



**LGBT CAMPUS
HISTORICAL
COLLECTION**

1998-99 General

XIII



**LGBT CAMPUS HISTORICAL
COLLECTION AND PROJECT**

UNIVERSITY OF CALIFORNIA, SAN DIEGO

1998–99 General Materials

Lesbian. Gay. Bisexual. Transgender.

OPEN ZONE

*an environment which is dedicated to
communication on diverse issues*

I believe in the dignity and
respect of individuals and
the right of all human
beings to live free
of prejudice and
discrimination.



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.

THE CHANCELLOR'S ADVISORY COMMITTEE ON LESBIAN, GAY, BISEXUAL, AND TRANSGENDER ISSUES (CACLGBTI)

This brochure has been prepared by The Chancellor's Advisory Committee on Lesbian, Gay, Bisexual and Transgender Issues (CACLGBTI), an administrative body comprised of UCSD students, staff, and faculty. The committee operates under the charge of Chancellor Robert C. Dynes. Established in Fall 1994 by then-Chancellor Richard Atkinson, the committee's purpose is to . . .

. . . identify and analyze problems of lesbians, gays, bisexuals, and transgenders at UCSD, to inform and educate the campus community about issues that detrimentally affect these faculty, staff, and students, and to advise and make recommendations on policies and procedures that would ameliorate conditions negatively impacting lesbians, gays, bisexuals and transgenders at UCSD.

This charge is in accord with the University of California's nondiscrimination policy, which states . . .

. . . nor does the University discriminate on the basis of sexual orientation. This policy covers admission, access, and treatment in University programs and activities, and application for or treatment in University employment.

RESOURCES

CAMPUS RESOURCES

Chancellor's Advisory Committee on Lesbian, Gay, Bisexual and Transgender Issues (CACLGBTI). Visit our Web site at <http://orpheus.ucsd.edu/caclgbi> or contact co-chairs Jon Welch (619-534-4497; welchj@ucsd.edu), Francesco Carusi (619-534-6421; fcarusi@ucsd.edu), or Scott Heath (sheath@ucsd.edu). E-mail: caclgbti@ucsd.edu

CACLGBTI 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 Paul Harris (619-534-8164; pharris@ucsd.edu).

Lesbian, Gay, Bisexual, Transgender Association (LGBTGA). 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 LGBT Awareness Week. Located in Student Center "A", Second Floor. Call 619-534-GAYS (619-534-4297) or visit the Web site at <http://sdcc13.ucsd.edu/~ucsdlgba> E-mail: ucsdlgba@sdcc13.ucsd.edu

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, contact Lynne Bush (619-534-4034; lbush@ucsd.edu) or Richard Belmontez (619-543-7577; rbelmontez@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, events, speakers, support groups and information and referral services. Located at 407 University Center. Call 619-822-0074 or visit their Web site at <http://orpheus.ucsd.edu/women> E-mail: women@ucsd.edu

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 619-534-9689 or visit their Web site at <http://orpheus.ucsd.edu/cc> E-mail: cccenter@ucsd.edu

UCSD Psychological/Counseling Services. Provides individual counseling and workshops for students, faculty, and staff. 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 (619) 534-3755 or Dr. Nickie Golden (619-534-3456; ngolden@ucsd.edu). 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 (619-534-8297; <http://orpheus.ucsd.edu/jtalt/shpp>); Academic Affirmative Action (619-534-4497); or, Equal Opportunity/Staff Affirmative Action (619-534-3694).

UC Lesbian, Gay, Bisexual, Transgender Association. The University of California's systemwide organization with faculty, staff, student, and alumni members. A steering committee of two members from each campus meets quarterly and a general assembly and conference is held annually. Addresses and advocates on issues such as employment discrimination, campus resources, university policies, and domestic partner benefits. For information contact co-chair Sarah Archibald (619-622-5884; sarchibald@ucsd.edu). Web site at <http://www2.ucsc.edu/uclgbta>

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 3619 Normal Street in Hillcrest. Call 619-692-2077 or 1-800-YOUTH98 for additional information about all programs. North County Center located in San Marcos (760-744-0220).

Gay Youth Alliance (for persons age 24 and younger). Meets weekly on Friday from 7:30 to 9:30 p.m. 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: pflagsd1@aol.com

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; e-mail: GSDBA@lanz.com 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.

05/1998

Straight Talk About Homosexuality

A UCSD Resource and Information Guide



Chancellor Robert C. Dynes 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.

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 desktop 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.

HOMOPHOBIA

Types of Homophobia:

Personal
Interpersonal
Institutional
Cultural

Personal homophobia is a prejudice based on a personal belief that lesbian, gay, and bisexual people are sinful, immoral, sick, inferior to heterosexuals, or somehow incomplete women and men.

Interpersonal homophobia is individual behavior based on personal homophobia. This hatred or dislike may be expressed by name calling, telling gay jokes verbal and physical harassment and other individual acts of discrimination.

Institutional homophobia refers to many ways in which government, business, churches, and other institutions and organizations discriminate against people on the basis of sexual orientation. Institutional homophobia is also called heterosexism.

Cultural homophobia refers to social standards and norms that dictate that being heterosexual is better or more moral than being lesbian, gay, or bisexual and that everyone should be heterosexual.

MYTHS AND FACTS ABOUT LESBIANS AND GAY MEN

MYTH: Gays and lesbians already have civil rights.

FACT: Gays and lesbians want the same rights as heterosexuals, protection under the law from discrimination.

MYTH: Homosexuality is unnatural and a depravity.

FACT: Homosexuality is a unique part of human nature and even exists in some animal species.

MYTH: Lesbians are man haters.

FACT: Most lesbians don't hate men. Lesbianism is about women loving women.

MYTH: Gay men hate women.

FACT: Some men, gay and straight hate women. Everyone, regardless of gender or sexual orientation is capable of hating others.

MYTH: Bisexuals are confused about their sexuality.

FACT: Many people, whether they know it or not, are bisexual to some degree. There is nothing confusing about being sexually attracted to both genders.

MYTH: Gay and lesbian relationships don't last.

FACT: Many gay and lesbian couples maintain a lifelong committed relationship or relationships that last for many years. Heterosexuals form relationships that also vary in length.

MYTH: Gays and lesbians can't reproduce so in order to increase their ranks they recruit children.

FACT: No one can be forced to be gay or lesbian. Homosexuality is innate and same-gender attraction comes from within.

MYTH: Gay men molest children

FACT: Most child molestation cases involve heterosexual preying on female children. Studies show that it children's fathers, stepfathers, and mother's boyfriends who molest children the most.

MYTH: Lesbians and gays can be cured by changing their behavior and through therapy.

FACT: While a small number of gays and lesbians try to change their sexual orientation by changing their behavior, their fundamental homosexual desire always remains. They accomplish nothing constructive and only make themselves and the heterosexuals they become involved with miserable.

BEING AN ALLY TO THE LGBT COMMUNITY

Ally: a person who is a member of the dominant or majority group who works to end oppression of other individuals by being an advocate or by being supportive of the oppressed population.

We live in a predominately heterosexual society

--heterosexuals enjoy privileges not completely available to LGBT population, i.e., marriage, legal rights, social sanctions, role models

--important to understand that one's sexual orientation is not a valid reason for discrimination, hatred & abuse

--when addressing "LGBT" issues give yourself permission to not know everything, to ask questions, and to acknowledge any conflicts or struggles you may be experiencing

--you don't have to feel guilty for what you know or do not know, instead, take responsibility for what you can change, i.e., information, false or inaccurate beliefs or oppressive attitudes

The following are questions that may be useful in understanding the situation of the person who comes out to you.

1. How long have you known you are gay, lesbian or bisexual?
2. Has it been hard for you to carry this secret?
3. Is there some way I can help you?
4. Have I offended you in any way?

ACTIONS YOU CAN TAKE AS AN ALLY:

- Being comfortable with your own identity
- Work to develop an understanding of people who are different
 - see people as individuals
 - resist temptation to group people together based on individual traits
 - have a commitment to personal growth
- Recognize it is in oneself interest to be an ally
- Educate yourself
- Work on reducing your own homophobia
- Find ways to let people know you are safe to talk to (if you are)
- Know your limits. Am I able to handle this? Am I the best person for this person to talk to?
- Respect confidentiality. Don't "come out" for anyone else.
- Pay attention to the way you phrase questions or statement that may exclude gay, lesbian, and bisexual persons.
- Confront heterosexism, racism, and sexism (as well as the other isms) so we can all start to feel safe.
- Remember that the LGBT person has probably spent hours preparing to come out to you and is sharing this information with the understanding that there is a risk involved.
- The person who has come out to you has not changed. He or she is still the same person. Don't fall into to trap of seeing the person only as their sexual orientation. Sexual orientation is a component of a person, not the sum total of the person.
- Remember, actions speak louder than words. Often having gay friendly reading material in your home or office will help LGBT students recognize you may be a safe person to talk with about sexual orientation. Also, being seen with other gay, lesbian or bisexual people suggests you are a safe person.

Experiences that heterosexuals do not have to deal with....

Knowing that holding hands with a partner in public puts you at risk for verbal and/or physical harassment or even violence.

Strange reactions to ordinary events such as having a partner's picture on your desk or openly displayed. Often others will ask: "Is that your brother, sister, mother, father". This question may place the individual in a situation where he or she must either come out by admitting the picture is of a lover or to outright lie saying the picture is "just a friend."

Other people acting as if heterosexual relationships are more valid than gay or lesbian relationships.

Avoiding a social, work, or academic gathering because your partner was not invited.

Having friends or family members asking: "Why do you have to be so obvious about being gay or lesbian?"

Being unsure how others will react when they realize you are gay or lesbian.

Strangers staring at you or even making verbal comments when you hold hands with your partner.

Adapted from: How to Make the World a Better Place for Gays and Lesbians By Una Fahy.

CAMPUS RESOURCES

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GAY, LESBIAN, BISEXUAL, AND TRANSGENDER RESOURCES





University of California, San Diego

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

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

**Lesbian Gay Bisexual
Transgender Association**

<http://sdcc13.ucsd.edu/~ucsdlgba>

Where can I learn more about this and other scholarships?

Along with the Marx and Marshall Scholarship, the Russ Ty Scholarship for Gay and Lesbian Students is a restricted scholarship, available exclusively to lesbian and gay students. Find out more about this and other scholarships by contacting the UCSD Scholarship Office:

UCSD Scholarship Office
201 University Center
9500 Gilman Drive, Mail Code 0013
La Jolla, CA 92093-0013
(619) 534-3263

You can also find out the latest scholarships of interest to lesbian, gay, bisexual, or transgender students by viewing The California Association of Student Financial Aid Administrators' web site at

<http://www.finaid.org/otheraid/gay.phtml>

How can I help support the Marx and Marshall Scholarship Fund?

Since the creation of the Marx and Marshall Scholarship Fund, many groups and individuals have joined in providing additional support, so that UCSD may continue to award scholarships to outstanding gay and lesbian undergraduate students. This continued support ensures that the process continues, and will increase the scholarship's impact on future students and the community in which they live.

To learn how you can help support the Marx and Marshall Scholarship Fund, please contact Brian Daly at the UCSD Student Affairs Development office, 9500 Gilman Drive, La Jolla, CA 92093-0937; phone (619) 822-1536, email bdaly@ucsd.edu

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THE MICHAEL L. MARX AND DONALD K. MARSHALL SCHOLARSHIP FUND FOR GAY AND LESBIAN STUDENTS AT UCSD

*Investing in
the Future of Our
Community*

What Is The Michael L. Marx and Donald K. Marshall Scholarship Fund?

The Marx and Marshall Scholarship—the first of its kind at UCSD—recognizes young people in the gay and lesbian community who are striving to reach their full potential while nurturing a positive sense of self-worth.

Marx and Marshall Scholarship recipients are gay or lesbian students enrolled at UCSD at the sophomore, junior, or senior level. Each has a strong academic record, and preference is given toward students with demonstrated financial need.

The amount awarded varies, but historically merit scholars receive on average a one-year \$1,000 award, and need-based merit scholars may receive a one-year award of up to \$1,500. Continuing students may reapply for the Marx and Marshall Scholarship each year.

“This scholarship fund demonstrates, in a very public way, that young people in the gay and lesbian community are valued for who they are and are entitled to the same opportunity to develop as fully as other young people. In that sense, it has a positive impact beyond the individual scholarship recipients.”

—MICHAEL MARX, co-establisher, Marx and Marshall Scholarship

How does a student apply for a Marx and Marshall Scholarship?

Applications are available in the Student Financial Services lobby, through the UCSD LGBTA Student Organization (located on the 2nd floor of the Student Center, Building A) or by calling the Scholarship Office at (619) 534-3263. Applicants must submit, or have already submitted, a Free Application for Federal Student Aid (FAFSA). Scholarship applicants are also required to submit an essay describing their involvement in and contributions to the gay and lesbian community.

The selection criteria include a strong academic record, demonstrated involvement in the gay and lesbian community, and demonstrated financial need.

Please note that the deadline for submitting a FAFSA was March 2, 1999, while the deadline to submit an application for the Marx and Marshall Scholarship is April 2, 1999. Late FAFSAs can be submitted, but funding may be limited. Call the Scholarship Office for the latest information.

Who are Michael L. Marx and Donald K. Marshall?

Mr. Marx is an alumnus of the University of Georgia, and Mr. Marshall is an alumnus of Columbia University. They have chosen to support UCSD and its students.

In 1996 UCSD established the Michael L. Marx and Donald K. Marshall Scholarship Fund for Gay and Lesbian Students. In providing the gift which established the scholarship, Mr. Marx and Mr. Marshall specifically wished to recognize students who have made a contribution to the gay and lesbian community.

Since the initial creation of the Marx and Marshall Scholarship Fund, many groups and individuals have joined in providing additional support so that UCSD may continue to award scholarships to outstanding gay and lesbian undergraduate students.

“This Scholarship means a lot to my future . . . It sets a standard for gays and lesbians in the academic arena, boosting one’s self-esteem.”

ANTHONY ZAMPELLA,
past Marx and Marshall
Scholarship recipient

“As a public school teacher for 33 years, I firmly believe in education as a prime tool to eradicate prejudice. Therefore, the concept of a scholarship is most appealing. The scholarship is designed to help the student be a student full-time.”

—DONALD MARSHALL, co-establisher, Marx and Marshall Scholarship



PSYCHOLOGICAL & COUNSELING SERVICES

UNIVERSITY OF CALIFORNIA, SAN DIEGO

WHO ARE WE & WHO DO WE SERVE!

We are an ethnically and culturally diverse professional staff of counseling and clinical psychologists, a psychiatrist and a social worker. Our services are available to all undergraduate and graduate students who pay the student registration fee, including students at the School of Medicine and the Scripps Institution of Oceanography. We also see those in important relationships (e.g., partner, family, roommate, friend) with the student in conjoint therapy. Students seek our assistance with many problems such as depression, anxiety, homesickness, parent/family problems, the exigencies of relationships, sexual difficulties, coping with illness, loss of a loved one, academic difficulties, procrastination, test anxiety, and difficulty making career decisions.

WHAT DO WE DO!

We provide services and programs that will both enhance the college experience and help students develop effective coping skills. These services include . . .

- Individual, couples and family counseling and psychotherapy
- Groups and workshops
- Consultation and outreach
- Peer counseling

Individual, couples, and family counseling and psychotherapy. The type and focus of counseling is determined largely by the particular needs, goals, and personal characteristics of each student. Counseling tends to be short-term. Problems and goals are identified during the first few sessions and a mutual decision is reached about the services that are most compatible with attaining these goals.

Groups and workshops. Groups are an effective way to promote personal growth. They may be the intervention of choice or serve as an adjunct to individual, couples, and family counseling. Groups provide an opportunity to share common concerns, experiment with new ways of thinking and responding, and receive feedback from others in a safe environment where individual differences are respected. P&CS offers a wide range of groups and workshops each quarter. These may be focused or general, open-ended or time-limited, drop-in or attended by the same people each week. Focus groups and workshops address a particular issue such as stress management, social skills development, grief, anger management, recovery from alcohol and substance abuse, eating disorders, and sexual abuse and assault. More general groups, like the Undergraduate and Graduate Men's and Women's Therapy Groups, deal with a range of issues that members wish to discuss. Groups such as the Campus Black Forum, Mexicana/Chicana/Latina Support Group, Lesbian, Gay, and Bisexual Support Groups, and the Pan-Asian Community Forum, provide support to specific student populations.

Consultation and outreach. Our staff is actively involved in consultation and outreach to the entire campus community. We consult with administrative departments and student services such as OASIS, Career Services and Student Health, and are active members of committees such as the Chancellor's Committee on the Status of Women and the UCSD AIDS Task Force. Up to three staff members are housed at each college and serve as consultants to the Provost's, Dean's, Academic Advising, and Residential Life staffs, assisting them in working with students of concern and developing workshops and psychoeducational materials to meet each college's particular needs.

Peer Counseling. P&CS recognizes the value of peer support in helping students address personal concerns. We currently offer four programs:

- **Alcohol and Substance Abuse Peer Counseling**
- **Lesbian, Gay and Bisexual Peer Counseling**
- **Recovery From Eating Disorders**
- **Relationship Peer Counseling**

Peer counselors are carefully selected, trained, and supervised by professional staff. Although each program is unique, all offer individual and/or group counseling, and present workshops to a variety of audiences on campus.

WHERE ARE WE?

We have a central office in addition to offices at each college:

Central	241 Social Sciences Building	534-3755
Marshall	Dean's Office, Administrative Building	534-3035
Muir	Academic Advising Office, HSS 2126	534-3585
Revelle	Provost's Office	534-3456
Roosevelt	Dean's Office, 412 University Center	534-6493
Warren	Dean's Office, Literature Building, Rm. 3240	534-3987

HOW DO YOU MAKE AN APPOINTMENT?

To schedule an appointment, just call or come in to any of these locations. You do not have to go to the office at your own college. We're open from 8 a.m. to Noon and 1 to 4:30 p.m. Some information will be requested in order to schedule the appointment (e.g., name, student identification number, telephone number) and some paperwork will need to be completed before seeing the counselor. All contacts and services are confidential in accord with legal requirements.



Lesbian, Gay, Bisexual, Transgendered Peer Counselor Program

Contact Person

Nickie L. Golden, Ph.D. (619) 534-3755

Job Description

1. Co-facilitate peer counseling support/discussion group on a weekly basis.
2. Plan, develop and implement psycho-educational workshops (the number of workshops requested varies every quarter).
3. Provide individual peer counseling sessions when requested.
4. Participate in Outreach Activities, e.g. Teen University, Health and Fitness Fair, LGBT Awareness Week, etc.
5. Participate in Joint Peer Counseling Training periodically throughout the academic year.
6. Participate in weekly supervision meeting and weekly programming meeting-these may be combined or separate depending upon schedules.

Skills and Knowledge Required

1. Good interpersonal and communication skills.
2. Ability to speak in front of groups of people.
3. Acquired level of comfort with own sexual orientation.
4. Empathy and an ability to relate well with a variety of different people.
5. Students in good academic standing who are Sophomore or above.

Competencies to be Acquired

1. Knowledge of counseling skills, crisis management, group dynamics, ethical guidelines, and boundaries around being a peer counselor.
2. Program development, presentation and leadership skills.
3. Training on issues impacting the LGBT community.
4. Understanding of identity development model of Lesbian and Gay, Bisexual and Transgender sexual orientation.

Peer Counselor Application

Please complete this application and return to Sherry Edwards at Psychological and Counseling Services – Social Sciences Building, Room 242. All information contained herein will be treated confidentially.

Name:

Address:

Phone Number:

Age:

Class level:

G.P.A.:

Expected Date of Graduation:

Major:

Please rank the program(s) for which you are applying:

- Alcohol and Substance Abuse Program
- Eating Concerns Program
- Lesbian, Gay, Bisexual & Transgendered Program
- Relationship Program

1. List previous related work and volunteer experiences that have contributed to your interest in your qualifications for this position.

2. List “personal development” experiences (e.g., courses, counseling, workshops, etc.) that have contributed to your interest in and qualifications for this position.

3. Please write a brief statement (1 page or less) describing your interest in this position. Use a separate piece of paper and attach to this form.

**Lesbian, Gay, Bisexual and Transgendered
Peer Counseling Program**

Supplemental Job Application

Name:

Phone:

Major:

Class Standing:

GPA:

1. List any employment and volunteer experiences that you believe have contributed to your qualifications for being an LGBT peer counselor.

2. Identify any personal development experiences which may have contributed to your interest in becoming a peer counselor or may have prepared you to be a peer counselor.

3. What is your level of involvement in the LGBT community here on campus or in the San Diego community?

4. What do you want to get out of being an LGBT peer counselor?

Please return to Psychological & Counseling Services – Social Sciences Bldg. Room 242



Lesbian, Gay, Bisexual, and Transgender Speakers' Bureau

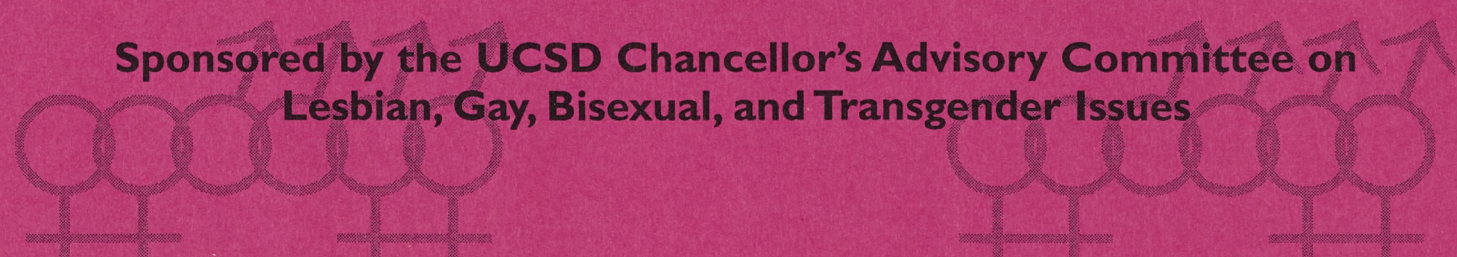
The Lesbian, Gay, Bisexual, and Transgender Speakers' Bureau is available to speak before your class, dorm, work unit, religious group, club, or any other gathering. Panelists will speak on issues surrounding lesbian, gay, bisexual, and transgender people.

Panels are available to speak about some of the myths and stereotypes surrounding sexual orientation, and to create constructive dialogue and respect between various groups.

This service is available year-round to the UCSD community for no charge.

If you would like a panel to come speak before your group, please contact Paul Harris at 534-8164, or via email at pharris@ucsd.edu

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



Gay? Bi?

Undergrad Men's

Group Thursdays

6:00 - 7:30p.m.

@

Old Student Ctr

South Conf. Rm B.

UCSD Psychological & Counseling Services

Info: 534-3755

Facts About Youth and HIV/AIDS...

- ▼ *One teen per hour contracts HIV.*
Teens are the fastest growing group to become infected with the virus.
- ▼ *Teens can have HIV and not know it.*
- ▼ *Sexual transmission and sharing unclean needles are the most common ways a teen can become infected.* You can get HIV the first time you have sex. Tattooing and piercing as well as "shooting drugs" lead to higher risk of contracting the virus.
- ▼ *You can become infected with HIV if you have sex with anyone without using a condom or dental dam.* HIV is carried in both semen and vaginal secretions, blood products, and mothers milk.
- ▼ *Anonymous HIV testing for teens without parent or guardian is available.*

**Protecting yourself
could save your life.
If you have questions
please call
one of our peer counselors at:
1.800.YOUTH.98 voice mail
#820 All calls are confidential**

**We Care
About
Our Youth!**

**1-800-YOUTH-98
vm #820 ▼
for more information.**



North County

Located at:
150 Val Preda,
Suite 207
San Marcos, CA 92079
(760) 744-0220
FAX: (760) 744-5219
TTY: (760) 752-3079

San Diego

Located at:
3916 Normal St.
P.O. Box 3357
San Diego, CA 92163
(619) 692-2077
(800) 968-8498
FAX: (619) 260-3092
TTY: (619) 692-3282

**PEER POWER
COMMON
GROUND
Gay Youth Services**

of
The Lesbian and Gay Men's
Community Center

Our Mission....

The mission of The Center shall be to develop, support, and preserve the well-being of the lesbian, gay, bisexual and transgender (LGBT) community in San Diego. In recognition of the youth population of the community, The Center established Common Ground Gay Youth Services in 1991.

Common Ground was established to:

- ▼ Offer education services, social resources, and emotional support to lesbian, gay, bisexual and transgendered (LGBT) teenagers and young adults as well as youth questioning their sexuality.
- ▼ Create an environment where LGBT youth may safely address their concerns without ignorance or fear of prejudice.
- ▼ Introduce and network LGBT youth with other LBGT youth in a safe and confidential atmosphere.
- ▼ Combat ignorance and discrimination endured by LGBT youth through education and increased awareness.
- ▼ Address problems and offer guidance concerning alcoholism, substance abuse, safe-sex, suicide, and physical/mental abuse within the LGBT youth community.
- ▼ Build self-esteem among LGBT youth.

Support Services

On-call Counseling Services - The Center provides an on call counselor who is available to take calls, or see walk-in clients free of charge Mon. - Fri. Between the hours of 9:00 a.m. and 6:00 p.m..

Support Groups - Common Ground provides free weekly support/drop-in groups for LGBT and questioning youth ages 24 and under. These groups are co-ed and guided by trained facilitators.

Phone Counseling - Peer Counselors are available to speak to other youth about issues and concerns as well as to provide resources for gay youth in the San Diego area by calling 1.800.YOUTH.98 vm#820. All calls are confidential.

STANDING STRONG - an intergenerational collaboration between Common Ground Gay Youth Services and Parents, Friends and Families of Lesbians and Gays provides a positive atmosphere for youth and adult mentors to come together for a weekly support discussion group, in a safe environment, to learn all the things that may have been kept from them about our history, relationships, and community.

Outreach and Education

Speakers Bureau - Speakers are available to provide educational workshops to speak to students, teachers, families, or administrators about particular issues and difficulties a LGBT youth may encounter. Our program is interested in facilitating a dialogue around the topic of sexuality so that an atmosphere of honest communication and a better understanding is created. Knowledgeable people will also be available to address concerns over alcoholism, substance abuse, safer sex, suicide and self esteem among our LGBT youth. Instruction for creating safe environments for youth is also available.

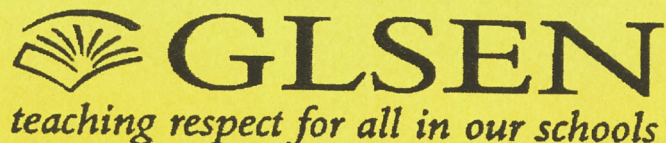
The HIV Peer Education Program - Common Ground also provides services for HIV prevention among LGBT youth. Outreach and education is performed by peer educators/counselors who have been trained to address issues regarding HIV prevention (values, peer pressures, alcohol and drugs, risky behaviors, assertiveness etc.) The peer educators are available to speak to classrooms, groups or for individual peer counseling.

Youth Advisory Board - Common Ground actively enlists youth to serve as part of a committee which meets on a monthly basis to discuss services offered by the program and advise Common Ground on how youths needs can be better met.

Social Programs

Monthly Socials - Each month a social activity (barbecues, movies, game nights etc.) is provided for LGBT youth and their allies.

Special Activities - Activities are offered throughout the year and combine a social atmosphere with an educational twist. These may include workshops on creative writing with performances to follow, dances, youth pride events etc.



The Gay, Lesbian and Straight Education Network/San Diego County Chapter
P.O. Box 632747
San Diego, California 92163
GLSENSD@aol.com
(619) 226 - 5786

ABOUT GLSEN NATIONAL

What is GLSEN?

The Gay, Lesbian and Straight Education Network is the largest national organization that brings together gay and straight teachers, parents, students, and concerned citizens from all walks of life, in order to **end** the destructive effects of anti-gay bias in schools across the country. GLSEN became a national organization in 1994 and has built a network of over 80 chapters throughout the United States.

GLSEN's Mission Statement

GLSEN strives to assure that each member of every school community is valued and respected, regardless of sexual orientation. GLSEN welcomes as members any and all individuals, regardless of sexual orientation or occupation, who share this philosophy.

GLSEN Activities

GLSEN believes that we can end homophobia in this generation by educating today's students, who will be the voters, co-workers, and neighbors of tomorrow. GLSEN's work focuses on community organizing, in-school programming, and advocacy.

Find out about GLSEN San Diego County ----->

ABOUT GLSEN SAN DIEGO COUNTY

GLSEN San Diego County is just 3 years old and strives to serve the entire county--all 560 schools in 43 districts.

Accomplishments

- Responding to calls from teachers, students, and parents for assistance and support in dealing with discrimination and harassment occurring at schools/work sites.
- Contacting school districts as requested by students or parents to demand equitable and fair treatment.
- Workshop presentations at the San Diego County Office of Education's "Connecting for Success Conference" for Student Services Professionals, 2 GLSEN West Coast Regional Conferences, and NGLTF's "Creating Change Conference."
- Co-hosting:
 - Candace Gingrich's appearance at San Diego City College and
 - the "Educator's Reception" at the National Gay and Lesbian Task Force's (NGLTF) "Creating Change Conference."
- Hosting:
 - the premiere of *It's Elementary: Talking About Gay Issues in Schools*;
 - Patricia Nell Warren (author of *The Front Runner*) speaking on "Economic Challenges Facing LGBT Youth,"
 - James Sears (university professor and prolific author) speaking on "Talking About Gay Issues in Schools: Responding to Religious Conservatives,"
 - discussions/workshops in the East County and South Bay titled *Straightforward: A Look at Gay and Lesbian Issues in Education* to allow interested heterosexuals to learn how sexual orientation issues impact the educational process, why they need to be addressed, and what is currently being done to meet the needs of sexual minority youth, parents, and school employees, and
 - a youth forum.
- Participating in 3 San Diego Pride Parades and Festivals and in the Palm Springs Pride Parade.
- Publishing a quarterly newsletter.

1998-99 Activities

- Responding to requests for assistance and/or support from students, parents, and/or staff.
- Completion of GLSEN's National Report Card for the San Diego Unified School District.
- Distribution of quarterly information packets to superintendents of all county school districts with information related to LGBT issues in education.
- Establishing a Youth Outreach Project to determine the needs of county youth.
- *Straightforward* presentations in various areas of the county.
- Development of a Community Outreach Project.
- Implementation of a Countywide Report Card Project based on GLSEN's National Report Card Project.
- Hosting the local premiere of *Out of the Past*.
- Hosting quarterly informal Coffee House Socials.
- Presenting at local conferences.
- Participating in the San Diego Pride Parade and Festival.



The **UCSD Staff Associations** serve to strengthen professional and social relations and act as a clearinghouse for personal and career development resources.

The staff associations believe in the importance of recruiting and retaining a diverse workforce and aim to assist in these efforts. Additionally, the staff associations aid the administration in gathering the views of their constituencies on matters of concern to the University's employees and administrators.

The staff associations provide opportunities to develop and enhance leadership skills.

The UCSD Staff Associations do not involve themselves with grievances or labor disputes, nor do they represent members in their employment relationships with the University.

The following staff associations are currently recognized as official University entities and are active at all UCSD units, including the Medical Center, Scripps Institute of Oceanography, and the Medical School.

- American Indian Staff and Faculty Association
- Black Staff Association
- Chicano/Latino Staff Association
- Community Advocates for Disability Rights and Education (CADRE)
- Faculty and Staff Christian Fellowship
- Pan-Asian Staff Association
- UCSD Staff Association
- Umbrella Group

Membership in the associations is open to all interested staff (career, casual, or contract).



This is a reminder that a number of staff associations have received official recognition at UCSD and I encourage and support their activities and programs. . . . I encourage all supervisors to be flexible and permit employees to attend the meetings and programs of these associations as part of normal University business when their job responsibilities do not conflict with their participation. . . .

Excerpted from Chancellor Dynes' memo on Staff Associations, January 1998.

For more information, please contact the individual staff associations or the **Equal Opportunity/Staff Affirmative Action Division** at:

Phone: 534-3694
Mail code: 0923
Website: <http://www-hr.ucsd.edu/~saa>
Email: lolvera@ucsd.edu



The Women's Center and Cross Cultural Center are also committed to providing resources for staff. For current information on events and programs, please contact:

Cross Cultural Center
Phone: 534-9689
Website:
<http://www.orpheus.ucsd.edu/cc>
Email: cccenter@ucsd.edu

The Women's Center
Phone: 822-0074
Website:
<http://www.orpheus.ucsd.edu/women>
Email: women@ucsd.edu

Resources

Development

ACTION COOPERATION

Enrichment Opportunity

ACHIEVEMENT

Working Together

Staff Associations at the University of California, San Diego

The **American Indian Faculty and Staff Association** is a communication network for American Indians. The organization assists in the implementation of affirmative action principles and fosters understanding and cooperation between American Indians and UCSD.



The **Black Staff Association** is dedicated to creating a supportive campus environment for Black staff, faculty, and students by providing opportunities for personal interaction and meaningful involvement. All UCSD employees are welcome to participate. The BSA:

- Advises the Chancellor on the effectiveness of affirmative action programs
- Offers educational and employment information and opportunities
- Publishes a monthly newsletter
- Offers workshops and seminars

Website: <http://orpheus.ucsd.edu/bsa>



The **Chicano/Latino Staff Association** promotes the principles of equal employment opportunity, personal development, and cultural enrichment. In addition to implementing and evaluating affirmative action programs at UCSD, this organization also fosters communication and advises the University on matters pertaining to Chicano/Latino employees.



Community Advocates for Disability Rights and Education (CADRE) is a UCSD-funded organization that promotes full inclusion and equal opportunity for people with disabilities. CADRE provides activities and information to educate the community about and create recognition of the value, skills, and rights of people with disabilities and provides support

and relevant information for those with special needs. Membership is open to anyone with an interest in disability issues.

Email: cadre@ucsd.edu



The **Faculty and Staff Christian Fellowship**, the newest of the recognized staff associations, exists to encourage and challenge Christian faculty and staff to live the Christian life in the unique working environment of UCSD.



The **Pan-Asian Staff Association** was established to promote communication and interaction between Pan-Asian staff, faculty, students, and the community at large. The purpose of the organization is to ensure that the Pan-Asian communities attain their highest level of achievement for the betterment of the University and its Pan-Asian employees. The Pan-Asian Staff Association:

- Informs members of resources available for career and personal development
- Plays an active role in implementing affirmative action programs for Pan-Asian employees
- Provides annual career workshops on the special needs of UCSD's Asian community
- Sponsors lectures and films that are of particular interest to Asians



The **UCSD Staff Association** was formed in the mid-1970s when several staff members began to feel a need to express staff viewpoints. It has become an effective and expanded base of interaction between staff, faculty, students, and the community. The UCSD Staff Association:

- Acts as a clearinghouse for staff appointments to several campus-wide committees

- Sends two representatives to the Council of University Staff Assemblies to exchange ideas with the UC Office of the President
- Awards scholarships to UCSD staff members to aid in their continuing education
- Maintains a donor identification registry for the campus catastrophic leave program (donations of vacation hours to other staff members in need)
- Sponsors monthly "learn at lunch" programs on a wide range of topics of interest to staff
- Sponsors an annual Holiday Pancake Breakfast and a summer picnic for staff

<http://orpheus.ucsd.edu/sa>

Email: sachair@ucsd.edu



In accordance with the UCSD Principles of Community, the **Umbrella Group Staff and Faculty Association** seeks to enhance the quality of life of faculty and staff members at UCSD who are members of the lesbian, gay, bisexual, and transgendered (LGBT) community. The Umbrella Group:

- Acts as a clearinghouse for information on LGBT issues and events
- Fosters communication between staff, administration, students, and faculty on LGBT issues
- Provides opportunities for interaction and coalition-building among members by sponsoring social events
- Sponsors programs and lectures

Related website: <http://orpheus.ucsd.edu/caclgbi>

Email: umbrella@ucsd.edu



MISSION STATEMENT

In accordance with the Principles of Community adopted by UCSD, the Umbrella Group enhances the quality of life for lesbian, gay, bisexual and transgender staff and faculty by:

1. Acting as a clearinghouse for information of interest on LGBT issues to members and to those wishing to be educated about such matters;
2. Fostering communication between staff, administration, students and faculty on LGBT issues as they relate to staff and faculty concerns;
3. Providing opportunities for interaction and coalition-building among members through sponsorship of social events;
4. Providing opportunities for interaction and education between members and the larger UCSD community through sponsorship of programs and lectures.

CONTACT US AT:

UMBRELLA@UCSD.EDU

The Umbrella Group Staff and Faculty Association of UCSD

Membership Information and LGBT Resources



Umbrella
Group

Why become a member of a staff/faculty association?

Staff Associations provide activities and opportunities to assist in the development and promotion of members. SA's also work toward improving the quality of life at UCSD by advocating the Nondiscrimination Statement, the Principles of Community, etc.

Why join the Umbrella Group Staff/Faculty Association?

"I found out about the Umbrella Group during my first month at UCSD, over 7 years ago. I had just come from a 9-year stint in the U.S. Navy. I needed friends and I also needed people to help me get acclimated to my new environs... I got all of that and more through the Umbrella Group. Since then I have witnessed some really positive changes at UCSD that make me, as an openly gay man, feel like my efforts and participation are appreciated."

Rich Belmontez, EH&S

List of Annual Events:

Camping Trip (April)
Pride Parade (July)
AIDS Walk (October)
Nat'l Coming Out Day (November)

Umbrella Group Board Members FY 98/99

Rich Belmontez- Chair
X37577

Lynne Bush- Newsletter
X44034

Renee Coloumbe- Email
X48074

Jack Neves- Treasurer
X49732

Sam Dunlap- Social
X46443

UCSD LGBT Resources

Chancellor's Advisory Committee on Lesbian, Gay, Bisexual and Transgender Issues (CACLGBTI).
<http://orpheus.ucsd.edu/caclgbi/>
E-mail: caclgbti@ucsd.edu

CACLGBTI Speakers' Bureau.
contact Paul Harris (619-534-8164;
pharris@ucsd.edu).

Lesbian, Gay, Bisexual, Transgender Association (LGBTGA).
student organization- meetings, social events, dances, and special events
619-534-GAYS (619-534-4297)

Women's Center: 407 University Center,
619-822-0074,
<http://orpheus.ucsd.edu/women>
email: women@ucsd.edu

Cross Cultural Center: 510 University Center,
619-534-9689,
<http://orpheus.ucsd.edu/cc>
email: cccenter@ucsd.edu

Membership

Please sign me up for the following:

- I prefer to get the quarterly newsletter**
- I prefer to be put on the email list**
- I want to do both!**

Name:

Mail Code:

Department:

Ext:

Email or SYSM

Enclosed is \$5.00 for a one year membership (checks- "Umbrella Group")

Please detach this coupon and mail to Umbrella Group c/o SAA-EO at mail code 0923.

The Umbrella Group would like to announce the Executive Board for fiscal year 1998-99. Please support these staff members as they continue to help build community with LGBT staff and faculty and help promote visibility, educational opportunities and networking with other staff associations, the UCSD community at large, and the local San Diego community. Your ideas, constructive feedback, energies and support will be very much appreciated. Adjust your email lists and databases accordingly.

Chair	Rich Belmontez, 8235, X37577 (rbelmontez@ucsd.edu)
Secretary/Treasurer	Joaquin Neves, 0175-E, X49732 (jneves@ucsd.edu)
Newsletter	Lynne Bush, 0519, X44034 (lbush@ucsd.edu)
Email Communications	Renee Coulombe, 0175-Q, X48074 (Renee_Coulombe@UCSDLIBRARY.ucsd.edu)
Social Chair	Sam Dunlap, 0175-R, X46443 (sdunlap@ucsd.edu)

Rep: Staff Association Executive Board OPEN

**BY-LAWS OF THE UMBRELLA GROUP
OF THE UNIVERSITY OF CALIFORNIA, SAN DIEGO**

ARTICLE I

The name of this organization shall be the Umbrella Group of the University of California, San Diego.

**ARTICLE II
UMBRELLA GROUP MISSION STATEMENT**

In accordance with the Principles of Community adopted by UCSD, ~~the~~ the mission of the Umbrella Group is to enhance the ~~professional~~ quality of life of faculty and staff members at UCSD who are members of ~~sexual minorities~~ the LGBT community by

1. Acting as a clearinghouse for information of interest [on LGBT issues] to members [and to those wishing to be educated about such matters];
- ~~2. Fostering the development of special interest groups among members, including, but not limited to~~
 - ~~a. a lesbian support group~~
 - ~~b. a queer issues interest group~~
 - ~~c. a men's social group~~
 - ~~d. A UCSD Medical Center Gay and Lesbian network~~
 - ~~e. a policies, politics, and education group~~
2. Fostering communication between staff, administration, students and faculty on GLBT issues as they relate to staff concerns;
3. Providing opportunities for interaction and coalition-building among members through sponsorship of social events;
4. Providing opportunities for interaction and education between members and the larger UCSD community through sponsorship of programs and lectures.]

**ARTICLE III
MEMBERSHIP**

Section 1

Membership in the Umbrella Group shall be open to any person who is presently employed at UCSD (career, casual, or contract) [who supports the mission of the group].

Section 2

Membership becomes effective upon ~~payment of the required annual membership fee.~~ return of a completed registration form to the Secretary[/Treasurer].

Section 3

Any ~~paid~~ member wishing his/her name to be dropped from the membership list [and/or newsletter mailing list] should so indicate in writing to the Secretary[/Treasurer] ~~of the Group.~~

Section 4

Annual membership shall coincide with the University's fiscal year (7/1-6/30).

ARTICLE IV DUES

Dues shall be such amounts and payable in such a manner as may be determined by the officers and approved by the membership.

ARTICLE V VOTING

Section 1

~~Votes of men and women members will be counted separately. In the event of any dispute about the gender of a member, that member's gender will be taken to be whatever it is indicated to be on his or her driver's license or California ID card.~~

Voting is limited to active members of the Umbrella Group. An active member is defined as one who has registered with the Secretary/Treasurer. Membership registration must be completed two weeks before any election.

[Section 2

Active members may remove themselves from the Umbrella Group by writing to the Secretary/Treasurer.]

[Section 3

Each member shall have one vote.]

Section 24

~~The percentage of favorable votes for each item being voted on will be calculated separately for men and women, and the two percentages averaged. An average greater than 50 percent in favor is required for adoption of the item being voted on, except when the issue is amendment of these by-laws or removal of an officer from office. In those cases an average of 67 percent or greater in favor is required.~~

A simple majority is required for passage of any item being voted on, except in these cases: amendment of the by-laws or removal of an officer from office. These cases require a 2/3rds majority.

ARTICLE VI OFFICERS

Section 1

The officers of the Umbrella Group shall be the Chair, ~~Secretary, and Treasurer~~ and Secretary/Treasurer, who shall be elected by the membership.

Section 2

The term of office for all officers shall be ~~one (1) year~~ two years, commencing on July 1 of each year, or until successors have been elected.

Section 3

Under no circumstances shall a Chair serve more than two ~~(2)~~ consecutive terms.

Section 4

An officer of the Umbrella Group may be removed from office ~~if the average of the percentage of men members and the percentage of women members voting for removal is~~

~~67 percent or more.~~ before completion of his/her term by vote of the membership. A 2/3rds majority in favor of removal is required.

[Section 5

If an elected officer wishes to leave office before completion of his/her term, a special election shall be held in accordance with the by-laws of the Umbrella Group.]

Section 5-6

The Chair of the Umbrella Group shall have the following duties: ~~Keep track of the subgroups of the organization, and provide new members with information about the subgroups; produce a monthly, bimonthly, or quarterly newsletter containing information about the Umbrella Group, its subgroups, and other items of potential interest to the members; facilitate the access of the subgroups to the newsletter as a vehicle for their activities; carry out, via the newsletter, an annual call for nominations for officers of the Umbrella Group; carry out an annual election of officers; serve as contact person liaison for communications from the University administration, [faculty, other staff associations and students] to the group; [promote the mission of the Umbrella Group through service on campus-wide committees and participation in campus and community events; produce or cause to be produced a regular newsletter containing information about the Umbrella Group's activities and other items of interest to the membership; carry out a call for nominations for officers and prepare a ballot for distribution to the membership; and appoint or cause to be formed committees dealing with issues of interest to the membership as needs arise.]~~

Section 6-7

The Secretary[/Treasurer] of the Umbrella Group shall have the following duties: ~~to assist the Chair in the production of the newsletter; to keep and maintain the membership list [and newsletter mailing list]; to carry out the distribution of materials to members, including the newsletter; to keep minutes of the proceedings of any meeting of the officers or [business meetings involving the] general membership of the organization; distribute or cause to be distributed to the membership the minutes of such meetings; distribute or cause to be distributed ballots for the election of officers; tally votes and report to the membership the results of elections; maintain and report on the Umbrella Group's finances, including any checking and/or University accounts established by the Umbrella Group; collect dues; and prepare an annual budget for approval by the officers.~~

Section 7 8

~~The duties of the Treasurer shall be to: collect membership dues; keep the organizational checkbook; issue checks in payment of group expenses.~~
[Additional officers: Heads of the various appointed committees shall serve as officers of the Umbrella Group for the period of their appointment. These shall include, but not be limited to: Newsletter Editor, Social Chair, Program Chair, Email Chair. These officers serve at the will of the elected Chair.]

**[ARTICLE VII
NOMINATIONS**

Nominations will be accepted from the general membership once a pending election is announced. Members may nominate themselves or another member in good standing.]

**ARTICLE VII-VIII
MEETINGS**

Section 1

The Chair may call meetings of the officers as often as needed, but at least quarterly annually.

Section 2

A meeting of the general membership may be called at any time by [the Chair or a quorum of members.]

**ARTICLE IX
PARLIAMENTARY AUTHORITY**

Roberts Rules of Order Newly Revised shall govern the Umbrella Group in all cases to which they are applicable and in which they are not inconsistent with these by-laws and any special rules of order the Umbrella Group may adopt.

**ARTICLE X
AMENDMENTS TO BY-LAWS**

Section 1

Any Umbrella Group member may submit a proposed amendment to these by-laws to the Chair, who shall take appropriate action.

Section 2

These by-laws may be amended if ~~the tally of the votes of men and women members averages at least 67 percent~~ by a 2/3rds majority in favor of amendment, provided that a copy of the amendment shall have been sent to members at least ~~30~~21 days prior to the specified deadline for return of ballots.

**ARTICLE XI
ASSOCIATION ASSETS**

In the event the Umbrella Group is dissolved, ~~all~~ any group assets, [defined as any monies in Umbrella Group accounts, shall be distributed as follows:] ~~will be used only for UCSD staff and faculty as determined by the officers.~~ [Outstanding debts shall be settled; any unspent monies provided by UCSD shall be returned to the general budget; any unspent monies provided through fund-raising shall be turned over to a charity of the Umbrella Groups' choosing. Historical documents relating to the Umbrella Group shall be sent to the LGBT Center on campus, with a request that they be placed in their archives.]