

UCSD LESBIAN, GAY,
BISEXUAL AND
TRANSGENDER
ASSOCIATION

Mission Statement:

It is our mission to provide the local community with an educational and social forum for lesbians, gay, bisexual and transgender issues, as well as a support network for those in need.

General Meetings:

When: Mondays at 7PM

Where: Graduate Student Association office in the Old Student Center near Soft Reserves

Contact: (858) 534-GAYS for more information

The meetings are an educational and social forum. LGBTA principal members provide information about upcoming events, community information, and the like. They're also a great way to make friends with other students on campus! This is a new year and a whole new group of principle as well as LGBTA members. Come and stop by as we discuss upcoming events and watch really cool gay-oriented stuff, such as Ellen and the gay episode of South Park!!

A UCSD STUDENT GROUP
RUN BY THE STUDENTS
AND FOR THE STUDENTS.

UCSD LGBTA



UCSD LGBTA

2nd floor of the Old Student
Center on top of Soft Reserves
Phone (858) 534-GAYS
<http://sdcc13.ucsd.edu/~ucsdlgba>



The **LGBTA** at UCSD general meeting every Monday

from 7:00-8:00 p.m.

@ The Graduate Student Lounge in the old Student Center in Revelle, (next to A.S. Lecture Notes and Soft Reserves) with an after-meeting Social at the **Living Room** in HillCrest.

Contact us at ucsdlgba@ucsd.edu



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UCSD LGBTQ+ E- MAILING LIST

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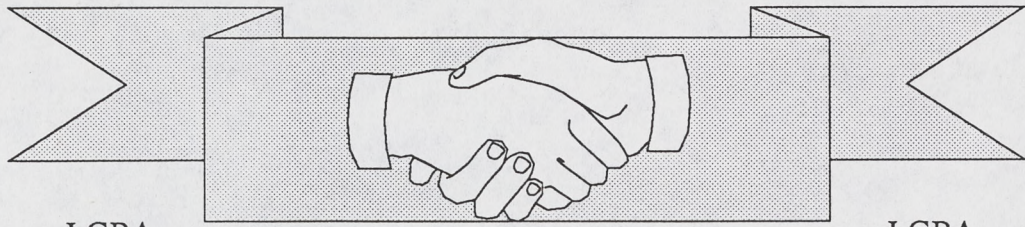
UCSD LGBTA
Would like to Welcome
Everybody To THE
Howdy Hump



(UCSD LGBTA Non-Sexist Quarterly Dance)

When : September 22, 2001 (Saturday)
9:30 – 1:00 am

Where: UCSD Student Pub Programming Area
Contact: 858-534-Gays or E-mail Ucsdlgba@ucsd.edu
Sponsored by: ASUCSD and UCSD LGBTA



LGBA

LGBA

Lesbian Gay Bisexual Association

We're here for YOU!



Whatever your needs are

Whatever your fears are

No matter who you are



Come and talk with us



LGBA
Located in the Old Student
Center
above Soft Reserves

534-GAYS



CO-SPONSORED BY ASUCSD

H
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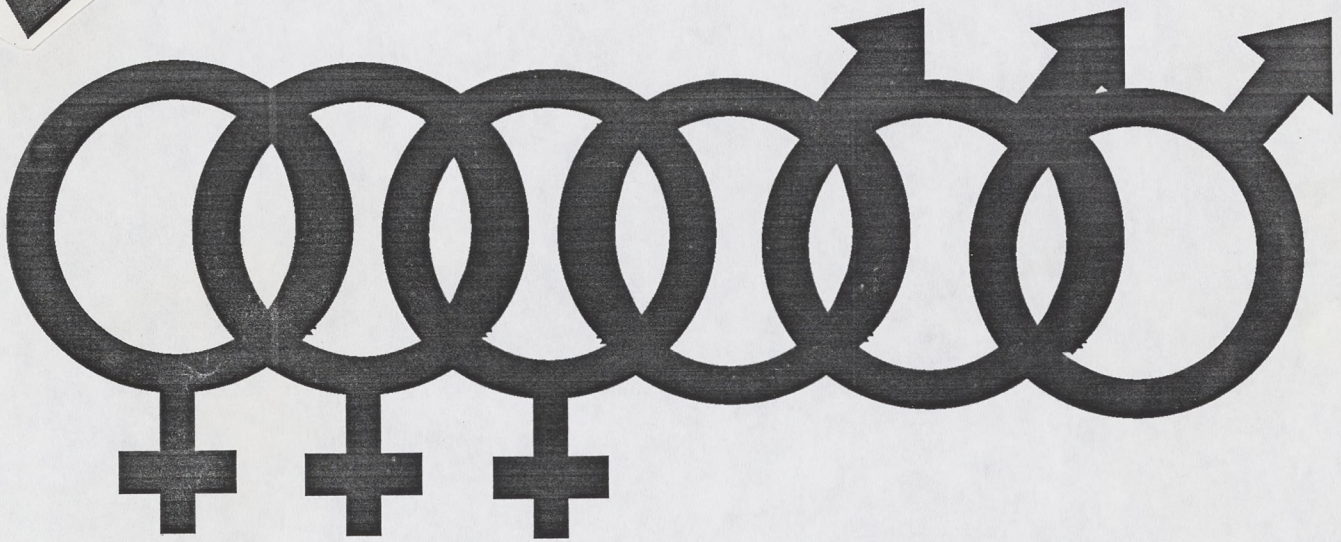
LGBA

presents

Let's Do

here
The
HUMP

LUNCH



Lunch on the Hump

- - the tradition returns !

The Location: Peaceful, Open, and Centrally Located !

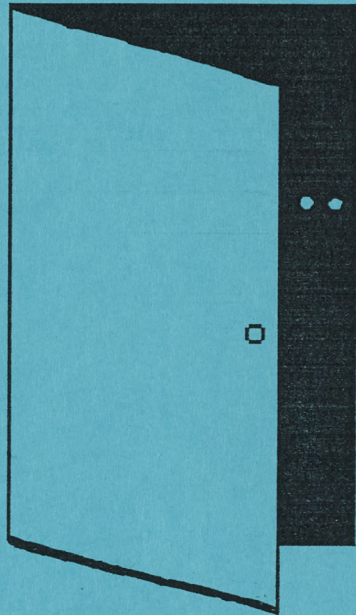
The Discussion: Lively and up to the minute!

The Food: Always good (you bring your own)

EVERY WEEK
WEDNESDAY 12:00 P.M.

Co-sponsored by A S U C S D

CLOSETS



ARE FOR CLOTHES

National Coming Out Day

Friday October 9

*National Coming Out Day is a time for people
to dispel the myths
to dispense with the pretenses
to demonstrate the pride we all share in being ourselves*

COME OUT AND JOIN US!

Visit the LGBA booth at FFOG and BE THERE at the
GYM STEPS at 12:00 pm on October 9th

Lesbian Gay Bisexual Association

534-GAYS

CO-SPONSORED

BY

ASUCSD

LGBA

presents



NON-SEXIST

Halloween

COSTUME

BALL

Price Center Ballroom

October 31st, 1992

9pm to 1am

Lesbian Gay Bisexual Association

534-GAYS

C O S P O N S O R E D B Y A S U C S D



LGBA

presents



NON-SEXIST

Halloween

**COSTUME
BALL**

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Lesbian Gay Bisexual Association

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C O S P O N S O R E D B Y A S U C S D



Lesbian Gay Bisexual Association Presents

Holly Wood and Paris Is Burning

November 11 at 8:00 p.m.

Performance and Speech
by

HOLLY WOOD

courtesy of

DREAMGIRLS

Followed by a screening
of the movie

PARIS IS BURNING

Having a ball...wish you were here!

"OUTRAGEOUS!"
One of the best films I've seen this year!"

- Janet Stogel, Good Morning America



"AMAZING..."
Beautiful, lively and intelligent!"

- Terrence Rafferty, The New Yorker

"★★★★!"

- Lawrence Grobel, US Magazine

**PARIS IS
burning**

Price Center Theater, Nov. 11 at 8:00 p.m.
call 534-GAYS for more information
COSPONSORED BY ASUCSD

COME OUT



and
DANCE!

*Help Celebrate
National Coming Out Day
and this year's first
Non-Sexist Dance*

Friday October 9th 9pm to 1am

at the Che Cafe

COME OUT AND JOIN US!

Lesbian Gay Bisexual Association

534-GAYS

CO SPONSORED

BY

A S U C S D

Join

Fanny Fatale

Founding Publisher of and Contributor to *On Our Backs*



in

The G Spot

and

Female Ejaculation

Wednesday, January 27th 6:00 P.M.

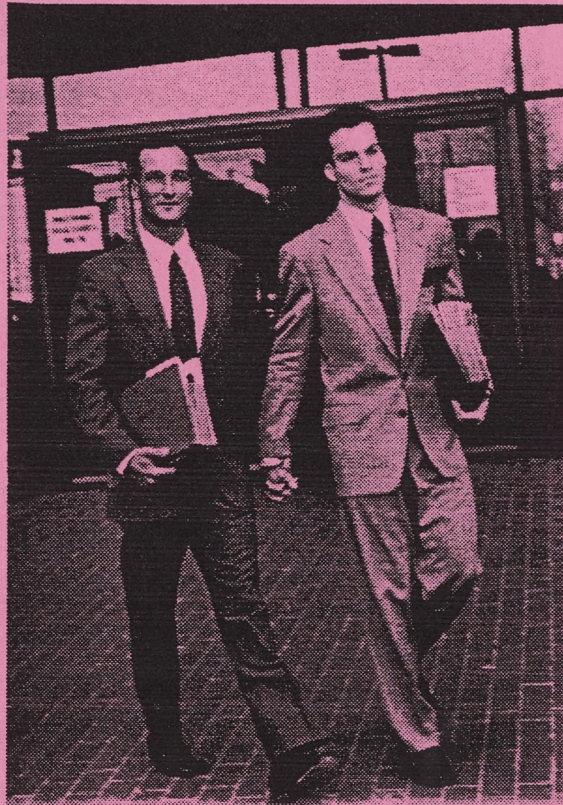
Price Center Theatre

call **534-GAYS** for info or directions

Presented by the Lesbian Gay Bisexual Association

*Sponsored by ASUCSD, Third College, Fifth College, Muir College,
Warren College, and ICRA*

Don't they make a cute couple?



Craig Dean and Patrick Gill

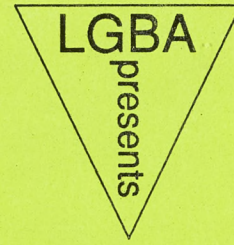
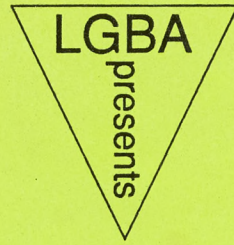
Gay Marriage: A Civil Right

You've seen them on *Oprah* and *Donahue*.
Now see them for yourself.

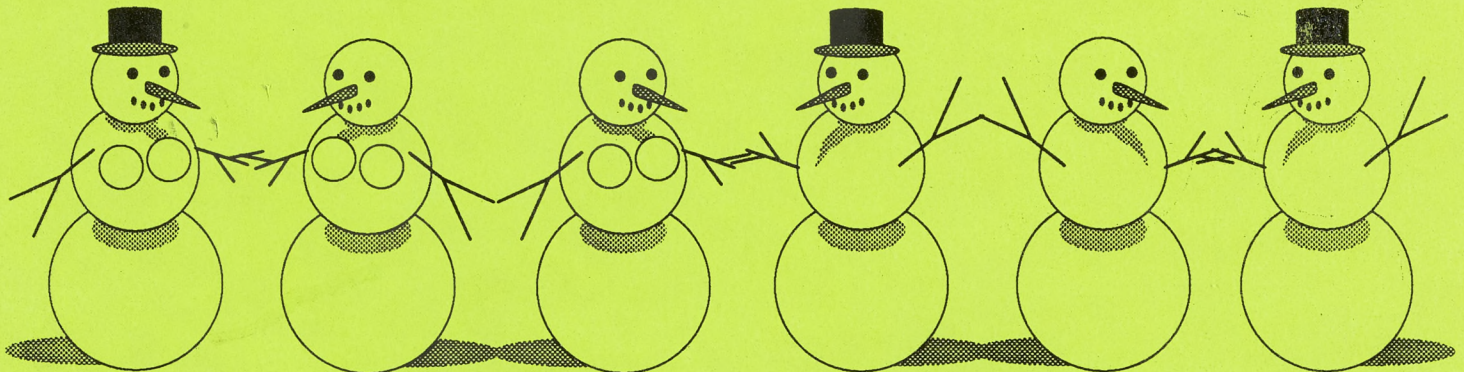
Tuesday, January 26th 8:00 P.M.
Price Center Ballroom

call **534-GAYS** for info or directions

Presented by the Lesbian Gay Bisexual Association
Sponsored by ASUCSD, HRC, and the Hillcrest Inn.



NON-SEXIST



DANCE

*Saturday November 21st 9pm to 1am
at the Ché Cafe*

Lesbian Gay Bisexual Association
534-GAYS

C O S P O N S O R E D B Y A S U C S D



University of California
San Diego

Straight Talk About Homosexuality

**A UCSD Resource and
Information Guide**



Chancellor Robert C. Dyne and members of the UCSD Chancellor's Advisory Committee on Lesbian, Gay, Bisexual, and Transgender Issues with their partners, friends, and colleagues from the UCSD student, faculty, and staff community.

(PHOTO: ALAN DECKER)

What Is This Brochure About?

This brochure provides important facts about the gay, lesbian, bisexual and transgender communities. Because people in these communities experience prejudice based on stereotypes and misinformation, this brochure has been prepared as an educational resource. For example, many people believe that they don't know any lesbian, gay, bisexual or transgender people. This is unlikely to be true, since it is estimated that over ten percent of the population is probably gay, lesbian, or bisexual. In addition, many are invisible. Due to socialization and fear of the unknown, people who are perceived as "different" can be perceived as threatening.

Why Should People Be Informed About Gay, Lesbian, Bisexual And Transgender Issues?

Becoming informed about gay, lesbian, bisexual and transgender issues helps reduce heterosexism and homophobia. This makes it easier for everyone to live more open and productive lives in their work and home communities. The culture as a whole is therefore enriched. For gay youth, who are more likely to experience depression and rejection by friends and/or family, acceptance and understanding could be a matter of life or death. The risk of suicide in gay adolescents is two to three times greater than of their straight counterparts.

What Is Homosexuality/Bisexuality?

"Homosexuality" indicates affectional and/or sexual orientation to persons of the same sex. "Bisexuality" refers to people whose affectional and/or sexual orientation can be to either gender. The term homosexual has medical roots from the turn of the century and most people now prefer the terms gay man and lesbian. These expressions of sexuality are no longer considered to be forms of illness by the medical or psychological communities. Homosexuality and bisexuality are far more than sexual behaviors. They are the feelings and relationships that make up a natural and satisfying self-identity.

What Causes Homosexuality?

Perhaps a better question is "What determines sexual orientation?" (i.e., heterosexuality, bisexuality, homosexuality). The factors that determine sexual orientation are complex. There is a growing understanding that human beings have a basic sexuality that is expressed in relationships that are homosexual, bisexual or heterosexual. The distinctions between these categories are fluid and may overlap. Although the causes are not known, some researchers believe that one's basic sexual orientation is predisposed at birth. While these affectional inclinations may not be recognized or acknowledged for many years, once established, they tend not to change.

What Is The Difference Between "Sexual Preference" And "Sexual Orientation"?

Preference implies choice, while orientation does not. Sexual orientation is a term used instead of sexual preference by most gay, lesbian, and bisexual people because it better represents their life experiences.

When Do Gay Men And Lesbians First Know?

There is no set age at which a person becomes aware that she or he is lesbian or gay. Some gay, lesbian, and bisexual people become aware of their orientation during adolescence or earlier. People can realize their sexual orientation at any point during their lives. Because of strong societal pressures to be heterosexual, some people don't identify as gay, lesbian or bisexual until later in life, perhaps after they have been heterosexually married for years.

What Is Homophobia?

Homophobia is the irrational fear, disgust, or hatred of gays, lesbians or bisexuals, or of homosexual feelings in oneself. Homophobia refers to the discomfort one feels with any behavior, belief, or attitude that does not conform to traditional sex role stereotypes. This is revealed through personal behaviors (telling "faggot" jokes, graffiti, verbal and physical harassment), and discriminatory policies such as denial of health, retirement and housing benefits. Homophobia results in fear of knowing, befriending, or associating with gays, lesbians, or bisexuals; fear of being perceived as gay or lesbian; or fear of stepping out of accepted gender role behavior.

What Does The term "Queer" Mean?

The word "queer" is not embraced by all gay people. Some have chosen to reclaim this once derogatory label for all lesbians, gay men, bisexuals, and transgenders. Others use the word to designate only those in the community who are political activists. However, there are other gay people who dislike the label "queer" and resent its use. Additionally, terms such as "dyke" and "fag" can be used in derogatory ways, but have been reclaimed by many as terms of pride. This is just one more example of the diversity of opinions within the community.

Why Do Gay People Need "Gay Rights" Laws: Isn't That Asking For Special Privileges?

Currently there are no federal protections for lesbians or gay men who are subject to discrimination. The intent of "gay rights" legislation is not to grant lesbians, gay men, bisexuals, or transgender people special privileges. They are civil rights laws consistent with the beliefs that all people are entitled to such necessities as employment, housing and business services without fear or discrimination. Unfortunately, in many states, lesbians, gay men and bisexual people can be (and are) fired from their jobs, denied housing, credit, or insurance solely because of their sexual orientation. These beliefs, like those used to discriminate against people on the basis of race, ethnicity, religion, age, physical ability, or gender, are based on prejudice and ignorance rather than accurate information.

What Are Some Conclusions Of This Brochure?

There are many misconceptions and fears surrounding issues of sexual orientation. This "Straight Talk" brochure has addressed some of them. Hopefully, it has helped to reduce fears, ignorance, and prejudice; and create greater understanding about gay, lesbian, bisexual and transgender issues.



This pamphlet
has been prepared by the
LGBT Resource Office

The office is located in Building 201
on the corner of Gilman Dr. and Myers Dr.,
on the UCSD campus in La Jolla, California.

For more information about our office, or other LGBT resources
at UCSD, view our web page at
<http://lgbtro.ucsd.edu>

send email to
rainbow@ucsd.edu

or phone
(858) 822-3493

How Many Gay Men And Lesbians Are There?

While this number is difficult to measure, the Kinsey Institute suggested that approximately 10% of the population is lesbian or gay. Gay men and lesbians are found in many walks of life, among all racial groups, and at all socioeconomic levels. The personalities and interests of gay men and lesbians vary as widely as do those of heterosexuals.

Can You Tell If People Are Lesbian Or Gay By Their Appearance?

No. Lesbians and gay men are as varied in their mannerisms, dress, and lifestyles as are heterosexuals. Despite this diversity, many stereotypes persist about the effeminate man or masculine woman. Although some gay people reflect these characteristics, the overwhelming majority of lesbians and gay men do not conform to these stereotypes, and their sexual orientation is invisible to the general public.

Do Lesbians Or Gay Men Hate The Opposite Sex?

No. Lesbians are lesbians because they desire loving relationships with women, and gay men are gay because they desire loving relationships with men. Neither form relationships because they hate the opposite sex.

Do Lesbians And Gay Men Want To Be The Opposite Sex?

No. Within the gay community, there are many people who have challenged and discarded stereotypical gender roles but this does not mean they are trying to be the other sex. Being gay, lesbian or bisexual involves celebration and affirmation of one's sex, not a rejection of it.

What Is Transgender/Transsexual?

These terms are not mutually exclusive. To understand them, we must distinguish the difference between biological *sex*, which is a physical condition at birth, and social *gender*, which is the body of social expectations about how people ought to dress and behave.

Transgendered people are people whose psychological self ("gender identity") differs from the social expectations for the physical sex they were born with.

Transsexual refers to a person who experiences a mismatch of the body and the brain and sometimes undergoes medical treatment to change his/her physical sex to match his/her gender identity.

Transvestites are people who dress in clothing of the gender role opposite social expectations for their physical sex.

Transgenders, transsexuals and transvestites may have any sexual orientation.

Is Homosexuality Healthy?

Studies have shown that people's sexual orientation has no bearing on their mental health and emotional stability. In 1973, the American Psychiatric Association removed homosexuality from the official listing of psychiatric disorders. In 1975, the American Psychological Association adopted a similar resolution.

Is Homosexuality Immoral?

In recent years many theologians and clergy have begun to look at sexual relationships in terms of the love, mutual support, commitment, and the responsibility of the partners, rather than focusing on the gender of the individuals involved. Studies suggest traditions of same-sex unions within the church are centuries old. While some religious traditions continue to teach that homosexuality is immoral, there are also many congregations that are open, accepting, and supportive of the gay, lesbian, and bisexual community. Spiritual leaders in these congregations encourage all their members to deepen and express their faith by adhering to core beliefs rather than ancient laws and customs.

Is Being Gay Or Lesbian Normal?

Each culture defines what is "natural" or "normal" to fit its own context. Definitions differ. Historians have determined that homosexuality has existed since the beginning of humanity. Anthropologists report that lesbians and gay men have been part of every culture. Lesbians and gay men are represented in every socioeconomic class, educational level, and race. People of any sexual orientation can participate in family life and may have children. A gay or lesbian identity involves both an emotional commitment to people of the same gender and membership in a community.

Do Gay Men And Lesbians Have Long-Lasting Relationships?

Longstanding relationships are common. However, because of the social stigma expressed against lesbians and gay men, these partnerships are frequently invisible. Same sex marriages are currently not recognized and many benefits for legal spouses are denied to domestic partners. An increasing number of employers, including the University of California, now provide some benefits for domestic partners, but such benefits are not guaranteed by law. In addition, recognition of partnerships often goes unrecognized in the media (e.g., marriage and obituary announcements) and in the workplace (e.g., lack of deskpot photos and social invitations).

Should Gay Men And Lesbians Be Banned From Certain Jobs?

Sexual orientation does not affect one's job qualifications or performance. Unfortunately, some people believe that gay men and lesbians should not be allowed to hold certain positions such as teacher or health care provider. They feel that gay men and lesbians are sexually irresponsible and less trustworthy than heterosexuals, particularly with children. In fact, it is well documented that the overwhelming majority of those who molest children are heterosexual men.

Won't Gay Parents Make Their Children Gay?

Research has shown that children of lesbian or gay parents are no more likely to become gay or lesbian than children of heterosexual parents. Most lesbian, gay and bisexual people have heterosexual parents. Gays, lesbians, and bisexuals are just as likely to be good parents as heterosexuals. Of course, children growing up in non-traditional families may face a certain amount of societal prejudice. Fewer and fewer children are growing up in two parent, heterosexual, and nuclear families. Lesbian and gay families are one of the many diverse families that exist.

Why Are Lesbians And Gay Men So Blatant?

Gay men and lesbians are often accused of being blatant (wearing buttons, marching in gay rights parades, talking and writing about homosexuality, holding hands in public, etc.). Our culture teaches that it is more acceptable to be silent or invisible ("in the closet"). Any openness about lesbian or gay identity is labeled "blatant" or as "flaunting it". However, "blatant" heterosexuality is rarely questioned.

In society, the assumption of heterosexuality is so strong that unless one proclaims lesbianism, gayness, or bisexuality, then heterosexuality is assumed. As a result, few positive role models exist in mainstream media. To avoid being perceived as heterosexual, "coming out of the closet" is often a necessity.

What Is Heterosexism?

Heterosexism is the assumption that everyone is heterosexual. It is a form of oppression (like racism, sexism, classism, etc.) that targets gays, lesbians, and bisexuals. Heterosexism infers rights and privileges to heterosexuals that are denied to gay, lesbian, and bisexual people, such as spousal benefits and hospital visiting rights.

CAMPUS RESOURCES

LGBT Resource Office. Provides an open, safe, inclusive environment for all members of the university community to explore sexual orientation and gender issues. It works to eliminate discrimination based on gender and sexual orientation. Located at the corner of Gilman and Myers (Financial Aid Building). Call 858-822-3493, send email to rainbow@ucsd.edu, or visit our web site at <http://lgbtro.ucsd.edu>

Chancellor's Advisory Committee on Lesbian, Gay, Bisexual and Transgender Issues (CACLGBTI). Visit our Web site at <http://orpheus.ucsd.edu/cacldbti> or send mail to cacldbti@ucsd.edu

Speakers' Bureau. Trained campus volunteers are available to speak to any group, organization, work unit, or class about lesbian, gay, bisexual or transgender issues. For information or to arrange speakers, contact the LGBT Resource Office (858-822-3493).

Lesbian, Gay, Bisexual, Transgender Association (LGBTA). The student organization at UCSD seeking to provide a safe and supportive environment for students. Weekly meetings, social events, dances, and special events such as Out and Proud Week. Located in Student Center "A", Second Floor. Call 858-534-GAYS (858-534-4297) or visit the Web site at <http://sdcc13.ucsd.edu/~ucsdlgbt>; email at ucsdlgbt@sdcc13.ucsd.edu

Queer People of Color (QPOC). This student organization provides social networks for queer students on and off campus. Weekly meetings include discussion, community outreach, as well as event planning and social events such as Night of Spoken Word and annual Queer Youth Conference. For more information send email to QPOCucsd@yahoo.com

The Umbrella Group. The official campus lesbian, gay, bisexual and transgender staff association. Sponsors regular social activities and coordinates projects and events such as the UCSD contingent in the San Diego Gay Pride parade. For information, send email to umbrella@ucsd.edu

UCSD Medical Center Lesbian, Gay, Bisexual and Transgender Network. A social and educational network for Medical Center employees. Contact Richard Belmontez (619-543-7577; rbelmontez@ucsd.edu)

Women's Center. Provides education and support on gender issues affecting UCSD students, faculty, staff, and the community through workshops, speakers, information and referral services. Located at 407 University Center. Call 858-822-0074 or visit their Web site at <http://orpheus.ucsd.edu/women> E-mail: women@ucsd.edu listserv: womens_center

Cross Cultural Center. Facilitates the academic success and personal development of UCSD students, faculty and staff in a multi-cultural environment. Located at 510 University Center. Call 858-534-9689, visit their Web site at <http://orpheus.ucsd.edu/cc>, or send e-mail to cccenter@ucsd.edu

UCSD Psychological/Counseling Services. Provides individual counseling and workshops for students. Lesbian, Gay, Bisexual, and Transgender Peer Counseling Program provides confidential weekly support groups (gay men's and women's), staffed by trained volunteers. For meeting times and information, contact the main office at 858-534-3755 or visit their Web site at <http://orpheus.ucsd.edu/psychserv>

Sexual Discrimination and Harassment. UCSD promotes an academic and employment environment which prohibits discrimination and sexual harassment. For additional information, contact college residential life staff; Office of Sexual Harassment Prevention and Policy (858-534-8297; <http://orpheus.ucsd.edu/shpp>); Academic Affirmative Action (858-534-4497); or, Equal Opportunity/Staff Affirmative Action (858-534-3694).

UC Lesbian, Gay, Bisexual, Transgender and Intersex Association (UCLGBTIA). The University of California's systemwide organization for LGBTI issues. Membership includes faculty, staff, students and alumni from all campuses. A steering committee composed of representatives from each campus meets quarterly and a conference and general assembly of members is held annually. The association exists for the purpose of supporting and promoting of the University of California community with respect to diverse sexual and/or gender orientations. Visit their Web site at <http://www2.ucsc.edu/ucldbta/>

COMMUNITY RESOURCES

Lesbian and Gay Men's Community Center. Open daily, the Center provides a wide variety of gay, lesbian, bisexual and transgender programs and services including crisis counseling, individual and couple counseling, facilitated coming-out groups, and over a dozen gay and lesbian peer support and rap groups each week. Additional social, educational and cultural events and information regarding community resources available. HIV testing, counseling and substance abuse information and referral. Weekly youth drop-in hours. Located at 3909 Centre Street in Hillcrest. Call 619-692-2077 or 1-800-YOUTH98 for additional information about all programs, or visit their Web site at www.thecentersd.org. North County Center located in San Marcos (760-744-0220).

Gay Youth Alliance (for persons age 24 and younger). Meets weekly. Call 619-233-9309 for additional information.

Parents and Friends of Lesbians and Gays (PFLAG). This nationwide organization promotes the health and well-being of gay, lesbian and bisexual persons, their families and friends through support, education and advocacy. Contact the San Diego chapter at 619-579-7640 or e-mail: pflagds@aol.com

Hillcrest Youth Center is a safe and appealing place for youth, 24 and under, to gather and socialize as well as a place to access social-service resources within the community. Located at 3777 Fourth Avenue in Hillcrest. Call 619-497-2920 for additional information, or visit their Web site at <http://www.youthcentersd.com>

Transgender Counseling Program. Individual counseling and assessment offered to assist transgender persons in dealing with a variety of life and transition concerns. This program is targeted towards members of the transgender community. For information, contact their office located at 2313 El Cajon Blvd., or call 619-260-6380, x109.

Greater San Diego Business Association. San Diego's "lesbian and gay chamber of commerce" builds strength and prosperity through networking and the support of gay and lesbian businesses. Contact at 619-296-4543. Additional information and business directory available on-line at <http://www.gsdba.org>

California AIDS Hotline (available in English and Spanish). Call 800-367-2437.

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For more information about our office, or other LGBT resources
at UCSD, view our web page at
<http://lgbtro.ucsd.edu>

send email to
rainbow@ucsd.edu

or phone
(858) 822-3493

Straight Talk About Homosexuality



Members of the UCSD Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues with their partners, friends, and colleagues from the UCSD student, faculty, and staff community.

(PHOTO: ALAN DECKER)

What is this Brochure About?

This information has been prepared by the Chancellor's Advisory Committee on Lesbian, Gay, and Bisexual Issues. Because people in this community experience prejudice based on stereotypes and misinformation, it is important to understand the facts. For example, many people believe that they don't know any lesbian, gay or bisexual people. This is unlikely to be true, since it is estimated that over ten percent of the population is probably gay, lesbian, or bisexual. In addition, many are invisible. Due to socialization and fear of the unknown, people who are perceived as "different" can be perceived as threatening.

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"Homosexuality" indicates affectional and/or sexual orientation to persons of the same sex. "Bisexuality" refers to people whose affectional and/or sexual orientation can be to either gender. The term homosexual has medical roots from the turn of the century and most people now prefer the terms gay man and lesbian instead. These expressions of sexuality are no longer considered to be forms of illness by the medical or psychological communities. Homosexuality is far more than sexual behavior. It is the complete package of feelings and relationships that make up a natural and satisfying identity.

What Causes Homosexuality?

Perhaps a better question is "What determines sexual orientation?" (i.e., heterosexuality, bisexuality, homosexuality): The factors that determine sexual orientation are complex. There is a growing understanding that human beings have a basic sexuality that can be expressed in a variety of relationships: homosexual, bisexual, and heterosexual. The distinctions between these categories are fluid and may overlap. Although the causes are not known, some researchers believe that one's basic sexual orientation is predisposed at birth. While these affectional inclinations may not be recognized or acknowledged for many years, once established, they tend not to change.

What Is The Difference Between "Sexual Preference" And "Sexual Orientation"?

Preference implies choice, while orientation does not. Sexual orientation is a term used instead of sexual preference by most gay, lesbian, and bisexual people because it better represents their life experiences.

When Do Gay Men and Lesbians First Know?

There is no set age at which a person becomes aware that she or he is lesbian or gay. Some gay, lesbian, and bisexual people become aware of their orientation during adolescence or earlier. People can realize their sexual orientation at any point during their lives. Because of strong societal pressures to be heterosexual, some people don't identify as gay, lesbian or bisexual until later in life, perhaps after they have been heterosexually married for years.

How Many Gay Men and Lesbians Are There?

While this number is difficult to measure, the Kinsey Institute suggested that approximately 10% of the population is lesbian or gay. This would equal 26 million per the U.S. 1990 census. Gay men and lesbians are found in many walks of life, among all racial groups, and at all socioeconomic levels. Gay men's and lesbians' personalities and interests vary as widely as do those of heterosexuals.

Can You Tell If People Are Lesbian Or Gay By Their Appearance?

No. Lesbians and gay men are as varied in their dress, mannerisms, and lifestyles as are heterosexuals. Despite this diversity, many stereotypes persist about the effeminate man or masculine woman. Although some gay people reflect these characteristics (see "Why Are

Lesbians and Gay Men So Blatant," next page), the overwhelming majority of lesbians and gay men do not conform to these stereotypes, and their sexual orientation is invisible to the general public.

Do Lesbians or Gay Men Hate the Opposite Sex?

No. Lesbians are lesbians because they form loving relationships with women, and gay men are gay because they form loving relationships with men. Neither form relationships because they hate the opposite sex.

Do Lesbians and Gay Men Want to be the Opposite Sex?

No. Lesbians and gay men do not want to be the opposite sex. Within the gay community, there are many people who have challenged and discarded stereotypical gender roles but this does not mean they are trying to be the other sex. Being gay, lesbian or bisexual involves celebration and affirmation of one's sex, not a rejection of it. Some people confuse gayness with transsexuality.

What is Transgender/Transsexual?

These terms are not mutually exclusive. To understand them, we must understand the difference between biological *sex*, which is a physical condition at birth, and social *gender*, which is the body of social expectations about how people ought to dress and behave. Transgendered people are people whose psychological self ("gender identity") differs from the social expectations for the physical sex they were born with. Transsexual refers to a person who experiences a mismatch of the body and the brain and sometimes undergoes medical treatment to change his/her physical sex to match his/her gender identity. Transvestites are people who dress in clothing of the gender role opposite social expectations for their physical sex. Transgenders, transsexuals and transvestites may have any sexual orientation.



INSTITUTE ON GLOBAL CONFLICT
AND COOPERATION

Susan L. Shirk
Director

Herbert F. York
Director Emeritus

UNIVERSITY OF CALIFORNIA, SAN DIEGO
9500 GILMAN DRIVE
LA JOLLA, CALIFORNIA, 92093-0518
(619) 534-3352, FAX (619) 534-7655
e-mail: ph13@ucsd.edu

TO: Jennifer Pournelle

FROM: Susan L. Shirk, Director *SLS*
Sue Greer, Principal Admin. Specialist *SG*

IGCC is committed to maintaining an environment of civility and mutual respect among its faculty and staff. In order to maintain such an environment, we adhere to the following:

We affirm that members of the campus community are valued for their individual qualities and members are encouraged to apply their unique talents in creative and collaborative work.

We recognize value, and affirm that social diversity contributes richness to the university community and enhances the quality of campus life for individuals and groups.

We affirm the dignity and individual rights of each person and we strive to maintain a climate of social justice and mutual respect.

We acknowledge that our society is rich in diversity and therefore we endeavor to foster mutual understanding and tolerance among individuals and groups.

We affirm the right of freedom of expression within our community and also affirm commitment to the highest standards of civility and decency toward all persons.

We deplore and reject all manifestations of discrimination including those based on race, ethnicity, gender, age, disability, sexual orientation, and religious or political beliefs.

We affirm that each member of the campus community is expected to work in accord with these principles and to make individual efforts to enhance the quality of campus life for all.

If at any time you believe yourself to be treated in a manner indicating a lack of respect, it is essential that you let us know so that we can remedy this situation.

Corporate Focus: *Malden fashions a revival out of synthetic fabric*

Page B4.

Travel: *The Mexican peso's dive looks like a boon for U.S. tourists*

Page B13.

MARKETPLACE

THE FRONT LINES

By THOMAS PETZINGER JR.

AT&T Class Teaches An Open Workplace Is Profitably Correct

NORTH ANDOVER, MASS.

YOU MAY CALL it political correctness. I call it good management.

A smirk, a sneer, even an innocently told joke can blow someone's workday. Employees shouldn't have to worry about being teased or shunned. Getting the best from every employee requires a welcoming workplace.

Maybe you're sick of hearing this stuff, but don't dismiss it. Here at the largest factory in the AT&T Corp. system, those principles guide a workshop called "Homophobia in the Workplace." Some 2,000 employees have attended, all voluntarily.

Despite protests from some customers riled by the right, AT&T is staunchly committed to the program, convinced the benefits in the workplace exceed the costs in the marketplace. Indeed, a class was recently added for the midnight shift here.

Precisely why is AT&T battling homophobia in this Catholic and blue-collar bastion?

The answer begins with a new mother, Sheila Landers, who attended a management seminar on the subject in 1989. She listened to the workshop leader describe the anguish of growing up gay — the dread of exposure, the fear that he would lose the love of his parents. Once, he told the group, he had attempted suicide.

Ms. Landers was deeply moved. Thinking of her newborn baby, she realized that no child should ever fear loss of love for any reason. And no adult, she decided, should be forced to live a secret life.

Before long, Ms. Landers found herself in a personnel job here and approached her bosses about adding the homophobia seminar to the diversity-training curriculum.

NOW, LET'S GET a few things straight about AT&T. This is a company that knows something about making money. It practices profitability correctness, not political correctness. With its international sales surging and its entire business becoming more complex, AT&T craves a diverse work force, a multitude of perspectives. In this pursuit, displays of intolerance are costly setbacks.

So Ms. Landers's bosses approved. And the job of conducting the training went to the same man whose story had touched her. His name is Brian McNaught.

AT&T refused to let me watch Mr. McNaught's presentation, insisting that my doing so would compromise its employees' privacy. But Mr. McNaught's style and message are evident on videotape and in the books he has written.

Now 47 years old, he tells his audience of growing up one of seven children in a Midwest Catholic household, the son of a senior General Motors executive. His was a model childhood — altar boy, class president — apart from the misfit identity that eventually led to his suicide attempt.

He believes he is the first avowedly homosexual person that many in his audience have seen, so

his tone and appearance are excruciatingly conservative, an antidote to media images of cross-dressing gays on Halloween. "The messenger," he explains, "is the message."

Homosexuality, he explains, is a way of thinking about one's self and defining one's social relationships — an orientation of which sex constitutes only a part. He reels off research from Kinsey and others about the differences between identity and behavior.

"But we don't talk about our private lives!" a straight member of the



Sheila Landers and Brian McNaught

audience may protest. To which Mr. McNaught says yes, you do, every time you refer to your marriage or what you did with your children over the weekend. Closet gays and lesbians, on the other hand, can't talk so freely about their outside activities, he says. They must invent answers to innocent questions about their dating lives. They must stifle the sting of a faggot joke.

Maintaining such fortresses, Mr. McNaught tells the workshop, impairs job performance — an assertion with which plant management agrees. "It's an issue of productivity," says Ms. Landers's boss, Robert Pettrossi, the personnel chief. "If people are devoting some of their energy to hiding what they are or worrying about what other people are saying, it takes away from the job."

PARTICIPANTS become demonstrably more relaxed as the hours progress. Ms. Landers says she sees it in the body language — the arms uncrossing, the smiles widening. (Among the numerous diversity seminars offered here, she says, Mr. McNaught's consistently ranks the highest in employee surveys, with written evaluations often saying, "not what I expected.") Along the way, Mr. McNaught makes no effort to win over anyone on moral or religious grounds. When a session is concluded, "people still have their own opinions," says Frederick Malcolm, an engineer here. "But they keep them out of the workplace."

Ms. Landers ends each session by offering a magnetic pink triangle — the gay logo, so to speak — to anyone vowing to make his office or workbench a "safe space" for homosexuals. Thousands are in evidence throughout the plant. And the training stays with many after they leave the plant. "I've had colleagues tell me it's made a difference in their lives," says Ms. Landers.

Intended or not, that may be the greatest value of programs like this. Unlike government, unlike academia, business discharges policy according to what makes sense in the marketplace. Business, then, can be a force for unity where other institutions fail. If that is political correctness, then bring it on.

Is Homosexuality Healthy?

Yes. Studies have shown that people's sexual orientation has no bearing on their mental health and emotional stability. In 1973, the American Psychiatric Association removed homosexuality from the official listing of psychiatric disorders. In 1975, the American Psychological Association adopted a similar resolution.

Is Homosexuality Immoral?

In recent years many theologians and clergy have begun to look at sexual relationships in terms of the love, mutual support, commitment, and the responsibility of the partners, rather than focusing on the gender of the individuals involved. Studies suggest traditions of same-sex unions within the church are centuries old. While some religious traditions continue to teach that homosexuality is immoral, there are also many congregations that are open, accepting, and supportive of the gay, lesbian, and bisexual community. Spiritual leaders in these congregations encourage all their members to deepen and express their faith by adhering to core beliefs rather than ancient laws and customs.

Is Being Gay Normal?

Yes. Each culture defines what is "natural" or "normal" to fit its own context. Definitions differ. Historians have determined that homosexuality has existed since the beginning of humanity. Anthropologists report that lesbians and gay men have been part of every culture. Lesbians and gay men are represented in every socioeconomic class, educational level, and race. Homosexual behavior is often criticized because it doesn't result in procreation. In fact, most sexual encounters don't result in births, and relationships of all sexual orientations may have children. A homosexual identity involves both an emotional commitment to people of the same gender and membership in a community.

Do Gay Men and Lesbians Have Long-Lasting Relationships?

Yes. Longstanding relationships are common. However, because of the social stigma expressed against lesbians and gay men, these partnerships are nearly always invisible. Same sex marriages are currently not recognized and many benefits for legal spouses are denied to domestic partners. In addition, recognition of partnerships goes unrecognized in the media (e.g., marriage and obituary announcements) and in the workplace (lack of desktop photos and social invitations).

Should Gay Men and Lesbians Be Banned From Certain Jobs?

No. Sexual orientation does not affect one's job qualifications or performance. Unfortunately, some people believe that gay men and lesbians should not be allowed to hold certain positions such as teacher, supervisor or health provider. They feel that gay men and lesbians are sexually irresponsible and less trustworthy than heterosexuals, particularly with children. The stereotype of child molester or hypersexual gay person is common but entirely false. In fact, it is well documented that the overwhelming majority of those who molest children are heterosexual men.

Won't Gay Parents Make Their Kids Gay?

Research has shown that children of lesbian or gay parents are no more likely to become gay or lesbian than children of heterosexual parents. Most lesbian, gay and bisexual people have heterosexual parents. Gays, lesbians, and bisexuals are just as likely to be good parents as heterosexuals. Of course, children growing up in non-traditional families may face a certain amount of societal prejudice. Fewer and fewer children are growing up in two parent, heterosexual, and nuclear families and lesbian and gay families are one of the many diverse families that exist.

Why Are Lesbians and Gay Men So Blatant?

Gay men and lesbians are often accused of being blatant (wearing buttons, marching in gay rights marches, talking and writing about homosexuality, holding hands in public, etc.). Our culture teaches that the only acceptable way to be gay is to be silent or invisible ("in the closet"). Any openness about lesbian or gay identity is labeled "blatant" or as "flaunting it". "Blatant" heterosexuality is rarely questioned (media, entertainment, and other institutional practices such as asking for spousal benefits and hospital visiting rights).

In society, the assumption of heterosexuality is so strong that unless one proclaims lesbianism, gayness, or bisexuality, heterosexuality is assumed. To avoid being perceived as heterosexual, "coming out" is often a necessity.

What is Heterosexism?

Heterosexism is the assumption that everyone is heterosexual. It is a form of oppression (like other forms of oppression: racism, sexism, classism, etc.) that targets gays, lesbians, and bisexuals. Heterosexism infers rights and privileges to heterosexuals that are denied to gay, lesbian, and bisexual people. This is revealed through personal behaviors (telling "faggot" jokes, graffiti, verbal and physical harassment), and discriminatory policies such as denial of health, retirement and housing benefits. In addition, few positive role models exist in mainstream media.

What is Homophobia?

Homophobia is the irrational fear, disgust, or hatred of gays, lesbians or bisexuals, or of homosexual feelings in oneself. Homophobia refers to the discomfort one feels with any behavior, belief, or attitude of self or others that does not conform to traditional sex role stereotypes. Homophobia results in fear of knowing, befriending, or associating with gays, lesbians, or bisexuals; fear of being perceived as gay, lesbian; fear of stepping out of accepted gender role behavior.

Why Should People be Informed about Gay and Lesbian Issues?

Becoming informed about gay, lesbian, and bisexual issues helps reduce heterosexism and homophobia. This makes it easier for the gay person to live a more open and productive life in their work and home communities. The culture as a whole is therefore enriched. For gay youth, who are more likely to experience depression and rejection by friends and/or family, acceptance and understanding could be a matter of life or death. The risk of suicide in gay adolescents is two to three times greater than of their straight counterparts.

What does the term "Queer" Mean?

The word Queer is not embraced by all gay people. It is true that many have chosen to

reclaim this once derogatory label for all lesbians, gay men, bisexuals, and transgenders, while some use the word to designate only those in the community who are political activists. However, there are other gay people who dislike the label Queer and resent its use. Additionally, terms such as dyke and fag can be used in insulting derogatory ways, but have been reclaimed by many as terms of pride. This is just one more example of the diversity of opinions within the community.

Why Do Gay People Need Gay Rights Laws: Isn't That Asking For Special Privileges?

Currently there are no federal protections for lesbians or gay men who are subject to discrimination. Gay rights laws do not give lesbians and gay men special privileges. They are civil rights laws consistent with the beliefs that all people are entitled to such necessities as employment, housing and business services without fear or discrimination. Unfortunately, in many states, lesbians, gay men and bisexual

people can be (and are) fired from their jobs, denied housing, credit, or insurance solely because of their sexual orientation. These beliefs, like those used to discriminate against people on the basis of race, ethnicity, religion, age, physical ability, or gender, are based on prejudice and ignorance rather than accurate information.

What are some Conclusions of this Brochure?

There are many misconceptions and fears surrounding issues of sexual orientation. This "Straight Talk" brochure has addressed some of them. Hopefully, it has helped to reduce fears about homosexuality and people who display affection to persons of the same sex. The fears, ignorance, and prejudices demonstrated by society toward such individuals can be lessened through education.

RESOURCES

FOR MANAGERS (and individuals)

Below is a list of local resources that provide more information and offer support.

These resources are available to you if you have a loved one who may be gay, are questioning your own orientation, or just want to express an opinion.

UCSD Lesbian, Gay, Bisexual Speakers' Bureau. This group of trained volunteers is willing to speak to any group wanting information on lesbian, gay, and bisexual issues. For information or to arrange for speakers: Contact Paul Harris (619) 534-8164.

CACLGBI (Chancellor's Advisory Committee on Lesbian, Gay and Bisexual Issues) at UCSD. Visit our web site at <http://infopath.ucsd.edu/CACLGBI> or contact Co-Chairs John White (534-1231, jwhite@ucsd.edu) or Jennifer Pournelle (534-1979, jpournelle@ucsd.edu).

PFLAG (Parents & Friends of Lesbians and Gays) This organization has chapters in almost every state and large community. The San Diego Chapter can be reached at 579-7640.

UCSD Psychological/Counseling Services. Peer and homophobia counseling available. Call 534-3755.

FOR INDIVIDUALS (and managers)

UCSD Medical Center Bisexual, Lesbian, Gay Network. The medical center staff association. Contact: Patrick Dowd at 543-6798 or PRD%UCSDMC.BITNET@UCSD.mvsa.ucsd.edu

The Umbrella Group. The official campus faculty/staff association. It includes the UCSD Medical Center Bisexual, Lesbian, and Gay Network; the Lesbian Support Group; and Queer University Employees, each with its own emphasis. Contact: Richard Zoehrer at 543-2910 or rzoehrer@ucsd.edu

LGBA (Lesbian Gay Bisexual Association). The student group at UCSD. Call 534-GAYS or 534-4297.

The Center (The Lesbian and Gay Men's Community Center). 692-2077.

San Diego AIDS Foundation. 686-5000.

Being Alive. 291-1400.

Welcome to UCSD

GOOD STUFF FROM THE CAMPUS COMMUNITY CENTERS

Who we are and why you should stop by...

The Campus Community Center are offices and centers on campus that work to support YOU! But we are more than physical locations. We are people. People that care about you and your success here, be you a first year incoming student, a graduating senior, transfer student, tenured faculty or part of the UCSD staff.

WE ARE COMMITTED TO YOU!

All of the offices and centers associated with the Campus Community Centers are committed to reaching out. We want to make connections, to create a place for each and every individual on our campus to feel welcome and supported. Where you find this support is up to you. However, what is most important is that you do find it.

That is why we encourage you to stop by. There are lots of folks at this institution. We want to make it HARD to get lost in the size and shuffle of this place. Come by one of the locations and get connected, meet some new friends, discover how you can make a difference for yourself and within the UCSD community.

WE WANT TO MAKE UCSD A GREAT PLACE.

In order to make it great, we encourage education, growth, development, and *change*. Change can make people feel uncomfortable. Differences can sometimes be seen as liabilities, not assets. It is only as we embrace the diverse populations that make up our campus that we continue to be a great place for everyone!

The offices and centers associated with this Campus Community Centers publication are open to the entire campus community, including students, faculty, staff and alumni.

- Looking for a place to hang out?
- Need information and don't know where to go?
- Want a different campus climate?
- Want to make a change?

THEN...

- Explore what we have to offer!
- Stretch yourself beyond your boundaries!
- Feel support from those around you!
- Make a difference today!

INSIDE

~Cross Cultural Center

~Women's Center

~Office of Religious Affairs

~Lesbian Gay Bisexual

Transgender Resource Office

Visit any of the offices and centers anytime, we look forward to meeting you! Look inside for more information.

The University of California San Diego

Cross Cultural Center

OUR MISSION STATEMENT

The Cross-Cultural Center is dedicated to supporting the needs of UCSD's diverse student, staff and faculty communities. Our mission is to create a learning environment in which the entire campus community feels welcome. Within this general charge and in collaboration with existing campus programs, one of the Center's major priorities is to facilitate the academic, professional and personal development of those student, staff and faculty who are members of historically under-represented groups. The CCC provides a network of services and programs in an effort to provide and foster discussions of issues related to the creation of a multi-ethnic, culturally-conscious university. All members of the university and greater San Diego communities are welcome and encouraged to participate in the programs and activities of the Center.



PROGRAM FOCUS

Faculty Staff Student & Community Exchanges

- Faculty-In-Residence Lecture Series
- Multicultural Research Conference
- Guest Speakers/Forum
- Diversity Peer Program

Resource and Educational Materials

- Small Multicultural Library
- Community Events Postings
- Scholarship/Internship/Job Opportunities

Leadership Opportunities

- Student Internships
- Community Service
- Diversity Training

Student Clubs & Campus Orgs

- Meeting Space
- Co-sponsorships and collaborations
- Technical Assistance (TV/VCR/overheard, etc.)

Discussion Groups/Support Work

- Diversity Peer Educators
- Campus Black Forum
- Students Creating a Multicultural Society

Film Programs/Video Screenings

- Diversity Training
- Film and Video Library
- Film Festivals



UPCOMING EVENTS September 2001

Have You Ever Wondered?

1:00-2:00 pm • Tue, Sept. 18th
Have any questions about DIVERSITY?
Come and ask them here!

BLOCK PARTY

3:00-6:00 pm • Tue, Sept. 18th
The first 25 people to attend our Block Party
will receive a candy bar their choice!

Politically Incorrect Hour

5:00-6:00 pm • Tue, Sept. 25th
How PC are YOU? Come and share your ideas
on hot topics with hot coffee.

FOR MORE INFORMATION CONTACT US!

PHONE: (858)534-9689 FAX: (858)822-0173

EMAIL: ccccenter@ucsd.edu WEBSITE: www.ucsd.edu/ccc

9500 Gilman Drive, Dept. 0053 San Diego, CA 92093-0053.

The CCC is located between the Literature Building and Visual Arts Building.
Normal Hours of Operation: MON - FRI 8:30 am to 4:30 pm.

The University of California San Diego Office of Religious Affairs

O

(858)534-2521 (University ext. 4-2521)

R

502 University Center

A

La Jolla, CA 92093-0081

What is the ORA?

The Office of Religious Affairs is a cooperative venture of four religious communities at UCSD. It offers counseling, helps to coordinate the activities of various religious groups on campus, arranges for speakers and serves as a theological, religious, educational and cultural resource for the university. The chaplains may be contacted through the ORA or through their communities listed below. The office also has information about student religious groups and activities on campus.

THE CATHOLIC COMMUNITY



Pastoral Staff: Fr. Mark Padrez & Ms. Lynn Neu
Mass Schedule: Saturday- 5:30p.m.

Sunday- 12:30 and 5:30p.m.

Weekdays- see website

Thursday Night Dinner: 6:00p.m. at the International Center.* The community offers retreats, dances, theological updates, social action projects, Sacramental prep., and reconciliation. All worship & activities are at Church of the Good Samaritan, 4321 Eastgate Mall. Church Office: 452-1985.

Visit our website at <http://orpheus.ucsd.edu/csa/>

*Verify time on website

HILLEL OF SAN DIEGO



Staff: Rabbi Lisa Goldstein,
Nicole Uritz, and Daniel Mikelberg.

Activities include: High Holiday services, Holiday and Shabbat observances, educational, cultural & social programs, and counseling. Hillel of San Diego is the community agency serving individual students, the Union of Jewish students, and the greater campus community at UCSD. Feel free to email us: hillel@ucsd.edu or visit our website at <http://ujcs.ucsd.edu>

LUTHERAN CAMPUS MINISTRY



Pastor: Brian Hooper

Worship: Sunday 10:15a.m.

Wednesday Student Supper at 6:00p.m. followed by Spiritual Growth group at 7:00p.m. Coffee House on 1st and 3rd Friday of the month, 8-11p.m.

Pastoral counseling by appointment. All worship & activities are at University Lutheran Church; 9595 LA Jolla Shores Drive. Church Office: 453-0561

WESLEY FOUNDATION

A United Methodist Campus Ministry



Campus minister: Rev. Gary Anderson
Wesley Foundation offers social, educational and spiritual growth opportunities at UCSD and in partnership with nearby churches. Individual counseling and United Methodist loans & scholarships are also available.

Email: wesley@ucsd.edu or check out the web page at <http://sdcc3.ucsd.edu/~umsa>

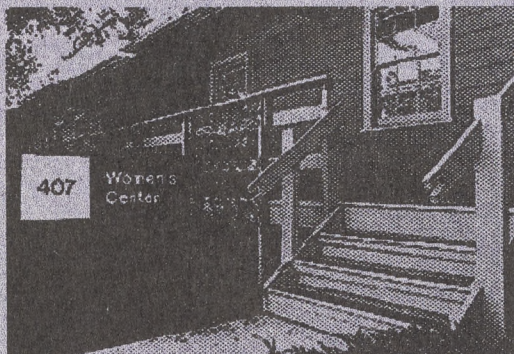
Get FREE stuff & candy if you stop by within the first 4 weeks of school!

LOCATION & OFFICE HOURS

The ORA is currently located at 502 University Center, across from the police station near the Price Center. The office is open Monday through Thursday 9-5 and Friday 9-4. For more information about any of the religious communities at the ORA call 534-2521.

The University of California San Diego Women's Center

The Women's Center at UCSD provides education and support on gender issues affecting UCSD students, staff, faculty and the community. The Center aims to advance women's intellectual, professional, and personal goals, and to increase awareness of the issues affecting women and men of diverse backgrounds and experiences.



Objectives

To pursue equity for women through support, programming, and education on gender, diversity and inequality

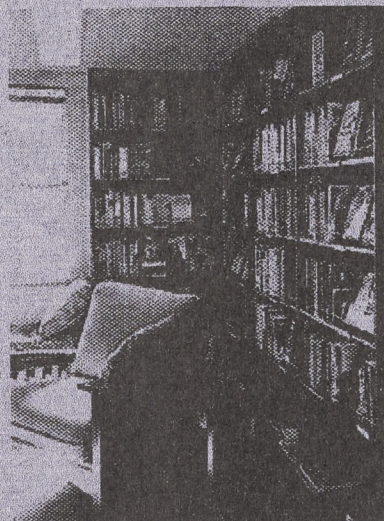
To provide resources for women's intellectual, professional and personal achievement

To sponsor discussions of gender issues that add to the educational atmosphere of the campus

To serve as a liaison for women and men to existing campus services

To provide networking opportunities for women for personal and professional development

To provide outreach to the San Diego community



For current info:

<http://www.ucsd.edu/women>

listserv: womens-center@ucsd.edu

Services & Programs

Information and referral service

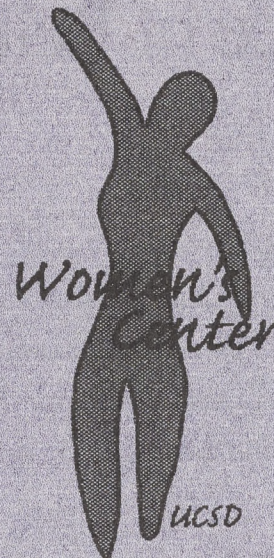
Workshops, events and speakers

A quarterly calendar of events

A library of books, magazines and newsletters

A web page

Space for support groups



Facilities

Information boards and hallway

Meeting spaces for organizations and events

Message board

Quiet spaces for study

Small children's space with toys, books and playpen. [Not a drop-off site; Parents must arrange for supervision of their children at all times.]

To contact us:

The Women's Center, UCSD

9500 Gilman Dr., 0096

La Jolla, CA 92093-0096

located at University Center, Building 407

(858) 822-0074 (on-campus x20074)

fax (858) 822-1577

e-mail: women@ucsd.edu

The first fifty people who bring in this coupon to the Women's Center will receive a free gift.



The University of California San Diego Lesbian Gay Bisexual Transgender Resource Office

858 822-3493 fax 858 822-3494

rainbow@ucsd.edu <http://lgbtro.ucsd.edu>

MISSION

The LGBT Resource Office at UCSD is an open, safe, and inclusive environment for all members of the university community to explore sexual orientation and gender issues. It works to eliminate discrimination based on gender and sexual orientation. The office provides educational and informational services that enhance academic goals, cultural diversity, and quality of life on campus for all students, staff, and faculty. The LGBT Resource Office promotes visibility, sense of community, and knowledge of lesbian, gay, bisexual and transgender people. (Adopted August 25, 1999)



SERVICES

The following are some of the services and resources that are offered by the LGBT Resource Office. Our staff and volunteers will be happy to answer any questions you might have. Stop by and visit us! We provide

- a Safe Space where all individuals can come and chat with friends, relax in our library/activity room, or access email
- information and referrals about campus and community events and resources
- educational, cultural and social events which are listed on our calendar, <http://lgbtro.ucsd.edu>

- the LGBT rainbow listserv, which is the best way to keep up with events on campus that are UCSD and LGBT connected. Contact rainbow@ucsd.edu and we will sign you up
- the LGBT Speakers Bureau which consists of trained students, staff, and faculty available to speak to your group or organization. Contact the office at 858 822-3493 or rainbow@ucsd.edu to schedule a presentation or if you are interested in becoming a speaker.

The LGBT Resource Office is for you. Our director and staff will help you find programs and resources which might interest you and be there to listen.

We welcome volunteers to help put together events and programs, work on special projects, and make the office an inviting place for all members of the campus community. Visit us and find out how you can become involved!

The LGBT Resource Office also cosponsors events/programs with other organizations/ departments and helps coordinate efforts for the benefit of the campus community.

The main office/reception area contains informational materials on LGBT issues, flyers of upcoming events, and the LGBT Campus Historical Collection.

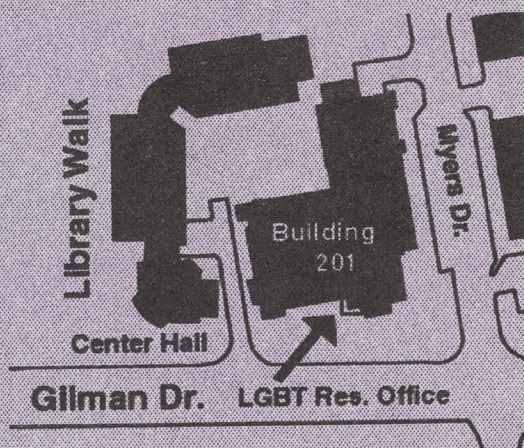
The group/activity room contains a sofa and comfortable chairs and houses our small, but growing, lending library on a variety of topics related to sexual orientation and gender identity.

The room may be reserved for small meetings, study groups, and other activities—please call us at 858 822-3493 to inquire about availability and reservations. The group/activity room is also a drop-in space to sit and read, chat with friends, or access the internet at the student workstation.

WHERE WE ARE LOCATED

The LGBT Resource Office is located in University Center Building 201, rooms 101 and 103, at the corner of Gilman Drive and Myers Drive.

**FREE CANDY FOR
THOSE WHO STOP
BY SOON!**





CROSS CULTURAL CENTER

Mark these events in your calendar today!

Fall '01

BLOCK



PARTY

Join us for some yummy treats and
good music at or open house!

3:00 - 6:00pm • Tuesday, Sept. 18



Winter '02

The Have and Have Nots
California Power Crisis:
What's the Charge?

A winter mini-conference on privilege
and poverty in California.
Tuesday, Feb. 19 - Saturday, Feb. 23

Spring '02

Cross Cultural Center Celebration Week
Monday, May 20 - Friday, May 24

For more information: PHONE (858) 534-9689 FAX (858) 822-0173

Normal Hours of Operation: MON - FRI 8:30 am to 4:30 pm.