

**Proposal to Establish a
Lesbian, Gay, Bisexual, Transgender
Resource Center
at San Diego State University**

**presented by:
The Pride Action Committee
of San Diego State University**

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Proposal to Establish a LGBT Resource Center at
San Diego State University

TABLE OF CONTENTS

<u>HIGHLIGHTS</u>	4
<u>INTRODUCTION</u>	7
<u>1. MISSION STATEMENT</u>	8
1.1 Academic & Personal Achievement	8
1.2 Leadership & Professional Development	8
1.3 Student Welfare & Support	8
1.4 Campus Outreach & Education	8
1.5 Student Advocacy	8
<u>2. MESSAGES OF ENDORSEMENT</u>	8
<u>3. VISION</u>	9
<u>4. PLANS FOR IMPLEMENTATION</u>	10
4.1 Implementing a Safe and Nurturing Environment	10
4.2 Support of Visible, Educational and Outreach Programs	10
4.2.1 Workshops, Forums, Conferences, and Training	10
4.2.2 Campus and Community Programming	10
4.2.3 Support/Referral Services	11
4.2.4 Social and Cultural Programming	12
4.2.5 Resources/Library/Archives	12
4.2.6 Networking in the local community and beyond	12
4.2.7 Assessment and Evaluation	12
<u>5. SPACE AND FACILITIES REQUIREMENTS</u>	12
5.1 Space Requirements	13
5.2 Facilities Requirements	13
<u>6. STAFFING REQUIREMENTS</u>	14
6.1 Faculty Fellow	14
6.2 Graduate Research Assistant	15
6.3 Coordinator	15
6.4 Assistant Coordinator	15
6.5 Administrative Assistant	16
6.6 Student Assistants	16
<u>7. FUNDING NEEDED TO ESTABLISH CENTER</u>	17
7.1 Full-time Salaries	17
7.2 Part-time Salaries	17

7.3 Operating Expenses	17
7.4 Total Annual Salaries, Benefits, Operating & Programming Expenses	18
7.5 Construction and New Equipment Expenses	18
7.6 Total Construction and New Equipment Expenses	18
<u>8. ADVISORY BOARDS</u>	<u>18</u>
8.1 Associated Students LGBT Resource Center Student Advisory Board	18
8.2 LGBT Resource Center Community Supporters Board	18
<u>REFERENCES</u>	<u>19</u>
<u>SUPPORTING DOCUMENTS</u>	<u>20</u>
I Proposal Cover Letter	21
II Associated Students LGBT Development Resolution	26
III California State Student Association Resolution	27
IV Letter of Endorsement from UCSD Chancellor, Marye Anne Fox	29
V Letter of Endorsement from State Senator Christine Kehoe	31
VI Letter of Endorsement from Dr. Delores Jacobs	32
VII Campus Pride Press Release	33
VIII Resource center opens at UCSD	35

Proposal to Establish a LGBT Resource Center at
San Diego State University

HIGHLIGHTS

What does the university currently provide in terms of resources for LGBT students?

The Cross Cultural Center supports participation in the annual San Diego Gay Pride Parade. Counseling and Psychological Services has interns who provide LGBT specific services and staff members on site who specialize in LGBT issues. Because of the limited services provided, members of the student body created their own LGBT Resource Center.

Why is a special permanent LGBT Center needed?

As recognized by SDSU, freedom from discrimination, harassment, and violence against persons or property is a basic right and is requisite for learning. Because of the stigma associated with being a member of the LGBT community, the potential for harassment and the varying degrees to which students are "out", it is imperative to provide a safe and nurturing environment. In this environment, LGBT students can engage in the types of endeavors that are a part of the general student body college experience free from hostility and harassment and where student privacy concerns are respected. These endeavors include building social and intellectual connections, developing and maintaining a healthy sense of identity or studying. It would also provide the opportunity to address concerns with professional staff, consult resources or obtain referrals regarding LGBT issues, and learn about LGBT history in a non-judgmental environment.

Doesn't the current LGBT Resource Center meet these needs?

The current format of the LGBT Resource Center is inadequate to meet the needs of LGBT students. During the Fall 2007 semester alone, the LGBT Resource Center logged over 165 visits by students seeking a wide array of services. This does not include those students who are unwilling to register their visits and potentially identify themselves as part of the LGBT community. Programming and services currently are developed and provided by a lay volunteer staff, as staff is available. The volunteer staff structure, as well as the current temporary status of resource center space lends to inconsistencies in service provision.

Why aren't present services such as Counseling & Psychological Services and the LGBT Student Group meeting your needs?

While these programs certainly advocate for, and provide limited services for LGBT individuals on campus, they can't adequately meet the needs of the entire community. The LGBT Student Union functions as such - a student group. It is run by students for students, and is primarily a social/support network. Lacking professional staff or resources, the group is not equipped to provide the needed services. We certainly would not ask other student groups to provide professional resources to their peers. While Counseling & Psychological Services does currently house LGBT friendly staff-members, this can change at any time. Also, this facility serves the entire campus population, and the average student would not necessarily be aware of the fact that LGBT friendly services are offered.

Why can't LGBT issues be addressed adequately at the Cross Cultural Center?

Homophobia and heterosexism can be found in all racial and ethnic groups. Students who are part of the LGBT community may experience the same sense of fear in a CCC as in any other area of campus. LGBT students need to be assured of a level of privacy in order to be comfortable to access services. The Cross Cultural Center provides cultural programming and resources for the various ethnic and cultural groups that exist on campus. Some of these cultures may not necessarily be LGBT-friendly, and a center like this does not provide the degree of privacy needed for situations such as "coming out", which are unique to LGBT.

Why can't other ethnic groups have their own center?

We support efforts of other groups to advocate for a center.

Will some students or parents have personal or religious objections to state funding or tuition being used to support an LGBT Resource Center?

There may be some people who will object to financial support of the LGBT Resource Center. This could be true for any of the other programs, organizations, services, resources or even curriculum that are part of SDSU. However, each of these components is a part of the college experience that allows for students to explore their own values, morals, and beliefs and to expand their knowledge about the diverse world around them.

In addition, California state law (the Unruh Civil Rights Act) prohibits discrimination based on sexual orientation, therefore, state funding cannot be withheld based solely on the fact that this is a Resource Center with a focus on LGBT issues and services.

Are there recorded incidents of people being harassed on the SDSU campus or at SDSU events for being perceived or identified as part of the LGBT community?

Yes, there are numerous documented incidents of harassment. Examples of the types of incidents that have been documented include regular occurrences of students being insulted with anti-LGBT epithets; students being physically assaulted on and near campus; instructors making homophobic and/or transphobic remarks; distribution of offensive anti-LGBT content on campus; continued theft of LGBT Student Union property, such as the Rainbow Flag; and vandalism of signs promoting LGBT events. Oftentimes, these incidents go unreported for fear of reprisal or further harassment, or a victim's reticence to self-identify as LGBT to the police or SDSU administration.

How will the services provided by the LGBT Resource Center benefit the entire student body?

The current student coordinated Resource Center prides itself on creating a welcoming, inclusive environment for LGBT students, allies and those who are seeking information. It has been a resource for students seeking information regarding gender or sexual identity issues to increase their knowledge and understanding or to complete class assignments, projects or a thesis. Training and education is provided to allies and education panels are available for on and off-campus presentations. This will only improve as services are formalized and provided by professional staff.

How many SDSU Community members would this center serve?

As part of the SDSU community, the LGBT Resource Center will strive to provide services to all members of the community. Over the last several years, the number of visitors to the student run resource center seeking services ranging from book check-out to referral services has continued to increase.

Why should the center be under the auspices of Student Affairs?

Although the mission of the LGBT Resource Center is to provide services to all members of the SDSU community, the undergraduate and graduate student bodies are the primary populations that will derive benefits from the Resource Center. The Resource Center would support development of students' identity, which is an integral part of the student life experience at a university that contributes to "whole person development". Such support is also in alignment with SDSU's Mission Statement, which identifies the University's challenge to "nurture a learning-centered university that supports the growth and development of the whole person; as such, it is appropriate for the Resource Center to fall within the organizational structure of the Division of Student Affairs.

What advantages does SDSU having this center mean for the Campus?

- A. Retention
- B. Saving and enhancing lives (suicide rates, depression etc)
- C. Educating
- D. Bringing out the best in all people – nurturing diversity.
- E. Outreach
- F. Prestige as an institution which provide comprehensive support and services
- G. Recruitment

**Case Statement: Proposal to Establish a
Lesbian, Gay, Bisexual, Transgender Resource Center
at San Diego State University**

INTRODUCTION

The San Diego State University community has an expressed need for innovative and unified community strategies to address the multiple issues impacting lesbian, gay, bisexual and transgender students, faculty and staff. A Lesbian, Gay, Bisexual and Transgender Resource Center should be established at San Diego State University to provide a safe place for all members of the SDSU campus community to explore relevant issues. The Resource Center's mission should serve to enhance the life of lesbian, gay, bisexual and transgender students, faculty, staff and alumni and increase the general SDSU community's awareness, understanding and acceptance of its sexual and gender minority members through education, training, advocacy, collection and dissemination of information and resources, as well as providing advising and support of campus lesbian, gay, bisexual, transgender and ally organizations.

August, 1998 annual American Psychological Association convention showed "a 'truly alarming number'—one in ten—admitted to [committing] violence or threats against people perceived to be gay. Another 24 percent admitted to anti-gay name-calling. . . .and the number were even higher for young men: 18 percent said they had physically assaulted or threatened someone they thought was gay or lesbian, and another 32 percent said they were guilty of verbal harassment."

The experiences of college age LGBT youth reflect these findings. According to the FBI's hate crime statistics, 12.1% of hate crime incidents stemming from a sexual-orientation bias in 2005 occurred at schools or colleges (Federal Bureau of Investigation [FBI], 2007). As recently as 2004, a study found that "gay students perceived the university setting more negatively than their heterosexual counterparts." This same study found that participants experienced "homophobic and heterosexist attitudes in faculty and students" that "influenced when, how and if they would disclose their gay identity to others" (Stevens, 2004). These experiences occur throughout the campus, notably in venues crucial to identity and career development. Occurrences take place in areas such as in residence halls in the form of derogatory comments, threats of physical violence, passive-aggressive hostilities and attitudes of indifference (Evans, 2001) and in classrooms with greater subtlety and power through the perceived legitimization of the classroom environment (Connolly, 2000). These types of experiences create "serious impediments to personal development, and academic and personal careers" (D'Augelli, 1992)

Lesbian, gay, bisexual & transgender resource centers have been established on the campuses of many of America's great universities. UCLA, the University of Minnesota, the University of Michigan, UC Irvine, UC Riverside, UC San Diego, UC Davis, UC Santa Cruz, California Polytechnic University, Pomona and others, have staffed, operated and maintained University-supported LGBT Resource Centers for a number of years. SDSU's master plan provides a unique opportunity to continue its tradition of educating minds that move the world through leadership in issues of diversity, acceptance, and pluralism as it develops the environment to meet the needs of 21st century education. One critical element needed to enhance SDSU's commitment to diversity is the formal establishment of a Lesbian, Gay, Bisexual and Transgender Resource Center.

In order to assure that SDSU is a safe and nurturing environment for lesbian, gay, bisexual and transgender students, faculty and staff an LGBT Resource Center can focus on the following critical initiatives which need to be addressed:

- Initiation, support and advocacy of LGBT nondiscrimination policies and programs, and
- Education, training and development workshops and programs for students, faculty, staff and campus administrators, and
- Initiation, support and advocacy of LGBT programs for student services, publications, internships, outreach and intervention, and
- Support and promote LGBT curriculum, educational materials and resources that support SDSU's academic programs and scholarly activities, as set up by the faculty and
- Support of programs and services to address employee concerns, and
- Information and resources for community LGBT organizations and services.

The specific space, facility and programmatic needs and desired outcomes are described in detail in this proposal.

1.0 **MISSION STATEMENT**

The Resource Center's mission statement is fivefold:

- 1.1 *Academic & Personal Achievement.* To encourage lesbian, gay, bisexual and transgender students, faculty and staff to expand their educational, professional and personal opportunities at the University. To support and encourage infusion of LGBT issues into the curricula of the University.
- 1.2 *Leadership & Professional Development.* To foster the development of student leadership skills by organizing social/cultural/educational programs and activities that address concerns of lesbian, gay, bisexual and transgender people.
- 1.3 *Student Welfare & Support.* To provide informational services and resource referrals to all students, faculty, and staff especially lesbian, gay, bisexual and transgender students, in order to enhance their educational experiences as well as to address their individual needs and concerns.
- 1.4 *Campus Outreach & Education.* To support and encourage SDSU departments, administrators, staff, faculty and students to become more sensitive to and knowledgeable about the needs and concerns of lesbians, gays, bisexuals and transgender people in the campus community.
- 1.5 *Student Advocacy.* To establish, maintain and promote a safe and supportive campus environment where lesbian, gay, bisexual and transgender students can value their own stage of development, and appreciate the cultural and social diversity that SDSU's lesbian, gay, bisexual and transgender communities have to offer.

2.0 **MESSAGES OF ENDORSEMENT**

The proposed LGBT Resource Center at SDSU has received the following messages of endorsement:

2.1 *Dr. Marye Anne Fox, UCSD Chancellor*

2.2 *Christine Kehoe, State Senator*

2.3 *Toni Atkins, San Diego City Councilmember*

2.4 *The SDSU Senate Diversity, Equity and Outreach Committee*

2.5 *SDSU Associated Students Council*

2.6 *California State Student Association*

2.7 *Dr. Delores Jacobs, CEO, The San Diego LGBT Community Center*

2.8 *The San Diego LGBT Community Center's Leadership Council*

2.9 *Other Community Leaders*

3.0 **VISION**

A Lesbian, Gay, Bisexual and Transgender Resource Center should be established at San Diego State University as a center of excellence, able to educate the entire campus community, not just its LGBT members and allies, by providing a safe place for all its members to explore relevant issues. The Resource Center should advocate for the LGBT community, provide information and referral services, initiate educational programming and serve as a clearinghouse for lesbian, gay, bisexual, and transgender organizations at SDSU. It should work with other campus centers and departments to foster support for all members of the diverse SDSU community.

Diversity is not an innocuous difference; if it were, the campus would have nothing to gain by it. Diversity, rather, is a proliferation of experience, cultural resources and perspectives. Just as we invite international texts, students and faculty into classrooms and onto campus because they enrich the greater university community, so too do we promote the inclusion of students, staff, faculty and texts of diverse cultures, whether national, ethnic, racial, class, sexual, or gender. Very few that are committed to the active pursuit of truth and understanding feel that we ought to exclude international viewpoints or the participation of international visitors from the social and academic life of campus; we have too much to learn from them.

Unfortunately, the situation is often different with the viewpoints of members of the diverse communities of the United States. The temptation to assimilate all members of the university community to a single, "mainstream" culture is great. The reason for this is two-fold. First, bringing to bear diverse viewpoints upon scholarly and scientific problems has transformative potential; it threatens the status quo. Second, there prevails in some quarters a fear that calling attention to difference will deepen pre-existing social divisions. The very aim of an LGBT Resource Center is *not* to divide, rather to help institutionalize a climate of respect, dignity, and inclusion from a position of visibility within the broader community.

On a broader level, the Resource Center should through outreach and a commitment to excellence become known in the San Diego region as a center of progressive social reform and intellectual thought, serving as a vanguard of the institution's commitment to diversity. It should conduct educational and outreach programming; provide a library of materials; encourage scholarly research and writings; provide scholarships; support advising, counseling, and mentoring for the campus community, but in particular for LGBT students, staff and faculty; hire professional staff and faculty to provide stability and continuity in programming; and exist as an independent unit

within the Division of Student Affairs whose activities will be well coordinated with other campus and community units whenever possible.

All students, regardless of sexual orientation and gender identity, will be encouraged to utilize the resources of the LBGTRC to explore issues important to—but not exclusive of—lesbian, gay, bisexual and transgender people. In this regard, the Resource Center will function as an informational clearinghouse where students, staff and faculty can increase their sensitivity to and understanding of the concerns of lesbian, gay, bisexual and transgender people. The Resource Center will encourage active participation in its programs, and interaction with the campus lesbian, gay, bisexual and transgender communities.

4.0 *PLANS FOR IMPLEMENTATION*

4.1 Implementing a Safe and Nurturing Environment

The LGBT Resource Center should serve as a “Safe Space” in which people of all sexual orientations and gender identities feel welcome and supported in exploring their singular experiences and utilizing its resources and programs. To fulfill this role, a thorough understanding of issues and concerns related to sexual orientation and gender identity must inform its planning and creation. An understanding of LGBT experience yields specific, critical ramifications to the implementation of any support space or services for individuals dealing with orientation or identity development issues. The LGBT Resource Center at SDSU must provide:

- Accessibility
- Confidentiality
- A Positive and Validating Experience
- Security and sense of safety

4.2 Support of Visible, Educational and Outreach Programs

The Resource Center will provide visible, educational, and outreach programs that would provide support for LGBT people on campus and an educational forum for the campus community to engage in dialogue. Examples of these might include:

4.2.1 Workshops, Forums, Conferences and Training

- Establish a lecture series on recent student and/or faculty research of interest to LGBT community.
- Establish an annual retreat/leadership-training weekend.
- Sensitivity training – The Resource Center will re-establish campus-wide coordination of an LGBT “Safe Zone” program ,maintain a Speakers Panel of LGBT students, faculty, staff and community members available to speak to classes, student organizations and community groups.

4.2.2 Campus and Community Programming

- Host an open house for incoming students in conjunction with New Student Orientation.
- Coordinate National Coming Out Day activities.

- Coordinate World AIDS Day outreach activities.
- Sponsor LGBTAwareness Week programs.
- Promote visibility by participating in campus events such as the Faculty-Staff Benefits Fair, Homecoming, Explore SDSU, Spring Fiesta and other celebrations.
- Promote visibility in community events such as Martin Luther King, Jr. Day parade, AIDS Walk, San Diego's Annual LGBT Pride Parade & Festival, Ebony Pride and Latin Pride.
- Develop connections with San Diego community organizations, e.g., the San Diego LGBT Community Center; Gay, Lesbian, and Straight Education Network (GLSEN); Parents and Friends of Lesbians and Gays (PFLAG); the Lesbian & Gay Historical Society of San Diego, Greater San Diego Business Association, San Diego Transgender Community Coalition, the Bisexual Forum of San Diego, and the City of San Diego's Human Relations Commission.

4.2.3 Support/Referral Services

The Resource Center will provide information and referral services related primarily to "safer sex", "coming out" issues and assistance to the "questioning" student. The staff services will help people better understand the issues confronting them and connect them with the people and resources that can help them resolve their sexuality issues and other physical and mental health-related matters. While the LGBT Resource Center staff will not provide direct therapy or on-going personal counseling services, they will help people identify any mental health-related concerns and serve as a point of referral to Counseling & Psychological Services on-campus or other off-campus mental health professionals.

The Resource Center will also provide housing referrals for LGBT students, faculty, staff and alumni seeking roommates or a non-hostile living environment. The Resource Center will also provide a peer telephone "help line," and training of peer volunteer counselors as a service to questioning and/or closeted students who need to talk to a fellow student but who would have misgivings about going into the Resource Center.

The Resource Center will provide support and referral services for LGBT students, faculty and staff who believe they have been the victims of harassment and/or discrimination. Again, the support and referral services would be as a "point of entry", with support and referral to the appropriate office such as the Ombudsperson, The Office of Employee Relations and Compliance and campus and/or auxiliary organization human resources offices.

The Resource Center will provide support and referral services to straight-identified students and those who seek information about how to support a friend or family member who has come out.

4.2.4 Social and Cultural Programming

The Resource Center will coordinate social and cultural programs including guest speakers, films/videos, performances, workshops and presentations related to lesbian, gay, bisexual and transgender people, history and events, which will create role models for the lesbian, gay, bisexual and transgender communities, both on and off campus. Social activities, recreational activities and group participation in organized cultural events in the San Diego region will be encouraged and programmed.

4.2.5 Resources/Library/Archives

A library of books, audiotapes, videotapes, computer workstations with Internet access will be located at the Resource Center in addition to a catalogue of resources (books, curricular materials, video media, speakers, etc.) available from the Library and Instructional Technology Services. A website and other technological support will be developed.

4.2.6 Networking in the local community and beyond

The Resource Center will establish and maintain relationships with campus groups such as the Lesbian, Gay, Bisexual and Transgender Student Union (LGBTSU), Gay and Lesbian Issues Committee (GLIC), and other groups that may be formed in the future.

The Resource Center will collaborate with the Cross-Cultural Center, Counseling and Psychological Services, Associated Students, Residential Education, Public Safety, Student Activities and Campus Life, and various other campus and community entities.

4.2.7 Assessment and Evaluation

The Resource Center will regularly evaluate and assess campus needs, measure how well the University is meeting those needs and conduct periodic scholarly research as needed such as the proposed campus climate assessment, etc. The Resource Center will also regularly assess its own programs and services.

5.0 *SPACE AND FACILITIES REQUIREMENTS*

- Located in the neighborhood of Aztec Center or the Student Services Building
- Ground level space preferred with easy accessibility
- Security System
- Connection to SDSU Telecommunications/data backbone, including fiber optics and Eudora
- Sound reduction, partitions to ceiling with adequate insulation to protect confidentiality
- Natural light

5.1 Space Requirements

	No.	ASF	Stations	Total ASF
Large Conference Room	1	500	25	500
Large Conference Room Service	1	120	n/a	120
Small Conference/Study Room	1	240	12	240
Coordinator's Office	1	150	1	150
Assistant Coordinator's Office	1	120	1	120
Counselor/Visitor's Office	1	120	1	120
Open Stack/Library/Archives	1	300	1	300
Reception/Lobby	1	1,000	1	1,000
Office Support/Files	1	150	n/a	150
Open Access Computer Lab	1	300	8	300
TOTAL	10	3000	50	3000

Gross square feet (GSF) should include storage for supplies, telecommunications data closet and janitor's closet, if needed.

5.2 Facilities Requirements

Conference Rooms should have:

- Natural light, with ability to darken rooms for audio/visual presentations.
- Sufficient electric and data/communications outlets for modern A/V and computer equipment should be provided.

The large conference room should have:

- Dimmable lighting.
- A small kitchen service area with sink; hot/cold water service, and connections for refrigerator, microwave and toaster-oven. This room will support programming and fundraising events.
- Built-in cabinets for service area.
- White-board, bulletin boards and projection screen.
- Built-in lockable cabinets for A/V equipment.

The Open Access Computer Lab should have:

- A minimum of eight personal computer workstations.
- Two printers.
- Storage for computer manuals and supplies.

Other spaces should have:

- Accessible single-stall gender-neutral restrooms.

Office furniture that include workstations and desks, desk chairs, side chairs, worktables, bookcases, bulletin boards, lateral and vertical files, oversized comfortable lobby furniture and built in library stacks. New office equipment should include:

- four personal computers with access to the campus network and two printers for staff that are in addition to computer lab requirements.
- Fax machine.
- Photocopy machine.
- Telephones.
- Laptop computer
- Video/data projector
- Television and videocassette/DVD player/recorder for large conference room, with connectivity to campus telecommunications network.

Other considerations:

- Duplex receptacles for general use and printers will be needed throughout the Center.
- Complete finishes including carpeting, painting and window coverings.
- Noise reduction, such as the extension of interior walls to structure.
- Lockable doors on private offices.
- Name identifications on each room.
- General fluorescent lighting should be provided with multiple level controls.
- Thermostatic control within the Center for heating and air conditioning.
- All facilities and equipment in compliance with ADA standards.

Security considerations:

It is expected that the facility will be in use 10-12 hours per day on weekdays and 6 hours per day on Saturdays (with additional access as needed), therefore

- A security alarm system must be provided wired to SDSU Dispatch Office.
- Operable windows must be lockable.

6.0 *STAFFING REQUIREMENTS*

6.1 Faculty Fellow

Students use and appreciate the resources that are available on campus such as courses offered in Women's Studies, History, ethnic studies and other disciplines. Nonetheless, SDSU does not currently provide an LGBT curriculum. Creation of a staff and faculty mentor program would provide a mechanism for continuity of programs and formal means of mentoring students. At present, willing and interested faculty and staff mentors have no point person to contact in order to offer their availability as a resource for students. Staff and faculty alike are left with informal contact lists that they have developed themselves and are often outdated or incomplete. This can further a student's sense of isolation.

Participation by volunteer faculty could greatly enhance career planning and career confidence. Both undergraduate and graduate students have consistently asked for greater faculty leadership related to LGBT curricula and advising. Additionally, the LGBT Resource Center could provide the opportunity for students and faculty to collaborate on joint research projects and curriculum development. A full-time faculty fellow would coordinate such curricular integration and spearhead the academic and research component of the Center's programs.

6.2 Graduate Research Assistant

A part-time research assistant would assist the faculty fellow with curricular integration programming.

6.3 Coordinator

While other administrative reporting relationships might be considered, the LGBT Resource Center would most logically function as a department of the Division of Student Affairs under the direction of the Vice President for Student Affairs. The LGBT Resource Center's Coordinator will be responsible for planning and executing programs, including meetings, presentations, rallies, and receptions for informational, outreach and fundraising and other development purposes. The Coordinator will also be responsible for providing support and referral services for students, faculty, staff and alumni of SDSU on a "drop in" and appointment basis.

The Coordinator conceptualizes, implements and assumes overall responsibility for a wide range of program offerings intended to maximize the exposure and use of the LGBT Resource Center by the campus community. The Coordinator's duties also include overseeing the development and continued success of new and ongoing support groups. The Coordinator will work closely with the LGBT Resource Center Advisory Board, campus and community organizations for implementation and development of ongoing and new programs and services. This shall be achieved by working closely with existing on-campus LGBT-focused groups and collaborating with the Faculty Fellow in the development of LGBT-focused curriculum and research at the university. The Coordinator will interpret University policies and make decisions based on established policies and researches or drafts changes in department policies.

The Coordinator will also oversee the daily operation of the Resource Center, including directing, training and supervising staff and volunteers. The Coordinator will be responsible for preparing an annual report.

6.4 Assistant Coordinator

Under the general direction and supervision of the Coordinator the Assistant Coordinator:

- Develops and implements seminars, programs and workshops for students, faculty and staff.
- Provides direction to key faculty/staff advisory committees in the development of program concepts.
- Researches availability of grants and contracts, assists in preparation of grant proposals.
- Researches and obtains community support and corporate support including funding, staffing, facilities and endorsements.
- Assists in compiling evaluation data and writing reports to reviewers/agencies.
- Coordinates the speakers' bureau.
- Prepares outreach and educational resources, including brochures, program publications, literature and fact sheets.

- Ensure the development and maintenance of the SDSU LGBT Resource Center's web-site.
- Oversees management of resource library/archives.
- Provides in-service training and presentations to campus departments.
- Ensures that LGBT programs are effectively advertised and promoted.
- Develops and maintains volunteer program.
- Coordinates activities with campus and community calendars.

6.5 Administrative Assistant

Provides administrative and organizational assistance to the Coordinator and Assistant Coordinator. Duties would include:

- Managing payroll.
- Monitoring department budget to ensure proper expenditure of funds and prepares year-end accounting reports as necessary.
- Liaison to Human Resources department for new employee orientation, benefits, compensation and classification, employee relations, staff education.
- Assisting in preparation of budget by analyzing current and previous years' budget forecasting new office needs, and preparing salary projections.
- Utilizing department database, extracts information and prepares reports.
- Serving as receptionist and managing in-coming communications
- Establishing policies for facility uses and develops meeting reservations system, schedules facility for use.
- Working with a large variety of campus support offices such as Physical Plant, Telecommunications, Catering, Purchasing, Parking, Public Safety, etc.
- Managing all office equipment including computers, photocopiers, fax machines and telephones.
- Ensuring that purchase orders and requisitions are processed in accordance with established policies.
- Editing or composing routine correspondence for the Coordinator and Assistant Coordinator.
- Maintaining LGBT web page and e-mail distribution lists.
- Developing department office procedure manual in conjunction with the Coordinator.

6.6 Student Assistants

Paid student assistants would be selected to augment the functions and expertise of the staff. Emphasis would be placed on providing leadership skills, training and opportunities for the student assistants, as well as job placement opportunities off campus and for credit and career development. Areas of specialization would include:

- Peer outreach and education, including to disenfranchised populations
- Programming
- Information technology including web page development
- Maintaining current information and community resource listings
- Leadership skills development
- Work with Career Services to identify/explore LGBT-related careers and positions
- General administrative support for projects and initiatives

7.0 **FUNDING NEEDED TO ESTABLISH CENTER AND ACHIEVE PROGRAM EXCELLENCE**

**SDSU LGBT RESOURCE CENTER
Proposed Annual Operating Budget**

7.1 Full-time Salaries

Coordinator (1.0 FTE – MPP – Administrator 2): a senior level administrator in the Office of the Vice President for Student Affairs. Salary commensurate with experience – estimated \$50,000 - \$65,000

Assistant Coordinator (1.0 FTE – SSP 3) Salary range: \$44,244 - \$63,024

Administrative Assistant (1.0 FTE – ASA 2) Salary range: \$29,052 - \$39,948

Total Full-time Salaries \$130,000

Full-time Benefits (35%) \$45,500

ESTIMATED TOTAL FULL-TIME SALARIES \$175,500

7.2 Part-time Salaries

Graduate Research Assistant	20 hrs./wk.	X	40 wks.	X	\$12 hr	\$9,600
Student Assts.	20 hrs./wk.	X	40 wks.	X	\$9 hr.	\$7,200

ESTIMATED TOTAL PART-TIME SALARIES \$16,800

7.3 Operating Expenses

Telephone	\$2,750
Postage	\$1,500
Printing & Reprographics	\$3,750
Copying	\$1,500
Publications & Subscriptions	\$1,250
Office Supplies	\$1,250
Travel and Staff Training	\$2,000
Hospitality	\$1,000
Computer Maintenance & Supplies	\$1,500
Equipment Replacement Reserve	\$2,000
TOTAL OPERATING EXPENSES	\$18,500

Programming Expenses

Lectures, guest speakers	\$5,000
Film Series	\$1,000
Workshops, forums, conferences	\$2,000
Campus and Community Outreach	\$1,000
Cultural Programming	\$1,500
Library/Archives	\$3,000
Professional Development for Staff	\$2,000
TOTAL PROGRAMMING EXPENSES	\$15,500

7.4 **TOTAL ANNUAL SALARIES, BENEFITS, OPERATING & PROGRAMMING EXPENSES** **\$226,300**

7.5 **Construction and New Equipment Expenses (One Time Only)**

Remodel Assigned Resource Center Space	
3,000 sq. ft. x \$70 per sq. ft.	\$262,500
New Equipment	\$65,500

7.6 **TOTAL CONSTRUCTION AND NEW EQUIPMENT EXPENSES (one time only)**
\$328,000

8.0 **ADVISORY BOARDS**

8.1 **ASSOCIATED STUDENTS LGBT RESOURCE CENTER STUDENT ADVISORY BOARD**

The SDSU LGBT Resource Center will have an Associated Students Advisory Board consisting of student representatives. This Board will advise the Coordinator on broad policy issues, strategic planning and outreach efforts. The Advisory Board would build alliances on and off campus providing greater visibility for the Resource Center. It would be expected that the Advisory Board would participate in the selection of the Center's Coordinator.

8.2 **LGBT RESOURCE CENTER COMMUNITY SUPPORTERS BOARD**

The LGBT Resource Center will have a board consisting of representatives of the campus and local community. The board will focus its efforts on supplemental fundraising, outreach and community relations.

References

- Connolly, M. (2000). Issues for lesbian, gay and bisexual students in traditional college classrooms. In N.J. Evans and V.A. Wall (Eds.), *Toward acceptance* (pp. 109-130). Lanham, MD: University Press of America.
- D'Augelli, A.R. (1992). Lesbian and gay male undergraduates' experiences of harassment and fear on campus. *Journal of Interpersonal Violence*, 7(3), 383-395.
- Evans, N. (2001). The experiences of lesbian, gay and bisexual youth in university communities. In A.R. D'Augelli and C.J. Patterson (Eds.), *Lesbian, gay and bisexual identities and youth* (pp. 181-198). New York, NY: Oxford University Press.
- Federal Bureau of Investigation (2006). Hate Crime Statistics (2006). *Location type*. Retrieved July 11, 2007 from: <http://www.fbi.gov/ucr/hc2005/locationtype.htm>.
- Stevens, Jr., R.A. (2004). Understanding gay identity development with the college environment. *Journal of College Student Development* 45(2), 185-206.

**Proposal to Establish a
Lesbian, Gay, Bisexual, Transgender
Resource Center
at San Diego State University**

Supporting Documents

I) Proposal Cover Letter



December 14, 2007

Dr. James R. Kitchen
Vice President for Student Affairs
San Diego State University
5500 Campanile Drive
San Diego, CA 92182

Dear Vice President Kitchen:

Under your leadership, in 2003 San Diego State University opened the Cross-Cultural Center. This was a long-overdue and important addition to the programs and services provided by the University. We respectfully ask you to take the next important step in moving the university toward the Shared Vision goal of "creating a community proud of its diversity and committed to social justice" by establishing a Lesbian, Gay, Bisexual and Transgender Resource Center.

For the past four years, a group of dedicated student volunteers has operated a student-run LGBT Resource Center out of a small office space provided by the Associated Students. A major urban university such as SDSU needs to have a state-supported LGBT Resource Center managed by student affairs professionals, as do some California State University campuses, and most University of California campuses.

The National Consortium of Directors of Lesbian Gay Bisexual and Transgender Resources in Higher Education reports that there are now well over 100 college or university-funded LGBT Resource Centers nationwide. It's time for SDSU to join that list.

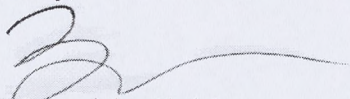
One need only look across town to the University of California, San Diego to see how a LGBT Resource Center can benefit a university community. You have received a letter from UCSD Chancellor Mary Anne Fox explaining how their center has significantly improved the campus climate for students, alumni, faculty and staff. Recent events on our campus make the need for such a center at SDSU more apparent than ever.

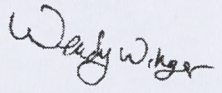
A group of SDSU students, faculty and staff and interested San Diego community members, known as the SDSU Pride Action Committee, has developed the attached proposal for the establishment of an LGBT Resource Center at SDSU for your consideration. Implementation will require a commitment of university resources to provide office space, professional staff, and an operating budget. As the University embarks on an ambitious Master Plan to increase full-time student enrollment by 40%,

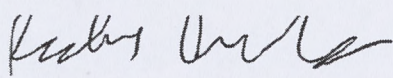
the accompanying increase in student fee revenues should be utilized to provide important student services, including the proposed LGBT Resource Center.

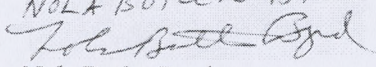
We fully support the attached proposal and request a meeting with you and a small delegation of the SDSU Pride Action Committee at your earliest convenience so we can discuss how to make this vision a reality. A member of the SDSU Pride Action will be contacting you in the next three weeks to arrange the meeting. We look forward to hearing from you soon.

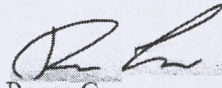
Sincerely,

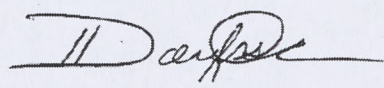

Ben Cartwright, Chair*

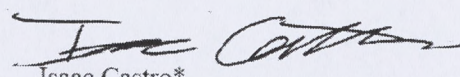

Wendy Winger, Co-Chair*

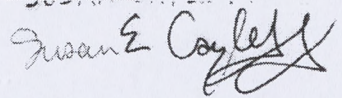

Ricky Cervantes, Student Chair*

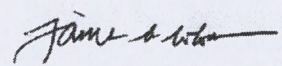
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Nola Butler Byrd

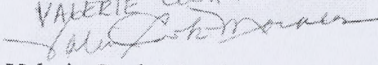

Renee Carson

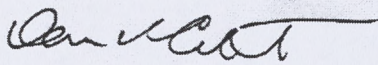

Doug Case*

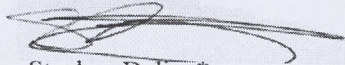

Isaac Castro*

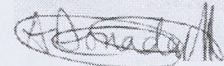

Susan Cayleff

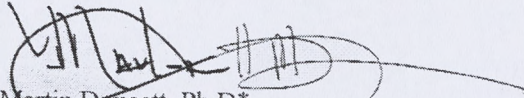

James Colona

VALERIE COOK-MORALES

Valerie Cook-Morales


Dan Cornthwaite*

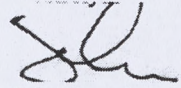

Stephen Delizo*

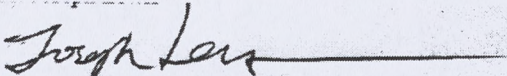

Dr. Anne Donadey

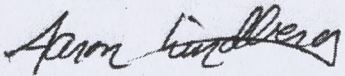

Martin Doucett, Ph.D*

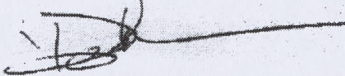
Angelee 2 Guzman
Angela Guzman

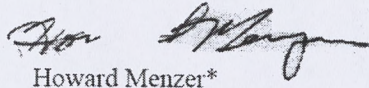
Paul Harris
Paul Harris*


John Lam*

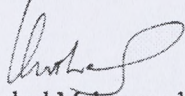

Dr. Joseph Lewis*


Aaron Lindberg*

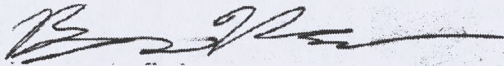

Derek Magnuson*



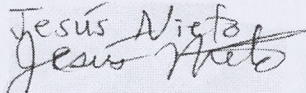
Howard Menzer*



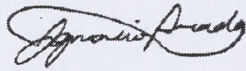
Kaleel Mohammed



Bryan Morelock*



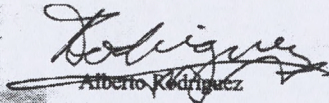
Jesus Nieto



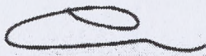
Ignacio Prado*



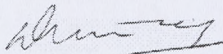
Debbie Richeson



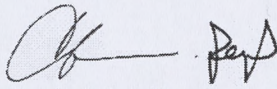
Alberto Rodriguez



Esther Rothblum



Deboleena Roy



Carrie Sakai, Psy.D.



Bonnie Scott

Susan Shuckett

Susan Shuckett, Ph.D.
LAWYER AM SWGII

Gangaram Singh

Gangaram Singh

Lisa M. Sparaco

Lisa M. Sparaco

Gina Spidel

Gina Spidel

James Tarbox

James Tarbox

*Dawn-Marie Tol, MSW**

Dawn-Marie Tol, MSW*

Julius Tsai

Julius Tsai

Tracie Ugamoto

Tracie Ugamoto

Jeffrey Wergates

Jeffrey Wergates, CFRE

Cathy Zozakiewicz

Cathy Zozakiewicz

*Denotes SDSU Pride Action Committee member

cc: Dr. Stephen L. Weber, SDSU President

Signature Pending:

Rick Braatz*

Monty Marshall

Lee Mintz

Arnold Paguio*

Norma Posy*

II) Associated Students LGBT Development Resolution

**Associated Students
San Diego State University
AS Council Resolution 0102-008
LGBT Development Resolution**

Whereas the Lesbian Gay Bisexual Transgender Student Union (LGBTSU) has been an integral part of San Diego State University community for the past 32 years, and

Whereas San Diego State University is the largest State University in the California University System, and considers itself to be the "flagship" of the CSU System, and

Whereas the LGBTSU has helped countless students at San Diego State University "come out of the closet", and

Whereas the University currently does not provide anonymous "coming out" services for Lesbian Gay Bisexual or Transgender students, and

Whereas the LGBTSU has an important mission to providing essential support services, social outlets and educational resources for the LGBT students of SDSU not otherwise provided by the University, and

Whereas the LGBTSU has been able to double the size of its membership and create a safe and welcoming environment for students, and

Whereas the University does not provide facilities for a resource center for LGBT students where they can feel comfortable, and

Whereas the LGBTSU has raised awareness of issues that affect the LGBT community among the administration, faculty, staff and students of SDSU, and

Whereas in 1996, the LGBTSU collaborated in the development of a proposal to establish a Lesbian Gay Bisexual Transgender Resource Center on the SDSU campus, and

Whereas the LGBTSU has begun an aggressive fundraising campaign to endow an LGBT Resource Center on the SDSU campus, now therefore

Be it Resolved that the students, faculty, and staff of San Diego State University through the Associated Students Council and the Academic Senate call on the University administration to match funds raised through the LGBTSU's fundraising efforts.

III) California State Student Association Resolution



Resolution in Support of Gay, Lesbian, Bisexual, Transgender, Queer and Inter-sex Student Communities

- Whereas, The mission of the Multi Cultural Caucus (MCC) of the California State Student Association (CSSA) includes advancing and monitoring the policies regarding the maintenance and enhancement of the diversity within the California State University (CSU) system and communities; and
- Whereas, Members of the CSSA have identified discussed and come to a consensus that the culture of Homophobia and Transphobia throughout the CSU system is a serious issue of concern; and
- Whereas, California Attorney General Lockyer reported that 20 percent of hate crimes with the state in 2004 were related to people's perceived or actual sexual orientations or genders and that 10 percent of reported hate crimes happened at a public school or college campus; and
- Whereas, The variety of support services offered to Gay, Lesbian, Bisexual, Transgender, Queer (GLBTQ) and Inter-sex students vary widely between the campuses of the CSU system and creates an inconsistency of available services throughout the system; and,
- Whereas, GLBTQ and Inter-sex students who come out to their family can potentially lose emotional and financial support from family as well as societal acceptance that is necessary for their academic success; therefore be it
- Resolved That the CSSA Board of Directors urges the Board of Trustees to acknowledge the issues that arise within the GLBTQ and Inter-sex student community and that the Board of Trustees pledge their support to continue to make the CSU a place of acceptance and diversity; be it further,
- Resolved That the CSSA Board of Directors request the Board of Trustees to extend services to the GLBTQ and Inter-sex population through advancement and creation of GLBTQ and Inter-sex resource centers on campus; be it further

Resolved That the CSSA Board of Directors urges the Board of Trustees to foster further creation of academic programs and classes that discuss, analyze and celebrate sexual orientation and gender diversity; and be it finally,

Resolved That copies of this resolution are to be distributed widely. Including but not limited to, the CSU Board of Trustees, CSU Chancellor Charles B. Reed, the Academic Senate CSU, CSU Campus Presidents, CSU Associated Students, the United States Student Association and the University of California Student Association.

Adopt by Board of Directors on January 29, 2006

IV) Letter of Endorsement from UCSD Chancellor, Marye Anne Fox
UNIVERSITY OF CALIFORNIA, SAN DIEGO

UCSD

BERKELEY • DAVIS • IRVINE • LOS ANGELES • MERCED • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



SANTA BARBARA • SANTA CRUZ

OFFICE OF THE CHANCELLOR

9500 GILMAN DRIVE # 0005
LA JOLLA, CALIFORNIA 92093-0005
TEL: (858) 534-3135
FAX: (858) 534-6523

May 31, 2007

President Stephen Weber
San Diego State University
5500 Campanile Drive
San Diego, CA 92182-8000

Dear President Weber:

As Chancellor of UC San Diego and on behalf of our campus community, I want to encourage your serious consideration of the proposal before you to establish a Lesbian Gay Bisexual Transgender (LGBT) Resource Center at San Diego State University. From my experience, I have found that our LGBT Resource Center is an invaluable resource for students, faculty, staff and administrators. The Center affords myriad opportunities for discussion, learning, and research regarding sexual orientation and gender identity issues, and the Center effects real change on campus and in the greater San Diego community. In partnership with our Women's Center and Cross-Cultural Center, the LGBT Resource Center effectively addresses issues of racism, sexism and homophobia in an interconnected and holistic way. We believe that our successful LGBT Center can serve as a model for SDSU.

An LGBT Resource Center affords significant benefits in improving campus climate for students, alumni, faculty, staff, and administrators. Students are able to easily find – and be in consistent connection with – other students who similarly identify. Additionally, the leadership development opportunities and academic success of these students is facilitated by an investment in a visible LGBT Resource Center and the community it creates. As these students graduate, their contributions to the University remain deep as LGBT alumni.

Staff members have a central point to access information and resources regarding workplace equity, non-discrimination and community building around LGBT identity. Faculty members are able to mentor students not only within their fields of academic expertise, but often through their identity development. Many LGBT students have few, if any, LGBT role models in their immediate lives and these relationships are key to

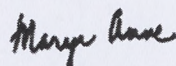
healthy development. With an established Center, faculty whose research pertains to sexual orientation and gender identity often have a unique ability to pursue academic interests in a community environment.

Administrators can rely on a fellow administrator who has a high degree of expertise and experience with the often complex and challenging issues facing campus regarding sexual orientation and gender identity. All of these things directly impact the campus climate for the better.

We have committed the financial and personnel resources that are imperative to make an LGBT Resource Center successful. Although significant, the short- and long-term benefits of a funded and respected LGBT Resource Center have far outweighed the initial challenges of securing consistent and reliable support.

If the University of California, San Diego's experience in establishing our LGBT Resource Center can be of value to you, and those who are committed to establishing a Center at SDSU, please do not hesitate to contact us. We would be delighted to be a model and resource for you.

Sincerely,



Marye Anne Fox
Chancellor

cc: Provost Nancy A. Marlin
Vice President James R. Kitchen
✓SDSU's Pride Action Committee

V) Letter of Endorsement from State Senator Christine Kehoe

CAPITOL OFFICE:
STATE CAPITOL
SACRAMENTO, CA 95814
TEL (916) 651-4039
FAX (916) 327-2188

DISTRICT OFFICE:
2445 5TH AVENUE, SUITE 200
SAN DIEGO, CA 92101
TEL (619) 645-3133
FAX (619) 645-3144

California State Senate

SENATOR
CHRISTINE KEHOE
THIRTY-NINTH SENATE DISTRICT



- STANDING COMMITTEES:**
- ENERGY, UTILITIES AND COMMUNICATIONS, CHAIR
 - BUDGET AND FISCAL REVIEW
 - LOCAL GOVERNMENT
 - NATURAL RESOURCES AND WATER
 - TRANSPORTATION AND HOUSING
- JOINT COMMITTEES:**
- LEGISLATIVE BUDGET COMMITTEE
 - EMERGENCY SERVICES AND HOMELAND SECURITY
- MEMBER:**
- CALIFORNIA CULTURAL AND HISTORICAL ENDOWMENT
 - CALIFORNIA LEGISLATIVE LESBIAN, GAY, BISEXUAL AND TRANSGENDER CAUCUS
 - LEGISLATIVE WOMEN'S CAUCUS
 - SEA GRANT ADVISORY PANEL
 - BROADBAND TASK FORCE

June 26, 2007

Stephen Weber
President
San Diego State University
5500 Campanile Drive
San Diego, CA 92182-8000

Dear President Weber:

I am writing to encourage you to establish a university-funded lesbian, gay, bisexual, and transgender (LGBT) resource center at San Diego State University. Whereas the existing center is volunteer-run and depends on student government assistance, a professionally staffed office would be better organized, provide greater financial security, and ensure that the center's goals adhere to those of the administration.

A university-funded center would also provide stronger support systems. With professional staff, the center could maintain more regular office hours and guarantee that meeting and counseling space is available. This would enhance the center as a 'safe space' for students, faculty, and staff to meet and support one another on campus.

I understand that funding is a concern but I hope that you will prioritize an LGBT resource center in your budget. With the addition of professional staff, they could research and write grants to supplement university funding. I appreciate your consideration of this request, and invite you to contact me should you have any questions.

Sincerely,

CHRISTINE KEHOE
State Senator, 39th District

CK/sw

Cc: James Kitchen, Vice-President for Student Affairs, San Diego State University
Ben Cartwright, LGBT Student Union Director, San Diego State University
Paul Harris

VI) Letter of Endorsement from Dr. Delores Jacobs



November 15, 2007

Dr. Stephen L. Weber, President
San Diego State University
5500 Campanile Drive
San Diego, CA 92181

Dr. Weber,

As the chief executive officer of the larger San Diego Community's LGBT Community Center I am writing to encourage you to establish and fund a Lesbian Gay Bisexual Transgender (LGBT) Resource Center at San Diego State University.

All students deserve a safe and welcoming space where they can receive information, support and referrals without fear of judgment, harassment or discrimination. LGBT students who are struggling with issues related to sexual orientation and/or gender identity are often vulnerable in campus settings, where a sense of isolation and fear can impair their academic performance and future success.

For many years, The Center has heard from SDSU students that they would greatly appreciate and benefit from a dedicated and professionally staffed resource center on campus. Not only would it be able to provide them with the support and guidance they are seeking, but would also greatly enhance their college experience by creating volunteer opportunities, leadership development opportunities and the ability to create a strong and vibrant LGBT community on the SDSU campus.

If we can be of any assistance in either providing further information or helping to establish and/or sustain such a Center at SDSU, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Delores Jacobs', is written over a horizontal line.

Dr. Delores A. Jacobs, Chief Executive Officer
The San Diego LGBT Community Center
P.O. Box 3357
San Diego, CA 92163
(619) 692-2077, Ext. 215
djacobs@thecentersd.org

cc: Dr. James R. Kitchen, Vice President for Student Affairs
Doug Case, SDSU Pride Action Committee

Serving the lesbian, gay, bisexual & transgender community of San Diego County since 1973.

3909 Centre Street • San Diego, CA 92103 • MAILING ADDRESS • P.O. Box 3357 • San Diego, CA 92163
(619) 692-2077 • FAX (619) 260-3092
www.thecentersd.org

Services funded with assistance from the County of San Diego, AIDS Walk San Diego,
San Diego Pride, and United Way of San Diego County



For Immediate Release

Tuesday, December 4, 2007

Contact:

Shane L. Windmeyer, Executive Director

Campus Pride

Phone: (704) 277-6710

Email: shane@campuspride.org

U.S. Colleges Come Out for Gay Youth at LGBT-Friendly College Fair

Thirty campuses send message: "Gay Students are Welcome"

CHARLOTTE, December 4, 2007 "This past weekend thirty colleges from across the United States came out to recruit high school youth and highlight their programs and services for lesbian, gay, bisexual and transgender (LGBT) people. The national East Coast fair took place this past Saturday, December 1 on the campus of University of Pennsylvania in Philadelphia.

The LGBT-Friendly college fair is part of a long-term initiative of Campus Pride, the leading nonprofit organization for LGBT campus groups, to highlight the positive work of campuses across the United States. The fair was held in coordination with Campus Pride's LGBT-Friendly Campus Climate Index (www.campusclimateindex.org), the only online resource of its kind that assists colleges and universities in learning ways to improve their LGBT campus life and for incoming students to find LGBT-Friendly campuses.

"Congratulations to the colleges who came out as LGBT-Friendly and the nearly 130 campuses online who are part of the LGBT-Friendly Campus Climate Index," said Shane Windmeyer, Executive Director of Campus Pride. "This was our first fair ever and we were amazed at the number of colleges who wanted to come out as LGBT-friendly."

The thirty colleges who participated in the East Coast fair were: Bucknell University, Columbia University, Connecticut College, Williams College, Eugene Lang College, Georgetown University, Goucher College, Illinois Institute of Technology, Lehigh University, Lewis & Clark College, Alfred University, Barnard College, Binghamton State University of New York, Michigan Tech, Syracuse University, Swarthmore College, Roosevelt University, Pennsylvania State University, Washington & Lee University, Monmouth University, Towson University, Princeton University, Brandeis University, Marymount Manhattan College, Emory University, University of Utah, University of Texas Austin, Hofstra University and University of Pennsylvania.

“These campuses are coming out as LGBT-friendly to send the message: “Gay students are welcome, even celebrated on their campus,” said Windmeyer.

This Spring 2008, Campus Pride will sponsor a West Coast fair at the campus of the University of California, San Diego on Friday, April 11, 2008. For more information about either college fair, please go online to www.campusclimateindex.org/events or email info@campuspride.org.

###

Believe In -- Campus Pride. *Campus Pride is the leading national nonprofit organization 501(c)(3) for student leaders and campus organizations working to create safer, more LGBT-friendly colleges and universities. It exists to give "voice and action" in building future LGBT and Ally leaders.*

VIII) Resource center opens at UCSD

San Diego Union-Tribune
5-6-06

Resource center opens at UCSD

\$800,000 meeting place is hub of gay life on campus

By Eleanor Yang
STAFF WRITER

May 6, 2006

Step onto a college campus these days and you might hear the remark, "That's so gay."

For many students, the words seem like a harmless way to poke fun at something. But for University of California San Diego senior Peper Anan, it's a personal attack on her sexual identity.

Anan, who considers herself bisexual, says she hears the sentence about once a month and always tries to educate the person about how offensive it is.

It's this sort of comment that she hopes will disappear with the creation of UCSD's first permanent Lesbian Gay Bisexual Transgender Resource Center. The center will officially celebrate its opening today.

It is billed as the largest of its kind among public universities in the United States. UCSD students and faculty alike hail the 2,700-square-foot facility, in the heart of the university, as a major milestone for the campus.

"We're coming into our own," said senior Rafael Colonna. "We've got a permanent space with a set budget. I think it's a big step for UCSD."

By many accounts, members of UC San Diego's LGBT community say they feel safe on campus and have not experienced overt discrimination. A report released in March by a campus committee found varied experiences, with one recurring theme being that students and faculty in the science departments have more concerns about jeopardizing their academic standing if their sexual orientation became public.

UCSD has had few reports of hate crimes involving sexual orientation. Campus police say there has been only one hate crime reported in the past four years, and no hate incidents.



JOHN GASTALDO / Union-Tribune
Psychology lecturer Amanda Roberts (left) talks with students Jenni Garland and Erin Calloway at UCSD's Lesbian Gay Bisexual Transgender Resource Center. Students and faculty call the 2,700-square-foot facility a major milestone for the campus.

The project's \$800,000 price tag strikes some on campus as high.

"It does seem like a lot of money. I don't know if students would have approved it," said senior Joshua Norton, 22, a math major and president of the New Life Student Ministry, a Bible study group.

Norton said he supports providing services such as counseling for people in need but considers "promoting the homosexual lifestyle to be immoral."

Which brings up the question: Why spend the chancellor's discretionary money and other campus funds, including student fees, to build the center?

For UCSD lecturer Amanda Roberts, who holds her office hours at the center, it's about the future.

"The more we can do to provide diversity awareness," Roberts said, "the more we'll be raising a tolerant generation."

Experts say UCSD's investment is part of a trend that has intensified in the past decade. The first LGBT resource center opened in 1971 at the University of Michigan, and the rate at which others have followed suit has increased since the mid-1990s, said Ronni Sanlo, director of the LGBT Center at UCLA and the author of a how-to book on setting up LGBT centers.

That said, only about 3 percent of U.S. colleges – or 105 out of 3,500 – have established LGBT resource centers, according to the National Consortium of Directors of LGBT Resources in Higher Education.

The idea for UCSD's center was born 14 years ago when a student submitted a modest request to the chancellor to create a resource center for lesbian, gay and bisexual students and staff. The first LGBT resource office, dedicated in 1999, consisted of two small rooms inside the financial aid building. Three years later, the office moved to a 960-square-foot trailer and was renamed as a center.

Through the years, the center's mission has not changed: to provide a safe space for LGBT students, faculty and staff.

But the permanent center's expanded size and resources have already translated into more staffing and educational programming on campus. Three full-time employees, an increase from two, operate an annual budget of \$180,000. In the coming weeks, the center's workers will organize sessions on LGBT issues for the campus police and athletic department.



JOHN GASTALDO / Union-Tribune
A rainbow flag hangs outside the second-story center located between Mandeville Center and the original Student Center.

It would be easy to miss the second-story center, if not for the rainbow flag hanging outside and the life-size images of Wonder Woman displayed in front. Located between Mandeville Center and the original Student Center, it features a “living room” with a bank of lounge chairs, multimedia conference room (the dining room), 3,000-book library, kitchen and counseling room.

On a recent afternoon last week, the center was buzzing with activity. Several students sat in the front, eating lunch and working on laptops. A professor held office hours in a room in back.

The center's location near the middle of campus has helped it to double its foot traffic – from about 100 visitors to some 200 – in the two months it has been operating, Travers said.

“It's definitely a place where we can go to on campus that we know is safe,” Anan said. “We think of each other as a family.”