their ethnicity, gender, or some other trait attached to self-identity, he said.

According to FBI statistics, more reported hate crimes are committed on account of race than any other reason, including sexual orientation, and African Americans are the most-targeted group.

"It's important to collect those data" on other hate crimes, said Herek. "I don't know if it's being done."

No data exist either, he said, to back up the theory that anti-gay violence rises when cultural rhetoric against homosexuality heats up, as during the current ad campaign by conservative Christian groups calling gays sinners and urging them to find God and go straight.

But psychological research has shown that "there is a tendency to attach more of a stigma to a person who is perceived as having an undesirable condition if they are also perceived as having some control over that condition," Herek said -- whether that's being fat, a smoker or being gay.

Public opinion has swung to the view that being gay is inborn and therefore not a choice, he said, though scientists don't know for sure and believe causes include both nature and nurture.

"I see these ads as an attempt to counter this trend and promote the view that people do have a choice," Herek said. That would tend to lead to greater stigmatization of gays, he added. Franklin's study, endorsed in a new APA paper on hate crimes, calls for "a national policy of pro-active intervention against school-based harassment and violence," which would start as early as kindergarten to keep anti-gay bias from becoming entrenched.

**APPENDIX N: "GAY STUDENTS MAJOR PART OF IU COMMUNITY,"  
SARAH RUPEL, *INDIANA DAILY STUDENT***

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Date: Fri, 31 Jul 98 11:27:48 -0800

To:

Subject: Gay students major part of IU community (fwd)

Subject: Gay students major part of IU community

**INDIANA DAILY STUDENT**

Indiana University  
Bloomington, IN  
July 30, 1998  
<http://idsnews.com/>

**Gay students major part of IU community  
By Sarah Rupel**

College students don't just spend time in the classroom preparing for their careers, they spend time meeting new friends, forming new ideals and opinions about the world and learning lessons about themselves.

One of the biggest lessons senior David Horne has learned is to not be ashamed of who he is, but to embrace who is.

Horne is a Christian, wears pro-life t-shirts and works as a camp counselor in Bloomington during the summer. He's also gay. And Horne will be the first to say coming to terms with his sexuality was not easy.

"I've known I was gay since I was three years old, but I didn't know what gay was. I just knew I was different. When I was seven, my parents told me what being gay meant and their explanation was so negative that for years I refused to label myself in my mind, let alone out loud. I was a Christian, I couldn't be gay," he said.

**Telling Family and Friends**

It wasn't until Horne came to IU and met other gay students that he felt comfortable enough to accept himself.

Horne "came out," a term commonly used when an individual openly tells others

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about his or her sexuality, two years ago. He was living in a Christian-affiliated fraternity close to the GLBT offices on Seventh St., walked in one day and picked up a book on Christianity and homosexuality. Afraid to take it to the fraternity house, Horne stopped by the office and read a few chapters a day until he finished the book. He also started meeting gay people who, like him, had grown up Christian and who still considered themselves Christian.

"I was meeting people who were Christian and gay and people who were Republican and gay and I started to realize what I was pushing away wasn't something I had to," Horne said.

Still, it wasn't until Horne did a lot of praying and talking with God about his sexuality that he felt at peace with himself and realized "it was okay to be gay."

Once Horne began to make his friends aware of his sexuality, however, he was forced to realize not everyone was going to accept who he was. Horne was forced to leave his church and quit his job at the mall. His fraternity kicked him out when he told them he was gay. The night Horne left the fraternity was the same night he came out to his mother.

"I had to call my parents because I didn't have a place to live anymore. So I called my mom and told her to come and get me and that I had something important to tell her," he said.

Horne had his mother drive out to a nearby lake so he could talk and so she couldn't walk away.

"I was terrified of telling her, terrified she wouldn't accept me. When I finally did tell her she just cried. For a few months, things were pretty rocky," he said.

Horne said one of the major reasons it was so difficult telling his friends and family he was gay was because of the attitude he had formerly expressed toward members of the gay community.

"In high school I was very anti-gay because I wanted to push away who I was inside. I made homophobic comments all the time and my little sisters picked up on those attitudes from me, so telling them was hard. They're probably the most accepting of all now though. My mom has come a long way. The church has shunned her because she wouldn't disown me, but she's not ashamed to have a gay son," he said.

Fear of losing family and friends is an obstacle many people who make the decision to come out have to deal with.

Senior Sharlene Toney first recognized her attraction to women in high school, but wasn't ready to tell anyone she was a lesbian, not even herself. Her parents tried to set her up with their friends' sons, but Toney said she just wasn't interested.

"I finally sat myself down my freshman year and made myself realize my sexuality," she said.

Toney said even after she was able to tell herself she was a lesbian, she was afraid to tell her friends and kept her sexuality a secret until this year. Toney said the hardest friends to tell were the ones she'd known her whole life. She decided to send e-mails and let them know because it seemed easier than a phone call.

"Each time I tell another friend (from back home) I worry about their reaction. I just e-mailed a friend and she didn't write back for a few days and just when I started to worry I got her reply. She told me if I was happy then she was happy for me."

Of the few people Toney still has to tell about her sexuality, the ones she worries most about are her family. Toney said even though her parents and sisters don't know she's a lesbian the "gay topic never fails to come up."

"We went to see 'Six Days, Seven Nights' and after the movie my sisters were talking about Anne Heche being a lesbian and how nasty it was. I know they don't know about me, but hearing things like that makes it that much harder to tell them," Toney said.

Even though Toney is waiting to tell her parents, she said coming out was a great experience.

"It was like I could breathe a little easier knowing I didn't have to hide the fact I had a girlfriend from my friends anymore," Toney said.

Graduate student Kady Boudreau, who is bisexual, said she didn't always consider bisexuality a part of her identity. She'd been with women before, but it wasn't until she fell in love with another woman -- a relationship that lasted three years -- that she told her family about her sexuality.

"Ultimately, my family is accepting of my bisexuality, but parents have a hard time giving up the picket fence and the family of four going to the circus dream they have for their children," she said.

Boudreau said ultimately people will be surprised at how accepting their loved ones are of their sexuality.

"In the end most parents just want their children to be happy. Coming out is never going to be easier and it's never going to be harder, but you'll always be able to handle it. It has to come to a point when it's about you and your body and your heart. It's the point when you realize you need to live your life according to what's true for you," she said.

Attitudes toward IU's GLBT community

Students who come out don't just have to deal with the reaction of friends

her sexuality.

"Suddenly, my relationship with a woman becomes this erotic statement about who I am and what I do becomes a porno film rather than two people who are in love," she said.

Toney said she worries sometimes about how she and her girlfriend, Therese, will live after Toney graduates.

"In most states there aren't even laws to protect (gay people from losing their jobs if someone finds out)," she said.

Toney said it's frustrating to think about the rights gay people are denied that straight people take for granted.

"Therese and I can't even get married legally. It may not seem like a big deal until you realize that my health insurance can't cover a spouse unless I'm married to a man and that it's harder for two women to adopt a child than for a man and a woman," she said.

"I think the biggest problem is a lot of people have this misconception gay people want special treatment. I don't want special treatment, just the same treatment."

Boudreau added most of the misconceptions towards the GLBT community are based on fear and attachment.

"People are afraid of what they don't understand because it's a threat to their comfort level. There's no room for difference with some people," she said.

Still, Boudreau points out, the GLBT community has to remain patient and take the move toward a change in attitudes as it comes.

"I hate comparisons, but 40 years ago there was a huge disparity between the spheres of Asian-American, African-American and Hispanic cultures compared to the white culture in this country. Slowly, with hard work and patience those attitudes began to change and continue to change. (The gay community) is not frozen where it's at," she said.

Horne agrees.

"We live in an ignorant society where people are just afraid of what they don't know. We still have a long way to go, but we're getting there."

and family, many also have to deal with the attitudes their community has toward them.

"I think I'm lucky to live on a large campus because people are more accepting. My girlfriend's school has a population of 900 and she was harassed a lot," Toney said.

Boudreau said 99 percent of her experiences on campus has been positive.

"In dealing with other grad students and faculty members they've all been really supportive. It's not an issue with them," she said. "I think there is more homophobia with undergraduate students because they're just beginning to meet people who aren't exactly like them. I think as you grow older and become more educated what you tolerate opens wider," Boudreau said.

Horne said despite being kicked out of his fraternity, the attitudes toward gay people on the IU campus and in Bloomington are positive.

"I praise God I was raised in a community where people are more accepting. IU definitely has its problems, there are those 'ism's' that exist in every community, but I can walk through campus holding my boyfriend's hand and not worry about it. During the city parade, OUT even has a float. How many other cities in Indiana have that in their city parades?"

**Horne said he considers the GLBT office a great support in his coming out process and that it continues to be a huge part of his life now. Horne works with the GLBT Peer Support Program, a project designed to pair someone who wants to discuss their sexuality confidentially with someone who has already come out. Horne said he usually talks with students who are torn between their religious ideals and their sexuality. (emphasis added)**

"I tell people 'No matter what the church tells you, Christ is not condemning you. Christ is a loving, compassionate person.' I remind them they're not alone and that Christ will always love them and being gay doesn't mean you're going to hell," Horne said.

Looking Forward, Not Back

The biggest obstacle the GLBT community faces is an obstacle so many groups who don't fit into the mold created by society face -- fighting for rights taken for granted by those people who do fit the mold.

Boudreau, who is currently dating a man, said what most people don't realize is that it's about who you love, not genitalia.

"I firmly believe a majority of human beings are bisexual, but because of the restrictions our culture puts on it, people deny their feelings. I don't think I embody something unusual," she said.

Boudreau said she gets frustrated with the reaction a lot of men have about

## APPENDIX O: WEB PAGES FROM LGBT RESOURCE CENTERS AT OTHER UC CAMPUSES

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UC LGBT Web Pages, including LGBT Resource Centers at Davis, Irvine, Los Angeles, and Riverside follow.

U. C. Berkeley Campus Advisory Committee on LGBT Concerns on the Web  
<http://campus.chance.berkeley.edu/LGBT/>

U. C. Davis LGB Resource Center on the Web  
<http://lgbcenter.ucdavis.edu/>

U. C. Irvine LGBT Resource Center on the Web  
<http://www.uci.edu/~lgbtrc/>

U. C. Los Angeles LGBT Resource Center on the Web  
<http://www.ben2.ucla.edu/~lgbt/>

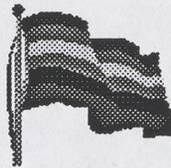
U. C. Riverside LGBT Resource Center on the Web  
<http://www.students.ucr.edu/lgbtrc/>

U. C. San Diego Chancellor's Advisory Committee on LGBT Issues  
<http://orpheus.ucsd.edu/caclgbi/>

U. C. San Francisco LGBT Resources on the Web  
<http://itsa.ucsf.edu/~wrc/>

U. C. Santa Cruz GLGBT Community Concerns Committee on the Web  
<http://www2.ucsc.edu/qlbtccc/>

UCLGBT Association on the Web  
<http://www2.ucsc.edu/uclgbta/index.html>



# UCLA LESBIAN, GAY, BISEXUAL, AND TRANSGENDER RESOURCES OFFICE

220 Kinsey Hall  
Box 951579  
Los Angeles, CA 90095-1579

(310) 206-3628  
*fax:* (310)206-8191

Director: Ronni Sanlo

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These pages have been compiled by the staff and volunteers of the UCLA's LGBT Resources Office as a guide to the resources available on and around the UCLA campus. If you have questions on anything you find within these pages, please call the LGBT Resources Office at 310-206-3628, or just drop in the office, which is located in 220 Kinsey Hall.

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## 1997 NATIONAL COMING OUT WEEK!!!

Check here for more information!  
And here is NCOW Events!

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- LGBT groups at UCLA.
  - Current calendar of LGBT activities at UCLA.
  - Listing of previous courses for Winter Quarter 1997 at UCLA dealing with LGBT issues. For a current list of courses, please contact the LGBT Resources Office.
  - A short essay describing the challenges and opportunities that come with being lesbian, gay, bisexual, or transgender on a college campus.
  - Information on LGBT resources at UCLA.
  - Contact information for LGBT organizations at UCLA and in Los Angeles.
  - Links of interest to UCLA's LGBT community.
  - A few pictures to show you the LGBT Resource Office.
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For more information on the Division of Student and Campus Life, the institutional home of the LGBT Resources Office.

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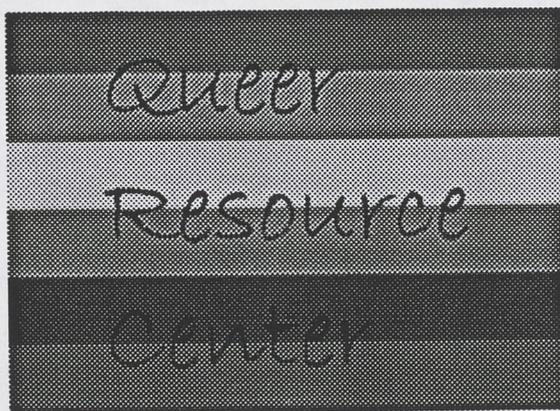


Send comments to: LGBT Resources Office

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(06/14/96) Original Page Design by Ethel Legaspi, UCLA Student & Campus Life

(11/21/96) Current Page Design by Charles Harless, UCLA Computer Science Doctoral Student



The Queer Resource Center serves as the central resource for queer-related activities on the Berkeley campus. Located in 305 Eshleman Hall, it generally remains open from 10 A.M. to 5 P.M., Monday through Friday, during the academic year. Visitors can browse through a small library of LGBT-related books, catch up on upcoming campus activities, or chat with others in a safe, friendly environment. Various groups make postings on the QRC bulletin boards, and numerous informational pamphlets line the QRC tables. The QRC also makes some safer sex materials available to students. Contact the QRC by phone at (510)642-6942 or by email ([qrc@queer.berkeley.edu](mailto:qrc@queer.berkeley.edu)).

The QRC also sponsors academic internships for variable numbers of units. Interns work on a number of individual projects throughout the semester, as well as staffing some of the queer events. They are free to pursue projects dealing with various LGBT-related topics. The QRC also accepts volunteer services from those interested in working to help the campus LGBT community. Here is a short sample of projects sponsored by past interns and volunteers:

- Cafe QRC - social hour in the QRC with light refreshments
- LGBT Studies Library - acquisition of new materials; organization of current items
- Rap Groups - discussion groups formed on various LGBT-related topics
- Socials - picnics, potlucks, and other get-togethers
- infoQueer - the electronic side of the QRC: mailing lists, Web pages, etc.

Need a few more units? If you have a project in mind or if you would otherwise like to get involved, contact Emalie, the Internship Coordinator, through the QRC line (642-6942 ext. 2) or through email ([intern@queer.berkeley.edu](mailto:intern@queer.berkeley.edu)). The Internship Program will accept applications during the first few weeks of class each semester.

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Current Events + Course Offerings + Campus Groups + Out Listings = infoQueer

# infoQueer

An electronic informational service for the LGBTQ community.

<a href="#">Calendar of <u>Current Events</u> on Campus</a>	<a href="#">Queer Studies Minor and <u>Related Course Offerings</u></a>
<a href="#">Queer Organizations and <u>Groups</u> on Campus</a>	<a href="#">"<u>Out on the Net</u>" and "<u>Out at Cal</u>" Listings</a>

We will soon be accepting applications for the QRC coordinator positions. We highly encourage participation from all interested parties. The Queer Resource Center provides a number of services essential to the LGBTQ community at Cal, and the new QRC coordinators will have immediate influence on how that community develops and grows. See [Elizabeth Rivera](#), the LGBTQ Resource Director, in the [Women's Resource Center](#), located in the Cesar Chavez Center, or [email us](#) for more information.

Multicultural Bisexual Lesbian Gay Alliance & Queer Resource Center  
**MBLGA/QRC**

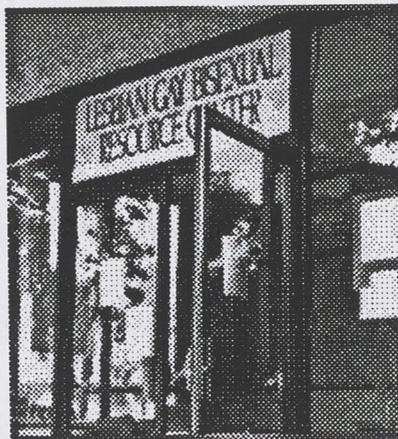
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[Current Events](#) + [Course Offerings](#) + [Campus Groups](#) + [Out Listings](#) = infoQueer

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# University of California, Irvine Lesbian, Gay, and Bisexual Resource Center



(UCI LGBRC)

106 Gateway Commons  
Irvine, CA 92697-5125  
U.S.A.

(714) 824-3277

Director: Pat Walsh (email: [plwalsh@uci.edu](mailto:plwalsh@uci.edu))

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The UC Irvine Lesbian, Gay, and Bisexual Resource Center (LGBRC) is located at 106 Gateway Commons ([map](#)) on the UC Irvine campus (near the Main Library). The Center provides published resources, services and programs, and meeting space for UCI students, faculty, staff, and the greater LGB community.

- The Center is open Monday through Friday, 9:00 AM to 5:00 PM in the Fall, Winter, and Spring quarters.

To make an appointment, please call Pat Walsh at 824-3169 or email [plwalsh@uci.edu](mailto:plwalsh@uci.edu)

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\*\*\* ATTENTION!

Monthly Discussion/Social Group for UCI  
Faculty, Staff, and Grads

The next highly informal FSG meeting takes place at **5:30 pm, Monday, 15 June 1998** at the LGBRC. Significant others are also welcome.

To get on the list-serv for this FSG group or for further information, email [ipittalw@uci.edu](mailto:ipittalw@uci.edu) or call the LGBRC (824-3277).

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[Resources](#) | [History](#) | [Calendar of Events](#) | [Opportunities](#) | [Community](#) |  
[Help/Hotline](#) | [Campus Organizations](#)  
[Scholarships](#) | [Links to nation wide L.G.B.T. resources](#)

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This site is maintained by Michelle Gold ([mgold@uci.edu](mailto:mgold@uci.edu)). Please send your comments and suggestions. Thank you.

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**UCDAVIS** LESBIAN, GAY, BISEXUAL, TRANSGENDER  
RESOURCE CENTER

Welcome to "The UC Davis LGBT Resource Center Online."

**Contact Info**

UC Davis LGBT  
Resource Center,  
University House,  
Room 105, University  
of California, Davis.  
Davis, CA 95616

(630) 752-2GLB(2452)

**Hours Open**

**ACADEMIC YEAR:**

Mon (11am - 5pm)  
Tues (11am - 4pm)  
Wed (11am - 6pm)  
Thurs (11am - 4pm)  
Fri (10am - 6pm)

**SUMMER HOURS:**

As announced!

**About the Center**

Find out more about the LGBT  
Center's resources and history.

**Post & Read Upcoming Events**

Post an upcoming event or find out  
whats happening in Davis.

**Frequently Asked Questions**

Here are some basic answers to  
frequently asked questions.

**Resource Center Library**

Search our Library of Books, Movies  
and Magazines online!

**LGBT Organizations at UCD**

Information about many other LGBT  
Related Organizations at UCD.

**LGBT Internet Resources**

Some interesting Links to other  
LGBT related Web Sites &  
Directories.



Check out the **Center's Picture  
Gallery**, from various events ranging  
from opening day to the present.  
This page is **under construction** so  
bare with me. Click on Image to  
continue!

Web Master: Venatius Prasad

Staff Co-Coordinators: Allison Subasic & Artemis Nelson

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