

speaking
in
tongues

Wednesday, Feb. 26, 1992 from 12 to 1 p.m.
Price Center Plaza. Kissing is not restricted to
same-sex couples.

lgba
kiss-in

co-sponsored by lgba and asucsd

February 28, 1992

United Way/CHAD
4699 Murphy Canyon Road
San Diego, CA 92123

Dear Gentlepeople:

We the undersigned represent two organizations at the University of California, San Diego. For years, as individual members we have supported the humanitarian work of your agencies. The University of California has been very supportive of your work too, helping to make San Diego and the world a healthier environment in which to live.

As concerned citizens and as members of a community (UCSD) which has adopted a nondiscrimination clause prohibiting discrimination on the basis of sexual orientation, we were saddened to see that your work is supportive of organizations that overtly discriminate on the basis of sexual orientation. For example, the Boy Scouts of America and the Salvation Army. We are strongly opposed to arbitrary discrimination against any segment of our society, as we believe this leads to isolation, lack of equal opportunity, and a loss of our full potential as human beings in helping one another.

In the case of UCSD, should the school continue to assist organizations that discriminate, it would be in direct violation of its own policies and goals.

We therefore urge your governing board to ask that these organizations rescind their discriminatory prohibitions or else we ask you to rescind your financial support of such organizations. Thank you very much for your concern in this matter.

Sincerely,

Paul A. Harris Ben Freeman

UCSD Lesbian Gay
Bisexual Faculty
Staff Association

Michael A. Lambert

Lesbian Gay
Bisexual
Organization
of UCSD

February 28, 1992

Richard C. Atkinson
Chancellor
University of California at San Diego
La Jolla, CA 92093

Dear Chancellor Atkinson:

Whereas the University of California's nondiscrimination statement professes that the University does not discriminate on the basis of race, color, national origin, sex, handicap, age, or sexual orientation in any of its policies, procedures, or practices.

And whereas the University of California, San Diego has been striving to create an environment which encourages diversity in all forms, free from arbitrary discrimination.

And whereas the United Way/CHAD charitable campaign is promoted annually by the University through the use of campus mailing lists, publicity, and the payroll deduction plan.

And whereas the United Way/CHAD's own brochure states that "your gift to United Way/CHAD supports programs specifically funded to help people new to our country overcome cultural, language and social barriers and to participate more fully in society."

And whereas we members of the campus community strongly support both charitable causes and diversity within our campus community.

We therefore call upon the University to follow its nondiscrimination directive and withdraw support from the United Way/CHAD campaign unless the campaign withdraws its support of organizations which continue to overtly discriminate on the basis of sexual orientation. The Boy Scouts of America is one such organization which receives United Way funding as a certified agency. We anticipate your response to this issue will reflect the spirit of diversity and nondiscrimination at UCSD.

Sincerely,

Paul A. Harriet Ben Feina

UCSD Lesbian Gay
Bisexual Faculty
Staff Association

Michael A. Lambert
Lesbian Gay and
Bisexual Association
of UCSD

March 13, 1992

Mr. Paul Harris
[REDACTED]
[REDACTED]

Dear Mr. Harris & Colleagues:

Chancellor Atkinson has asked me to respond to your letter regarding the University's support of United Way/CHAD in light of recent issues regarding the San Francisco Boy Scouts' refusal to admit gays as members and the United Way funding that organization receives. Before proceeding any further, I want you to know that we acknowledge your concerns.

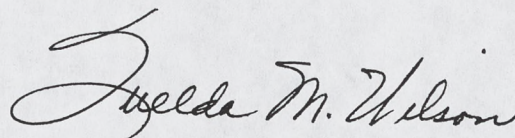
United Way of San Diego, as well as all of the United Ways across the United States, are independent corporations governed by local Boards of Directors who set policy decisions for the local community. United Way of San Diego County has informed us that it has not taken a stand on whether gays should be admitted by the Boy Scouts because it is a matter that is being decided in the courts.

The United Way of San Diego County does require all agencies to meet basic standards for non-profit organizations and does require adherence to non-discrimination laws. Locally, the Boy Scouts are monitoring the situation in San Francisco and are keeping in close contact with United Way of San Diego County.

In our community, individuals who are concerned about funding Boy Scouts through their United Way payroll deductions are being advised that they can designate their contributions away from Boy Scouts using the Donor Designation Form.

The University of California, San Diego does profess and will continue to profess nondiscrimination on the basis of race, color, national origin, sex, disability, age or sexual orientation in any of its policies, procedures or practices. Again, we recognize your concerns. However, for the reasons stated above, we will not be withdrawing support from the United Way/CHAD campaign at this time.

Sincerely,



Quelda M. Wilson



United Way of San Diego County

March 4, 1992

UCSD Lesbian, Gay, Bisexual Faculty Staff Association
Lesbian, Gay, Bisexual Organization of UCSD
c/o Paul Harris
4802 Kesling Ct.
San Diego, California 92117

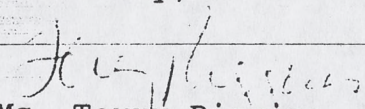
Dear Paul and Associates,

Thank you for your letter of February 28th indicating your opinion about the position of the United Way of San Francisco and the Boy Scout situation. I will pass along your letter to the volunteers at this United Way that are examining this issue.

I thought it might be helpful for you to have a background sheet which outlines the position of the United Way of San Diego County. As you will see from this information, we are pointing out that our United Way has not adopted the position that has been taken by the United Way of San Francisco. We do hold strongly to the principles of non-discrimination as defined by Federal, State and Local law. We require our agencies to not discriminate. At the same time we do not set policies for agencies outside of legal parameters. Needless-to-say this is a very difficult situation for all involved and all who care so deeply about service to all segments of our community.

Again we will take your letter under advisement and get back to you.

Sincerely,


Ms. Terry Riggins
Executive Vice President
Chief Operating Officer

TR/sl

Enclosure

a:Harris

United Way of San Diego County
Background Sheet on the Boy Scout Situation (2/21/92)

On February 19th and 20th there was local and national media coverage regarding a development in the San Francisco area between United Way of the Bay Area and the Boy Scout Council. United Way of the Bay Area Board of Directors met February 20th and adopted a report that was under development for the last six months. That report asks the Boy Scouts to amend their policy regarding sexual orientation to make it a "personal and family matter", similar to an approach that the Girl Scout organization is using.

United Way in San Francisco has asked the Scouts to work with them over the next five years to come into compliance with United Way's requirement that agencies not discriminate on the basis of sexual orientation.

It's important to distinguish the fact that this is all occurring up in the San Francisco area and is not occurring in the San Diego community.

The United Ways are all independent corporations, governed by local Boards of Directors who set policy decisions for the local community. The United Way of San Diego County is a separate corporation.

The United Way of San Diego County does require all agencies to meet basic standards for non-profit organizations and does require adherence to non-discrimination laws.

United Way of San Diego County has not taken a stand on whether the Boy Scouts should or should not be required to admit gays, because it is a matter that is being decided in the Courts. We do not determine which organizations are violating laws pertaining to non-discrimination, the Courts do.

Locally the Boy Scouts are monitoring the situation in San Francisco and are keeping in close contact with us. The Boy Scout Council in San Diego receives more than one half million dollars annually from the United Way of San Diego County, and these dollars are used to provide needed programs and services to nearly 41,000 youth throughout the community. Youth programs promote self-esteem, work to keep students in school, off of drugs and out of gangs which are all high priority areas for this United Way.

The United Way has received some calls from individuals who, after reading the newspaper article, assume that this is applicable to San Diego County. It is not applicable at this time.

We are advising individuals who none-the-less remain concerned that they can designate their contributions directly to Scouts or away from Scouts, depending on their point-of-view, all within our donor choice policy.

The United Way of San Diego County will continue to monitor the situation in San Francisco and in the Courts.

Questions can be directed to Terry Riggins at 492-2124 or Gene Loudon 492-2134.

CHARITIES

United Way's Rivals Take Aim At Its Practices

By FRANK EDWARD ALLEN AND BRIAN PHILLIAM Staff Reporters of THE WALL STREET JOURNAL

United Way is about to discover that charity doesn't begin among charities.

The giant community fund raiser has systematically excluded so many charitable organizations from its workplace campaigns for so long that many nonprofit groups outside the United Way family hold a grudge.

Now, where there is scandal, they see an opportunity to reach more donors at big companies.

Recent disclosures of United Way's excesses, capped by the abrupt resignation of its hand-picked national president, have tarnished the organization's image and jeopardized future giving.

Yesterday, United Way moved to stem its troubles, naming Kenneth W. Dam, vice president of International Business Machines Corp., as its interim president and chief executive officer.

Not 'Pure and Proper' But the excluded nonprofit groups have started having news releases calling attention to what they consider to be United Way's monopolistic fund-raising practices, especially in the corporate workplace.

"United Way isn't as pure and proper and perfect as everybody assumed," said Andrea Knisch, a manager for Independent Charities of America, whose 34 members include Disabled American Veterans, Toys for Tots and Ronald McDonald House.

For decades, making inroads has been extremely difficult, because local United Way organizations are so effective at what they do.

Who very few exceptions, charitable groups that don't already belong to the United Way family aren't allowed to solicit during these workplace campaigns.

Letting In Other Charities However, a spokesman for United Way contends that programs currently in place at many United Way affiliates are channeling a growing percentage of funds to charities not associated with United Way.

Critics say such programs are not wide-spread enough. At the end of 1990, only 25% of all United Way affiliates offered donors choices of charities outside United Way.

What's more, he argues, the programs that do exist are complicated, requiring donors to know the correct name and address of their charity.

Local officials from the United Way and the Boy Scouts spent much of yesterday explaining to angry phone callers that San Diego is not San Francisco.

The flurry of calls was sparked by word out of the Bay Area that the United Way there is again pressuring the Boy Scouts to lift its ban on gays or risk losing funding.

"The first thing out of their mouths is that they're mad and they want to cancel their contributions," said Terry Riggins, executive vice president and chief operating officer of the United Way of San Diego.

"People are assuming that all United Ways are one organization. They don't seem to understand that what's happening in San Francisco is not happening in San Diego."

In fact, Riggins said, the United Way here has taken no steps to force the Scouts to admit gays — and has no intention to. "We don't dictate policy," she said.

"As long as the Boy Scouts are in compliance with the affirmative-action laws as upheld by the courts, no changes in the dollars Boy Scouts receive from United Way of San Diego County are planned," Riggins said.

Several callers reported that they were ready to cancel their contributions to United Way and give directly to the Scouts, Brundage said. He said he, too, told them that the charity organization here is different from the one in San Francisco.

San Diego's United Way gives more than \$500,000 annually to the Scouts, Riggins said. There are about 40,000 Boy Scouts in the county.

Riggins said agencies receiving United Way funding must meet certain guidelines, including one requiring a commitment to non-discrimination. "As far as we know, the Boy Scouts are not discriminatory," she said.

Dear Fellow Members of the UCSD Community:

You have been bombarded by our Administration to support the United Way/CHAD organization. The United Way/CHAD is a large contributor to some programs at the University. The United Way has made some invaluable contributions to the well-being of many people in need.

Before turning over your hard earned dollars though, have you considered if this is the most efficient use of your money? Are you aware that there are officers of the local chapters of the United Way who are paid over \$100,000. a year from your generosity? Have you forgotten about last year's scandal concerning the former head of the national United Way who was discovered to be earning \$463,000. a year while spending charitable funds on personal items such as golf clubs, jewelry, flowers and flights on the Concorde?

Once again there is talk on campus about a possible 5% pay cut in staff salaries. While you are being squeezed tighter and tighter, are you pleased that part of your contributions are going to support such outrageous salaries?

Does your conscience bother you at all to know that part of your contributions go towards organizations that discriminate on arbitrary grounds? Does it bother your sense of ethics that our Chancellor, who is in part charged with personal responsibility for enforcing non-discrimination policies on campus, has been using campus facilities to support an organization that funnels money to an organization that discriminates?

The San Diego chapter of the United Way gives more than a half a million dollars to the local Boy Scouts. Spokespersons for the local United Way chapter have claimed both that the Scouts do not discriminate, yet they have also claimed that it is not up to the United Way to determine if the Scouts discriminate, but instead up to the courts. However the spokespersons also state that they REQUIRE all agencies to be in adherence with non-discrimination laws. The facts are that the Boy Scouts fired the head of an Explorer program who for years demonstrated exemplary service in the position. While the Boy Scouts may perform many admirable deeds, they readily admit that they fired the police officer solely for being gay and they have no intention of changing this policy.

In response to this, the S.D. County Human Relations Commission condemned the Boy Scouts by an 8-0 vote and adopted a forceful resolution urging the United Way to stop funding the local Scouts. The Commission also asked that county Chief Administrative Officer David Janssen withdraw participation by the county and its employees from United Way fund-raising activities until the United Way agrees to "cease funding agencies that discriminate."

Does it bother you a little bit that the local United Way board which should be guided by high morals and a clear conscience chooses to facilitate this blatant discrimination? While it is true that the local chapter of the United Way cannot change the Boy Scouts' national policy, they could take the lead of other chapters and withdraw funding from the organization until it adheres to non-discrimination laws which are in effect in both San Diego and the state of California.

Finally, Independent Charities of America whose 244 members include Disabled American Veterans, Toys for Tots and Ronald McDonald House have been exposing the unjustness of the United Way systematically excluding many charitable organizations from its workplace campaigns. With very few exceptions, charitable groups that don't already belong to the United Way family aren't allowed to solicit during these workplace campaigns.

Doesn't it concern you that on November 30, 1992, the Chancellor's Office sends out a green sheet to all staff reaffirming it's support of non-discrimination based on "race, color, religion, gender, sexual orientation, national origin, ancestry, age, medical condition, handicap, Vietnam era veteran or special disabled veteran status, marital status or citizenship", yet continues to push the United Way on us. Talk is cheap. Let's see some action, Dick!

So what can you as a concerned employee do? First you can cut out alot of the bureaucracy and waste by contributing directly to your favorite charity without going through the United Way. You may ask the United Way for a list of organizations they support or you can check out "Social Service Organizations" in the Yellow pages of the phone book. When you receive your packet in the campus mail asking you to contribute to the United Way, you can write in that you would prefer to contribute directly to organizations that are not tarnished by greed and/or unjust practices. Then send your check directly to your favorite organization and sleep well knowing that you have given to those in need. Thank you for your time.

Sincerely, Concerned Campus Community Members

Three cheers for our courageous Police Chief Bob Burgreen on his firm stand in the face of Boy Scout discrimination on the basis of sexual orientation.

Simply because the Boy Scouts may be a popular organization and one with widespread general support, that is no excuse to condone their policies any more than it would be if they excluded African-Americans or Hispanic-Americans.

CHARLES J. FELDMAN San Diego

The Boy Scouts are discriminating against El Cajon police officer Chuck Merino because he is gay, and they discriminated against the two boys who wouldn't say "God." It sounds to me as though they believe they are "God," and doing "him" an injustice.

DANA WHITING San Diego

UNITED WAY FINDS PATTERN OF ABUSE BY FORMER CHIEF

LARGE SUMS MANIPULATED

Questionable Acts Should Make Givers 'Feel Betrayed,' Says Charity's Acting Leader

By FELICITY BARRINGER Special to The New York Times

WASHINGTON, April 3 — The ousted president of the United Way of America and two close aides transferred more than a million dollars a year to other organizations they controlled and spent hundreds of thousands more on their travel, pensions and insurance plans, the new management of the beleaguered charity said in a report released today.

In contrast to the charity's soothing assurances a month ago that any financial irregularities stemmed from "sloppy record-keeping" and "inattention to detail," today's report revealed, in damning detail, a pattern of financial manipulation over a five-year period far more extensive than the organization had previously disclosed.

This financial transfers, which were vaguely documented or completed without documentation, included the payment of hundreds of thousands of dollars in consulting fees to the two aides, Stephen J. Paulachak and Thomas J. Merlo. It also included the spending of more than \$100,000 of the charity's money by the former president, William Aramony, for limousines, flights on the supersonic Concorde and personal items like golf equipment, jewelry and flowers.

Should 'Feel Betrayed'

While the authors of the report and Kenneth W. Dam, the interim president of the United Way of America, were careful to avoid any accusations of criminal activity, the Justice Department, the Internal Revenue Service and the Congressional General Accounting Office have all requested copies of the report.

Mr. Dam, who released the report at a news conference this morning, said: "These conclusions are disturbing, and will certainly outrage people who have given their hard-earned money week by week to help the United Way help those in need. They will, and should, feel betrayed."

Appearing on the ABC News television program "Nightline" tonight, Mr. Aramony angrily denied he had spent more than \$41,000 of United Way of America money for personal travel to Florida and Egypt. He said that, although he had not yet read the report, he and his lawyers were planning to file a suit for defamation of character.

Mr. Aramony said in the interview that he had repeatedly asked to see the report but was not given a copy until his lawyers received one this afternoon. People familiar with the preparation of the report said Thursday that investigators had spent as many as 10 hours questioning Mr. Aramony.

The report was prepared by the law firm Verner, Lippert, Bernhard, Mc-

Continued on Page 6, Column 4

Donors "are asking tougher questions," she says. "People should do more investigative work to see what they are putting their money into."

In late February, United Way of America president William Aramony resigned after allegations surfaced that he had used charitable donations to finance a lavish lifestyle that included overseas trips on the Concorde, limousines and an expensive condominium on New York City's Upper East Side. Disclosure of his \$463,000 annual salary provided another direct hit.

"Consumers and donors are very upset about a national charity being in the spotlight like this," says Bennett Weiner, vice president of the Council of Better Business Bureaus and director of its Philanthropic Advisory Service (PAS).

Controversy continues over homosexuals in Boy Scouts

The year was 1964; I was scoutmaster of a large troop on the West Coast and we decided that because of several national events and the theme of the Boy Scouts of America (BSA), "Strengthen America's Heritage," it would be a great experience to travel across America.

Even then, I guess we entered the South naive and ignorant of what segregation really meant until we were guests of the Richmond, Va., Scout Council on a lake outside of Richmond. It was then that we got our first real taste of a bigoted BSA. Instead of letting the example for the world, what the Southerners referred to as the "nigger" camp was on one side of the lake and white boys were on the other. Neither I nor any of my Scouts had ever experienced this kind of bigotry, and we were amazed that the Boy Scouts of America condoned it.

Today, we again are faced with that same kind of bigotry. Blacks are born black and homosexuals are born homosexual. Clearly, studies are making this fact more apparent than ever before.

There are so many good things about the BSA; it is a shame that bigotry must raise its ugly head in such an organization. That's why I am no longer a member of the Boy Scouts of America and no longer will support them financially.

ROBERT DAVIS San Diego

I must admire Police Chief Bob Burgreen for his courage to defend the civil rights of the gay leader who was ousted from the Boy Scouts of America.

The Boy Scout program has traditionally been an advocate of tolerance and good citizenship. For the Scout leadership to suggest that, somehow, gays are categorically "undesirable" is out of touch with the scouting tradition. "Desirable" and "undesirable" gays probably occur in the same proportions as apply to whites, blacks, Asians, Hispanics, etc.

JOHN E. LIBARY Rancho Bernardo

United Way: It's not us in Scout debate

By JOHN WILKENS Staff Writer

Local officials from the United Way and the Boy Scouts spent much of yesterday explaining to angry phone callers that San Diego is not San Francisco.

The flurry of calls was sparked by word out of the Bay Area that the United Way there is again pressuring the Boy Scouts to lift its ban on gays or risk losing funding.

"The first thing out of their mouths is that they're mad and they want to cancel their contributions," said Terry Riggins, executive vice president and chief operating officer of the United Way of San Diego.

"People are assuming that all United Ways are one organization. They don't seem to understand that what's happening in San Francisco is not happening in San Diego."

In fact, Riggins said, the United Way here has taken no steps to force the Scouts to admit gays — and has no intention to. "We don't dictate policy," she said.

"As long as the Boy Scouts are in compliance with the affirmative-action laws as upheld by the courts, no changes in the dollars Boy Scouts receive from United Way of San Diego County are planned," Riggins said.

In San Francisco, United Way officials voted Thursday to recommend that the Scouts lift their ban on gays, and said progress toward an "acceptable non-discrimination policy" will be considered in awarding future funding.

Yesterday, the phones started ringing with calls from people determined that the same thing not happen in San Diego.

The callers backed off from their threats to withdraw funding after the situation was explained to them, Riggins said, but the United Way was so concerned about the misperception that it issued a three-page press release on the issue.

Ron Brundage, president of the San Diego County Council of Boy Scouts of America, said his office got more than 20 calls yesterday from people urging the program not to "lurch under" to the pressure.

Several callers reported that they were ready to cancel their contributions to United Way and give directly to the Scouts, Brundage said. He said he, too, told them that the charity organization here is different from the one in San Francisco.

San Diego's United Way gives more than \$500,000 annually to the Scouts, Riggins said. There are about 40,000 Boy Scouts in the county.

Riggins said agencies receiving United Way funding must meet certain guidelines, including one requiring a commitment to non-discrimination. "As far as we know, the Boy Scouts are not discriminatory," she said.

She noted, however, that the Scouts are facing lawsuits challenging the exclusion of gays, girls and atheists. "All three are issues to be decided in the courts, and rightly so," she said. "These are not issues for the United Way to be deciding."

United Way branch may change policy

SAN JOSE — The United Way of Santa Clara County edged toward a new policy that would cut funding to agencies like the Boy Scouts that display anti-gay bias, but final adoption is far from certain.

The board of trustees on Friday voted 26-21, with two abstentions, in favor of the policy to sever ties by 1994 with groups that discriminate against homosexuals.

A two-thirds majority is required to amend the charity's bylaws so the policy can take effect. A vote on the bylaw amendment is scheduled Dec. 17 by the 73-member board.

Associated Press

THE FIRST LIBRARY CARD AT UCSD ISSUED
FOR A DOMESTIC PARTNER. (1992)

[3] From: Nancy Relaford 3/6/92 5:16PM (4197 bytes: 82 ln)

To: Paul Harris

Subject: Domestic partners policy

----- Forwarded with Changes -----

From: Ginny Steel 3/6/92 5:03PM (3905 bytes: 81 ln)

To: Nancy Relaford, Tammy Dearie, Nancy Beale, Raymond Stewart

Subject: Domestic partners policy

----- Message Contents -----

Nancy, Nancy, Raymond, Tammy--Here's a message from Wayne Mullin detailing the information we all provided at last week's HOPS meeting about issuance of library cards to members of "immediate family", just for your information and edification.

On the issue of domestic partners/same sex partners that Nancy R. raised, UCSD can set its own policy; there isn't any systemwide policy that we need to adhere to. My preference would be that we use the same criteria for this group--same name, different address OK or different name, same address OK or, if some other variation of name and address some form of identification could be required. What do you think? Ginny

Ginny -- I think that would be great, and I really appreciate your quick response and enlightened leadership on this issue.

If no one else had any objections, can we start implementing this policy right away? Nancy R.

Yep, go right ahead. I mentioned it to the AULs, and they all agree. Ginny

***** PAUL -- IT'S DEFINITE. TELL KEITH I'LL GIVE HIM A LIBRARY CARD FOR HIS BIRTHDAY!! NANCY *****

sendmail

5.64/UCSD-2.2-sun

via
SMTP

Tue, 3 Mar 92 08:54:35 -0800 for steelv

Received: from ucsd.edu by nowalls.ucsd.edu.UCSD.EDU (4.1/UCSDGENERIC.4)
id AA14357 to mirskyp@sandnet.ucsd.edu; Tue, 3 Mar 92 08:53:29 PST

Received: from aggie.ucdavis.edu by ucsd.edu; id AA27744

sendmail 5.64/UCSD-2.2-sun via SMTP

Tue, 3 Mar 92 08:54:30 -0800 for steel@nowalls.UCSD.EDU

Received: from ucdavis.ucdavis.edu by aggie.ucdavis.edu (5.61/UCD2.03)
id AA24765; Tue, 3 Mar 92 08:30:34 -0800

Received: by ucdavis.ucdavis.edu (5.61/UCD2.04)
id AA12912; Tue, 3 Mar 92 08:15:35 -0800

Reply-To: ucsd!ucdavis.edu!hops

Sender: ucsd!ucdavis.edu!hops-request

Errors-To: ucsd!ucdavis.edu!hops-request

Received: from ucscm.UCSC.EDU by ucdavis.ucdavis.edu (5.61/UCD2.04)
id AA12444; Tue, 3 Mar 92 08:03:17 -0800

Received: by ucscm.UCSC.EDU (5.65/1.34)
id AA09335; Tue, 3 Mar 92 08:02:23 -0800

Date: Tue, 3 Mar 92 08:02:23 -0800

From: ucsd!ucscm.UCSC.EDU!wmullin (50015000)

Message-Id: <9203031602.AA09335@ucscm.UCSC.EDU>

To: ucdavis.edu!hops

Subject: External User Policy -- Immediate Family

Cc: ucscm.UCSC.EDU!wmullin

At our meeting last week, I said I would send Beverlee details of what each of us does with the immediate family issue. I came away from the discussion with the following understandings: (please correct to the HOPS list if there is an error)

No campus actively approached the definition of immediate family from the perspective of the domestic partner issue, which was the context of concern to UCSC.

Courtesy cards are issued to immediate family members as follows:

Berkeley	over 18, names are not checked
Davis	over 18, names are not checked
Irvine	restricted to over 18 living at home, same name
LA	over 18, name and address can be different
Riverside	?
San Diego	over 18, name can be different, same address needed
San Francisco	?
Santa Barbara	over 18, names are not checked
Santa Cruz	restricted to over 18 living at home, same name

Several campuses ask for some ID to link person to UC "staff." Can be a check with both names on it, etc.

Gary Lawrence said the Office of the President is silent on (domestic partner) issue.

Stanford recognizes domestic partners and grants privileges.

IV. Old Business

A. Call to Order

**SAAC Meeting
March 6, 1991**

Representatives Present:

Vanness Harris
Rupert Cervantes
Orlando B. Gutierrez
Roderick M. Carlisle
Krista Flores

Chair
Co-Chair
MEChA
AASU
DSU

Interns Present:

Vanessa May
Teresa M. Hayes
Lupita Avina
Victor D. Nieblas
Carla Chambers
Michael J. Garcia

Intern
Intern
Intern
Intern
Intern
Intern

Others Present:

Anthony J. Jemison
Annette D. Mosley
Mayra Ocampo
Ofelia Castillo
Poncho Guevara
Rachel Ross
Ruben Duran

UA/SAAP, Director
AS/AASU
SATCH
AS/SAAC Joint Task Force
AS/MEChA
UA/SAAP
AS

I. Call to Order

Meeting was called to order at 4:15 p.m. by Vanness Harris, Chair.

II. Establish Quorum

Quorum was established -- MEChA, DSU and AASU were present.

III. Approval of Minutes

No meeting was held on February 27, 1991.

Correction: Mayra Ocampo was present at the February 20, 1991 meeting.

Motion: Orlando Gutierrez, "to approve the minute with said correction."

Second: Krista Flores.

Vote: 4-0-0. Motion is carried; minute was approved.

VII. **Opens Vote:** 3-0-1. Motion is carried with AASU abstention. SAAC adopted the finance subcommittee's recommendations and presented them to Reg Fee Comm Anthony Jemison, SAAP Director.

7:00 a.m. in the Conference Room

Anthony Jemison accepted the committee's recommendations.

VIII. **Adjournment**

VI. **Intern Reports**

Meeting was adjourned at 7:00 a.m.

Carla Chambers: Report on R. A. Selection Process was delayed until next week.

She attended the Summit at the State Capitol last weekend.

"Claiming Our Power" & "Building Bridges for Our Future": this women's conference is scheduled for April 13 through 14, 1991 at UC Santa Barbara. The deadline to sign up with \$15.00 registration fee is March 20, 1991.

Victor Nieblas: Revelle College is having a birthday celebration for Roger Revelle on Thursday, March 7, 1991, from 1:00 p.m. to 2:00 p.m. at the Revelle Provost's Office.

UC-wide committee on Affirmative Action met with CAAAC, Chancellor's Affirmative Actions Advisory Committee. They will hold a public meeting on March 12, 1991 at Berkeley Room at 3:00 p.m.

DSU's retreat was a success. A videotape of the event will be shown in a near future.

Lupita Avina: Forum on Diversity was held by the Fifth College. Although student attendance was lower than expected, the event was a success. As a result of the forum, Fifth College Cultural Society was revived.

Another Roundtable is scheduled for the first week of Spring Quarter, on April 16, 1991, at 5:30 p.m. in Gallery A.

→ LGBA is interested in becoming a SAAC organization and may approach the committees soon.

Teresa M. Hayes: UCB Events Policy was passed.

Item under consideration: moving the mural, currently in the conference room to Price Center.

Michael Garcia: AS is considering an offer to invest in Pub renovation.

AS/SAAC Joint Task Force on Retention has the draft of its report ready.

Vanessa May: Be on the lookout for two senate bills pertaining to public education.

mouth to mouth

fig. 1



fig. 2



fig. 3



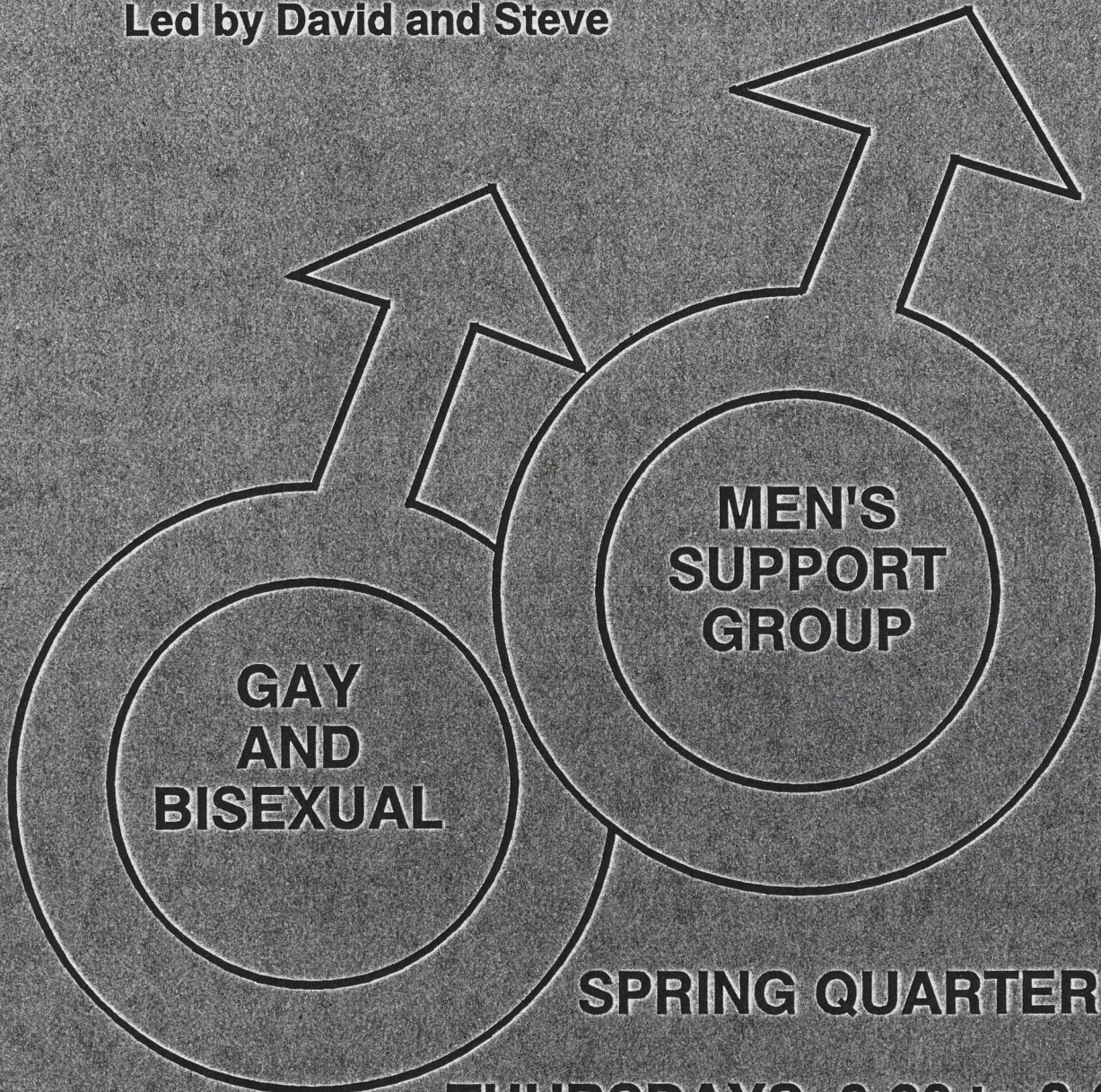
Igba dance this friday

march 6th, at the ché café from 9 p.m. to

1 a.m. for more information call 534-GAYS.

**IF YOU HAVE OR HAVE HAD QUESTIONS
ABOUT YOUR SEXUALITY, YOU'RE NOT
ALONE !! COME OUT AND JOIN US!**

Led by David and Steve



SPRING QUARTER 1992

**THURSDAYS, 6:30 to 8:00 PM
MOUNTAIN VIEW LOUNGE,
THIRD COLLEGE**

Near the tennis courts

For further information, call 534-3755

Sponsored by Psychological & Counseling Services, UCSD

COME CELEBRATE THE BIRTH OF
GAY AND LESBIAN STUDIES

AT

UCSD

DATE: WEDNESDAY, APRIL 8, 1992

TIME: 4-5:30 PM

PLACE: 3322 LITERATURE BLDG (3rd floor)

RSVP: 534-3276

GAY AND LESBIAN STUDIES AT UCSD

There is at present no official Gay and Lesbian Studies program at UCSD but there are several ways that we can pave the way for such a program. Other UC campuses, like UCLA for example, are actively integrating GLS courses into their curriculum and laying the foundation for future departments or programs. At UCLA undergraduate and graduate courses on gay and lesbian topics have been taught through the English and Psychology departments, the school of Urban Planning and the Women's Studies Program. They are currently offering a new undergraduate course, "Introduction to Gay and Lesbian Studies." Course concentrations and programs in GLS have been established recently at many universities including Columbia University, City College of San Francisco, City University of New York, Duke University, UC Santa Cruz and Rutgers University.

In order to actively lobby for a GLS Program at UCSD, we need the following:

1) Courses

In the immediate future, we need to specify courses in the course schedule as gay or lesbian themed so that later we can point to a wide variety of courses as appropriate for a GLS program.

2) Introductory Sequence in GLS

We are presently designing an introductory sequence in GLS to be taught in Muir College. Obviously this sequence requires that there be faculty willing to teach in it.

3) Reading/Discussion Group

It would be desirable to establish a reading or discussion group in order to create an intellectual climate that fosters Gay and Lesbian scholarship. Such a group could also apply for university funding and might plan a lecture series or mini conference in the future.

4) One-Unit Undergraduate Seminar Program

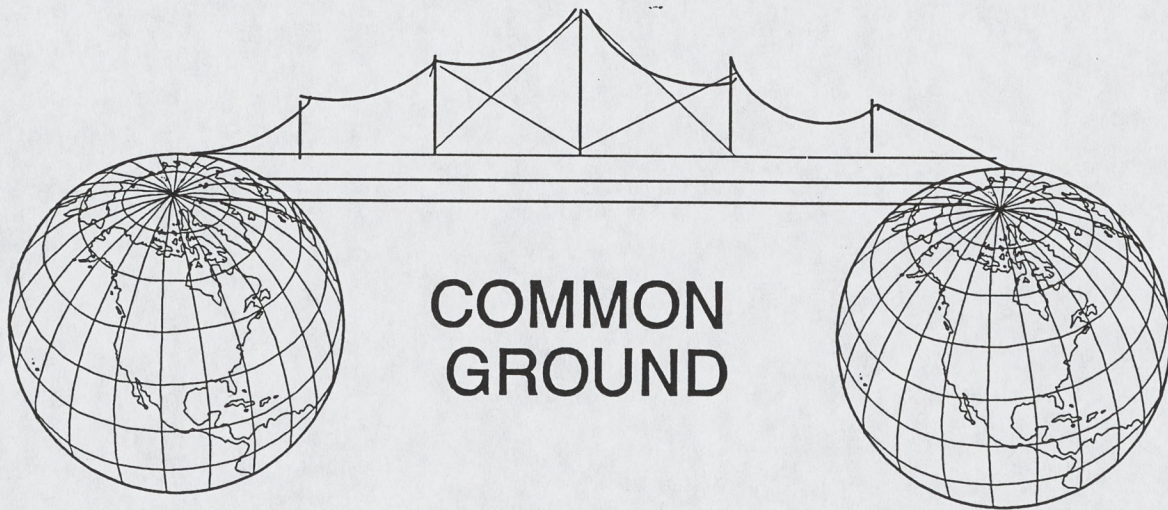
An easy way to encourage and test student interest in GLS is to offer a one-unit undergraduate seminar on some aspect of Gay and Lesbian scholarship or on alternative sexualities.

5) Membership

Gay and Lesbian Studies is obviously not exclusively about gay men and lesbians. It is about theorizing sexual diversity, sexual difference, gender, sexual ideologies etc. Any GLS program will need to be broad-based enough to include the study of other alternative sexualities and indeed of heterosexuality. For this reason, faculty and student involvement, it is hoped, will not at all be limited to gay and lesbian students and faculty.

Sponsored by Psychological & Counseling Services, UCSD

**The opportunity for a direct and open
dialogue to bridge the gap between
two worlds onto a**



A support group for FRIENDS of lesbians, gays, and bisexuals. An open discussion of issues concerning more than understanding and acceptance; IT'S ABOUT LOVING SOMEONE GAY.

**EVERY OTHER WEDNESDAY,
STARTING APRIL 15TH,
6:30 - 8:00 PM
WOMEN'S RESOURCE CENTER,
(2nd floor, Price Center)**

LED BY CHELI

Call 534-3755 for more information.

Minutes of the April 16, 1992 meeting of the Turing/Stein Association

The meeting was brought to order by Chris.

The minutes were approved as submitted.

Announcements: There will be a social at Bill Glaskill's house on April 25, 1992. This will be a UCSD/SDSU gathering. Information regarding time, directions, what to bring has been sent out under a separate flyer. There will be a LGBA film festival April 23--26, 1992. LGBA will hold its Semi-formal dance titled "City by the Gay" on May 1, 1992 on campus for more information call the LGBA office at 534-4297.

The yard sale earned \$329.50. Thank you for all your hard work and donations without which we couldn't have accomplished raising this amount of money.

There is an intercampus forum held the third thursday of every month at Cafe Figale where all the campuses in the area meet to talk over relevant events affecting all of us.

The treasury now has \$579.00 in the coffers.

The Budget committee will meet to prepare a working budget by the next meeting.

As you can see by the heading of the minutes the new name for the association is Turing/Stein thank you for all the ballots.

We have a nominating committee they are : David Soronce, 534-1063; Ben Freeman, 543-8080; Dain Newlon, 298-9259. If anyone is interested or knows of anyone willing to run for office please let any of them know. The offices we will be voting on will be CHAIR, VICE-CHAIR (Med Ctr), VICE-CHAIR (Campus), Secretary, Treasurer. Remember this is your organization.

The staff association will hold its annual picnic on July 31, 1992. We are still thinking of selling Quiche

At the May 21.st. meeting we will have Todd^B Bowser speak. The meeting will be held at the the Price Center on campus.

There was a very informative program on Domestic Partner Issues. Maggie Houlihan from the UCSD Staff Association and Muriel Nesbitt from UCSD Faculty Subcommittee/Domestic Partners. The determination has been made that it is a state legislature situation and the Regents will not do anything until the state takes a stand on domestic partners. The next challenge is to do a MASSIVE write in campaign. David. will design a letter and we only need to place a post-script on the bottom and mail it in. each letter is equivalent to 250 constituents. Hopefully we will be able to start signing them at the social on the 25th.

The next meeting will be held at the Price Center on campus on May 21, 1992 at 6:30 pm. See you there.

Respectfully submitted,

Ben Freeman. Acting Secretary

**UCSD
Lesbian, Gay, and Bisexual
Faculty and Staff
Association Questionnaire**

The following information was collected from 55 responses to our questionnaire:
(NOTE: Due to space constraints some written responses have been edited or omitted.)

- Gender: (please check appropriate box)
- 36 Male
- 16 Female

- Ethnicity: (optional)
- 0 a.) African-American/Black
- 0 b.) American-Indian/
Alaskan Native
- 2 c.) Chinese/Chinese-American
- 2 d.) Filipino/Filipino-American
- 0 e.) Japanese/Japanese-American
- 0 f.) Korean/Korean-American
- 1 g.) Latino/Spanish-American
- 2 h.) Mexican-American/
Mexicano/Chicano
- 47 i.) White/Caucasian
- 0 j.) Other: (please specify)

- Please indicate your personnel program.
(check one)
- 22 a.) Regular Staff
- 20 b.) Administrative and
Professional Staff (A&PS)
- 0 c.) Management Administrative
Professional Staff (MAP)
- 10 d.) Faculty
- 1 e.) Other (e.g., student, friend,
alumni, retiree): (please specify)

- Do you consider yourself a . . .
(please check one)
- 13 a.) lesbian
- 36 b.) gay male
- * $\frac{4}{1}$ c.) bisexual
- 1 d.) heterosexual
- 0 e.) . . . or are you **undecided**
about your sexual orientation?

- Are you "out" at your workplace? In
other words, do you treat your sexual
identity in an open fashion among your
colleagues at work?
- 26 a.) totally open
- 23 b.) open to only a few
- 4 c.) not open

- Why did you join the LGBFS Associa-
tion? (check *all* that apply)
- * $\frac{45}{3}$ a.) to meet other UCSD staff
and faculty
- 24 b.) to advocate for gay rights
- 19 c.) to increase campus awareness
concerning gay issues
- * $\frac{3}{9}$ d.) to explore personal issues re-
lated to my sexual orientation
- * $\frac{2}{3}$ e.) for emotional support
- f.) other: to network, to share good
times, to show support for assoc.

- How would you like to be involved
with the LGBFS Association?
(check *all* that apply)
- * $\frac{39}{13}$ a.) socially
- 13 b.) politically
- 2 c.) leadership role
- 9 d.) speakers bureau
- 3 e.) fund-raising
- 10 f.) events planning
- 8 g.) committee work
- 17 h.) not sure
- 3 i.) other: publicity, schedule pro-
hibits, other commitments

- How much time can you offer the
organization each month?
- 19 a.) <4 hours/month
- 17 b.) 4 hours/month
- 8 c.) 5 to 9 hours/month
- 2 d.) 10 hours/month
- 2 e.) >10 hours/month

- Please share your ideas or suggestions
for future discussion topics and/or
programs.
- 32 a.) domestic partnerships
- 12 b.) coming out
- 16 c.) women's concerns
- 14 d.) men's concerns
- 19 e.) AIDS education
- 12 f.) safe sex
- 10 g.) bisexuality
- 4 h.) religion
- 17 i.) others: overcoming homophobia,
relationships, coming out at work, academic
topics, AIDS activism, sexual diversity, ROTC
policy regarding Gays and Lesbians, theatre
nights, films, art exhibits, spirituality, commu-
nity outreach, political issues (national/local/
state), discrimination at UCSD, creating inti-
macy with friends

- Is the Price Center a convenient location
for our meetings?
- 30 Yes 6 No

- Is the Medical Center in Hillcrest a
convenient location?
- 26 Yes 11 No

- Do you have other suggestions for a meet-
ing place? If so, where? private home,
Joyce Beers Comm. Ctr. (Hillcrest),
International Ctr., Oceanview Lounge,
center for social service

- Is 7:00 p.m. a convenient time to meet?
- 28 Yes 8 No

- What other times are good for you?
- late afternoon, brown bag lunch, weekend pm, $\frac{4}{6}$
- weekdays: 4:00pm, 4:30pm, 5:00pm, 5:30pm, $\frac{1}{3}$
- 6:00pm (most popular choice for other time), $\frac{1}{3}$
- 7:30pm, 7:45pm, 8:00pm, depends on $\frac{1}{3}$
- day, commuting problems, dinner afterwards, $\frac{1}{3}$
- when street parking is free, start $\frac{1}{3}$
- meetings earlier, any hours after work

- Please circle the one day of the week
that's best for you.
- 4-Mon 15-Tues 8-Wed
- 16-Thur 1-Fri 1-Sat 0-Sun

- How many meetings have you attended?
0 through 19; most responses were in the "0"
and "3 to 5" ranges, although some have
attended 10 meetings or more

- If our meetings were held *off campus*,
would you be more likely to attend?
- 8 Yes 23 No

- What would persuade you to come to more
meetings? social activity, guest speakers,
group discussion, snacks, coffee/tea,
more faculty participation, awareness of agenda
items, someone to go with, dinner before
or after, different meeting time or day,
discussions of serious discrimination issues,
"If I had more time," anxiety over meeting some-
one from work, good academic speeches

- How should we structure our meetings?
- 1 a.) all business
- $\frac{26}{6}$ b.) half business/half social
- $\frac{6}{1}$ c.) separate social meetings
- $\frac{1}{6}$ d.) other ideas: (please describe)
- $\frac{6}{6}$ a. & c.) (see above)
- $\frac{6}{2}$ b. & c.) (see above)
- 2 b. & d.) (see above)

**Ideas or suggestions regarding the name
of the association included:**

- FACES
- Alternative Lifestyle Faculty & Staff Assoc.
- Dimensions
- RAINBOW, GLOW, LIFE, etc.
- Gays Out (GO)
- Gay & Lesbian Univ. Employees (GLUE)
- Freedom Against Genderization (FAG)
- Queer University Employees (QUE)
- Turing-Stein Association (Most Votes) *
- Virginia's Wolves
- Phi Alpha Gamma
- OLGA-B
- Lambda UCSD, Lambda Professionals
- GREAT
- drop "bisexual" from name
- anything except an acronym
- keep it direct; an acronym will keep us hidden
- list "staff" before "faculty"
- nothing cute, please

12)
-Finally, would you like your name, campus address, and campus phone number listed as a contact for other LGBFS Association members?

26 Yes 10 No

(NOTE: Not everyone who said "Yes" shared a name/phone #. If you would like your name to appear as a contact, please complete the information that appears to the right. Only *campus* information will be listed.)

•Other Suggestions/Comments:

If you are interested in reviewing the other suggestions or comments that were shared, please attend our next meeting at the UCSD Medical Center in Hillcrest on **Thursday, April 16 at 6:30 p.m.**

*"Thank you for completing
your questionnaire."*

*We hope you'll join us for
future discussions of the survey results
at upcoming Association meetings."*

LGBFS Association
Questionnaire Results
March 1992

**"Let's Join Hands to Help
Our Association Work for You!"**

The results of our survey indicate an interest for more social activities and other types of programming. Also, many of you expressed an interest in getting involved. To help us address your concerns, please complete the following information and return by the next meeting.

•I am interested in getting involved in the following ways:
(check *all* that apply)

- a.) social committee
 b.) political activism committee
 c.) leadership role
 d.) speakers bureau (organizer or speaker)
 e.) fund-raising committee
 f.) programming committee (events planning & publicity)
 g.) Lesbian support group
 h.) not sure; let me know how I can help out
 i.) other: (please specify) _____

•Name: _____

•Campus Address: _____

•Campus Phone #: _____ •Home Phone #: _____

•Best time to reach me: _____

Include my name as a contact for other LGBFS Assoc. members.

Please return to:

For Addressee Only:

Ben Freeman

8208

SUGGESTION: To retain your synopsis of our survey, please xerox this page and return your response by **Thursday, April 16.**

**1st
Annual
San Diego
International Festival of
Lesbian - Gay - Bisexual
Film & Video**

April 23rd - 26th 1992

Thursday April 23rd

Sex Shorts at The Academy Cinema, 3721 University. (284-1000)
7.00 pm Woman's Program 9.00 pm Men's Program 5\$ each program, 7\$ both

Friday April 24th

Premiere Night at Hillcrest Cinemas, 3965 5th. (299-2100 for show times)
Young Soul Rebels (Isaac Julien, 1991, UK)
Food Drive Benefit for Mama's Kitchen, April 24th-26th

Saturday April 25th FREE

Flicks, Films and Shorts at UCSD (Solis Hall, 107)
7.00 pm Meeting of Two Queens (Cecelia Barriga, 1991, Spain)
SPEAKER: Daniel Mangin - Psycho Killers and Twisted Sisters
9.00 pm Lesbian Looks: program of five films including Swamp (Child,
1990, US), Nocturne (Chamberlain, 1990, GB) and Perilous Liasons
(Boudreau, 1991, Can)

Sunday April 26th FREE

More Flicks, Films and Shorts at UCSD (Solis Hall, 107)
5.00 pm Transexualism
6.30 pm Local Artists
8.30 pm Men-Sex-Race: program of four films including Anthem
(Riggs, 1990, US) and No Skin Off My Ass (Labruce, 1991, Canada)

The Gay & Lesbian Times
A.S.U.C.S.D.
G.S.A.

sponsored by:

For Further Information call 282-6506 or 792-9 14



1st Annual San Diego International Festival of Lesbian - Gay - Bisexual Film & Video

Food Drive Benefit for Mama's Kitchen

at Hillcrest Cinemas, 3965 Fifth Avenue
from April 24th - 26th

Swap Food for Raffle Tickets

Prize Drawing at each showing of
Isaac Julien's new film

Young Soul Rebels

Friday April 24th

Call 299-2100 for show times

Win Movie Passes and other prizes
donated by the
Hillcrest business community

Items specially requested:

pasta/noodles, rice, canned food, tomato products, tuna fish, jelly,
dried beans, shortening, flour, sugar (esp.brown), dried soups,
individual fruit juices and snack items, peanut butter.

Low Salt Items Preferred



May 1992

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					9:00pm to 1:00am — LGBA Semi-Formal Dance, Price Center Ballroom	<i>New Moon</i>
					1	2
3	4	5	6	8:00pm to midnight — "Coffee Night" with the InterCampus Forum, Cafe Pigalle, Hillcrest	7:00pm — FILM: <i>Shame</i> , Solis Hall	<i>First Quarter Moon</i>
					8:00pm — "Soiree for Music Lovers," Mandeville Recital Hall, \$ (Ph. 534-3229)	8
<i>Mother's Day</i>			8:00pm — SONOR contemporary music ensemble, Mandeville Aud., \$ (Ph. 534-3229)		8:00pm — Momix dance troupe, Mandeville Aud., \$ (ph. 534-4090)	<i>Full Moon</i>
10	11	12	13	14	15	16
			11:00am to 1:00pm — LGBA Lunchtime Social, Student Center, North Conf. Rm.	7:00pm — Association Meeting UCSD Price Center, Gallery B	6ish — Monthly Happy Hour	
17	18	19	20	21	22	23
<i>Last Quarter Moon</i>	<i>Memorial Day</i>				Join Assoc. members for after work chitchat at <i>Number One Fifth Avenue</i> in Hillcrest. Friends welcome!	9:00pm to 1:00am — LGBA Non-Sexist Dance, Che Cafe
24	25	26	27	28	29	30
<i>New Moon</i>						
31						