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Campus Climate Report for UCSD  
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10 April 1992

INTRODUCTION

This is the Campus Climate report for lesbians, gays, and bisexuals at UCSD. It has been written in the Spring of 1992 for use at the April 11th UCLGBA conference at UC Berkeley. This report will outline the resources available to lesbian, gay, and bisexual students, staff, and faculty currently at UCSD. It will also outline the needs of lesbians, gays, and bisexuals that are presently not being met and propose solutions to those needs and ways to implement them.

LGBA

The Lesbian, Gay and Bisexual Association is a social, political, and educational outlet for lesbian, gay, and bisexual undergraduate students. LGBA has been around for many years (before two years ago it was called LAGO -- Lesbian and Gay Organization) and it has about 40 members, about 25 of which are active in the organization. In the past, LGBA was mainly a social outlet, providing movies, dances, and social events. Starting two years ago, LGBA's focus began shifting and becoming more political. In an effort to meet the needs of bisexuals and to get more bisexuals involved, the name of the group was changed from LAGO to LGBA. An effort was made to make LGBA more visible in the campus community, as well as the San Diego community. Today, LGBA exists as a social and political organization, trying to satisfy both needs for the LGB student populace, and its focus oscillates between political and social as the needs of students and the members of the organization change.

Right now, LGBA provides many social outlets as well as addressing the political needs of the LGB student body. LGBA sponsors several dances and many get-togethers during each quarter and it presents movies and other forms of entertainment. Politically, LGBA strives to make UCSD a safe environment for people to come out. LGBA sponsors educational programs, such as panels brought into the residence halls and last year's Hate Crimes Rally. LGBA also works to maintain a high level of visibility with such events as the annual Awareness Week, where speakers and workshops are presented in a week-long festival, and this year's kiss-in.

One of LGBA's greatest problems is the lack of an adequate staffing base to accomplish everything that needs to be done. LGBA is a student organization staffed solely by students volunteering their time. With only 25 students, who each have schoolwork, careers, relationships, and other personal business, it is extremely difficult for LGBA to do everything it would like. Additionally,

since LGBA functions as both political and social organization, the amount of organization and workloads quickly becomes too much to handle. Imagine a business run by many different people, working only a few hours a week (if that much) on intermittent schedules trying to meet the needs of 1700+ students and one begins to understand what it is like for LGBA.

Another problem that LGBA has is in the area of funding. As a student organization, LGBA receives funding through the Associated Students (AS). The AS will fund events and most supplies for LGBA so long as said events are on campus and meet several AS criteria. Certain members of the AS are not receptive to the idea of granting LGBA money, and, typically, LGBA budget requests are scrutinized more carefully than other student organizations and more of LGBA's funding requests are denied. Many questions are asked about LGBA's budget requests while other student groups face little or no interrogation. This problem endures from year to year, even among different AS officers. To combat this problem, LGBA has few alternatives. LGBA already holds fundraisers to generate revenue for those events the AS does not fund. LGBA can approach the AS as a full body and bring this problem to light in front of the full AS, but this will require a lot of time and effort on the part of an already overburdened organization. Other student groups have SAAC (Student Affirmative Action Committee) to lobby for their needs when they believe that the AS is not meeting them. SAAC will not help LGBA, as evinced by last year's attempt to make LGBA an honorary member of SAAC: LGBA was denied since it is not a "legitimate" minority and thus does not fall under the protection of affirmative action. Perhaps when HRC (Human Relations Coalition -- further discussion to follow) starts up and becomes powerful, LGBA will have an effective outlet in which to voice their concerns to the AS and the administration. It should be noted that LGBA's dealings with businesses outside UCSD have been extremely favorable and warm. Ironically, LGBA's problems with funding stem only from within the university, even though UCSD has anti-discrimination protection and the rest of San Diego does not.

What LGBA really needs is a resource center for lesbians, gays, and bisexuals. Analogous to a Women's Resource Center, LGBA needs a decent office space with a paid staff member to adequately meet the needs of its members and the student body at large. The present LGBA office is located in UCSD's Old Student Center on the second floor directly next to the bathrooms. To enter the LGBA office, one must cross an extremely exposed walkway that passes over an area of high student traffic. Entering the LGBA office confidentially is, thereby, nearly impossible, making it harder for those uncomfortable with being totally out on campus to approach LGBA. The office itself holds a desk and couch and can comfortably hold only about five people. LGBA needs a better space from which to function, a space that can function as a workplace and a relaxation area. It should also be a "safe" space so that all LGB students, especially those still uncomfortable with their sexuality, can still feel comfortable coming to the LGBA office. A paid staff person is also desperately needed to help deal with the administrative and bureaucratic workload that is now addressed by LGBA members. It would also be

extremely convenient to coordinate Psychological Services with the LGBA office to make counseling and support sessions more accessible for students. It should be noted here that although UCSD has a Women's Resource Center, it is currently the only UC campus that does not have a paid staff member there. Thus, acquiring a paid staff member for LGBA will be doubly difficult. Also worth mentioning is that while LGBA has a poor office space, it at least has an office. None of the other LGB organizations mentioned in this report (LGBFSA, LGBGA, GALL) has even that much.

Some areas that LGBA has not addressed before but would like to address include housing and the Chancellor's Advisory Committee on LGB Issues. LGB students often find the residence halls to be a difficult or traumatic living experience. The climate within residence halls varies from college to college and building to building, often depending on the specific Resident Advisor (RA) or the particular student's roommates. Some residence halls can provide a good environment, while others leave a lot to be desired. LGBA and Psychological Services offer panels and sensitivity workshops that take place in the residence halls to educate the students and RAs living there. Furthermore, RAs are trained to be responsive to the needs of LGB students and to refer them to the various LGB resources on campus. Indeed, in winter quarter, several of the colleges at UCSD came to LGBA and asked for openly gay people to apply for RA positions. However, even with all these measures, the residence halls can still be terrifying for someone coming out. Additionally, those students presently living in the residence halls and who have found themselves cut off financially after coming out have few options. The UCSD student co-ops have a building called Random House where many co-op members live, and in the past have been responsive to helping student find a place to stay for a while, but it would be advantageous to implement some kind of housing specifically for LGB students in need. An alternative to the residence halls would be a very useful and appreciated resource for LGB students. Regarding the Chancellor's Advisory Committee on LGB Issues, there isn't one. There are committees for affirmative action and other minority student groups and concerns, but there is no advisory committee dealing with LGB concerns. Formation of such a committee must be one of the first steps in achieving some of the bigger goals, such as the LGB Resource Center and domestic partnerships.

#### LGBFSA

The Lesbian Gay Bisexual Faculty and Staff Association is a relatively new organization concentrating on providing a social and political outlet for LGB staff and faculty members at UCSD. Formed this past September, LGBFSA has about 55 paid members and a mailing list of over 100. LGBFSA has four major objectives which are to provide a social gathering of LGB staff and faculty, to create a political vehicle for enacting change of UC policy, to educate the campus and administration about LGB issues, and to provide a safe environment for staff and faculty members to meet and organize.

Since LGBFSA is so new, it is still ironing out all the organizational and logistical bugs, but it is proceeding on with its goals. LGBFSA sponsors social get-togethers and fundraisers. Right now, it is in the process of circulating petitions circulated to UCSD departments urging UCSD to recognize domestic partners through application of its non-discrimination policy. This would provide access to university employee benefits to partners of lesbian and gay couples. LGBFSA has put a lot of time and energy into changing the domestic partnership practices and is preparing to direct the completed petitions to the attention of the UCSD Chancellor. LGBFSA is also looking into coordinating its efforts with other staff and faculty organizations in the UC system to help bring about a system-wide change. LGBFSA has written letters to the United Way and the UC administration concerning the United Way funding of the Boy Scouts of America and will continue to write letters to these and other organizations who continue to openly discriminate against lesbians, gays, and bisexuals.

A problem that LGBFSA has is in the area of funding. Specifically, there isn't any from the university. Any and all money must come from the dues it collects from members and profits from fundraisers. While other staff organizations, like the Black Staff Association, receive funding through the Chancellor's Affirmative Action Committee, LGBFSA cannot receive such funding since it is not considered a recognized affirmative action group. LGBFSA is investigating ways of receiving university funding. LGBFSA also would like to investigate ways of forming or becoming the Chancellor's Advisory Committee on LGB Issues.

#### LESBIAN GAY BISEXUAL GRADUATE ASSOCIATION

The Lesbian Gay Bisexual Graduate Association is a relatively new LGB organization at UCSD aimed specifically at graduate students. It began in concept last year and took off the ground this past fall quarter. Presently, LGBGA has about 9 active members. LGBGA focuses on both academic and cultural aspects. The LGBGA sponsors a yearly film festival of LGB related movies and a speaker series. Much of LGBGA's time now is dedicated to strengthening the group and planning future events.

LGBGA's needs now are concentrated in the areas of more support in coordinating the organization and finding funding sources. LGBGA needs more members and more publicity on campus. These two needs go hand in hand, and will take some time to generate a response. Desperately needed is a legitimate source of funding. Like GALL, LGBGA receives its funding through the Graduate Student Association (GSA), but it does not receive much. For example, the GSA funded this year's film festival, but all publicity and related expenses have been paid by LGBGA members out of their own pockets. LGBGA has not inquired into other sources of funding, such as university funds or affirmative action funds. As stated for the LGBFSA, funds for staff and faculty members can come from the Chancellor's Affirmative Action Committee as long as

the group is recognized as a "legitimate" minority in need. It is not known if an analogous funding source is available for graduate students, and whether or not LGBGA could receive funding through such means.

#### GALL

Gays And Lesbians in Literature is a graduate student organization with approximately 20 to 30 members. It provides academic, social, and political outlets for its members. In the area of academics, GALL assists its members in pursuing LGB studies, sponsors performers and lecturers, sponsors a film festival, and will be sponsoring a mini-conference for LGB scholars later this year. In the social area, GALL sponsors parties and social events. Politically, GALL implements educational programs for the student body, lobbies the administration for recruitment of LGB faculty, and are presently circulating a petition to get the UC system to adopt a domestic partnership policy.

Like all graduate student organizations, GALL receives its funding from the Graduate Student Association (GSA). GALL must apply for funding from the GSA, but it is often trimmed back or denied since the GSA does not have much money. GALL has not investigated other sources of funding, if they are available, so any money that the organization needs comes either from the GSA or from GALL members themselves. As with LGBGA, GALL has not explored alternate sources of funding from the university and it is not known if such sources exist.

GALL's desires and goals for the future are mostly extensions of their present activities. GALL is continuing to work with the GSA, trying to get it to recognize domestic partnerships. When completed, the petition will be directed towards the UCSD administration, the UC Regents, and ultimately the California legislature. GALL hopes for a system-wide change in the UC policy regarding domestic partnerships. If the sought-after changes do not occur, GALL is planning more militant protests and disruptions to take place on the UCSD campus. On a related note, GALL is also planning a forced outing of LGB faculty at UCSD. Since there are few faculty that are out to the campus, GALL wants to show the administration and student body that there is a significant LGB presence at UCSD and demonstrate the need for more LGB related programs such as Queer Studies and domestic partnerships by outing faculty members and forcing LGB visibility. Another project GALL is working on is lobbying the GSA to change UCSD health insurance policy for graduate students. All graduate students must buy mandatory health insurance, and yet the present insurance company does not recognize same-sex couples or domestic partnerships. GALL is pressuring the GSA into either finding a company that will recognize domestic partnerships, or foregoing insurance altogether if such a company cannot be found. One project that GALL would like to start is a compilation of LGB archives. Like the other LGB organizations at UCSD, recording of LGB activity needs to happen more than is presently occurring.

## PSYCHOLOGICAL SERVICES

Psychological Services is an extremely supportive department on campus that offers a wide range of support services for LGB students.

It offers a full-time openly-gay senior staff member who conducts individual and couples therapy, support and therapy groups, and coordinates the LGB Peer Counseling Program staffed by four peer counselors and two peer educators, who themselves are available for individual counseling in addition to facilitating separate support groups for men and women.

Psychological

Services is strictly confidential and easily accessible by students in need of support.

For professional therapy needs, Psychological Services has hired an openly gay male as a psychologist and has given him support in pursuing programs suiting the needs of LGB people on campus.

Dr. David Blasband has almost single-handedly organized the vast structure of support offered to LGB students through Psychological Services. Although openly gay, he sees both heterosexual and homosexual clients and couples and does not work exclusively on LGB related needs. Nevertheless, he sees about 3 to 5 LGB students a week, leads the therapy group, and supervises the peer counselors and educators and the support groups they run.

There is a need for an openly

lesbian psychologist and bisexual psychologists. Right now,

lesbians or bisexuals seeking support can be referred to Dr.

Blasband or one of the other counselors comfortable with LGB

students, but it is not quite ideal. There should be lesbian

and bisexual psychologists available so that lesbians

and bisexual men and women can have the option of seeing

a psychologist that best meets their needs.

In trying to meet all the needs of the LGB community, one could

be kept busy full time, so ideally

a staff person should be hired to work exclusively on

LGB related issues. Right now, there are a lot of projects that

could meet additional needs of many students that are not being met now,

but

Dr. Blasband and Psychological Services are already overloaded.

There is a definite need for counseling and support for LGB students which could be met through more funding.

The peer counselors and peer educators are students working under the guidance of Dr. Blasband and Psychological Services to bring resources to the LGB community at UCSD. There are four peer counselors: two male, two female. Each peer counselor holds an office hour weekly, when they are accessible to students for individual counseling and support.

Some of these students that seek help have come out and are actively involved in LGB organizations, while others are not.

Additionally, the male peer counselors facilitate a weekly support group for gay and bisexual men, and the female counselors facilitate a weekly support group for lesbian and bisexual women

(further discussion on these groups to follow).  
Peer educators are responsible for coordinating outreach efforts.  
The peer educators approach residence halls and student organizations offering educational programs about being lesbian, gay, or bisexual. These outreach programs are effective at reaching a diverse array of student groups and raising consciousness with regards to LGB issues.

The support groups offered now fall under two categories. First, there are the support groups run by the peer counselors. These are informal groups where students can get together and discuss issues concerning them. The topics of discussion can be personal in nature or can be more general; there is no set format as to what must be discussed. The peer counselors moderate the groups and help direct the discussion and offer support. Each group, while open to any student, is considered "safe" space -- whatever is discussed in the room is kept between those discussing it and it not revealed outside of the group meetings. Furthermore, each student respects the level of "outness" of the other students in the group by maintaining confidentiality of the group discussion and not outing those who show up to group if they are not comfortable with being out. This is to allow the groups to be accessible to all students, especially those still not comfortable with their sexuality and needing a place to examine their feelings and explore their identities without coming out to all the campus. The therapy group is a bit different, as it is moderated by Dr. Blasband and is closed to a specific set of people. In contrast, the gay men's therapy group, moderated by Dr. Blasband, is limited to 8 - 10 students and focuses on specific personal issues and problems of the group members. The therapy group exists for those who need a more personal and safe space to discuss what is on their minds. At present, there is no therapy group for women since there is no woman to lead it (Dr. Blasband could lead it, but it would be awkward to have a gay man leading a lesbian women's therapy group). There is also a coming out group and a relationship group being offered this Spring quarter of 1992. The coming out group will be lead by Dr. Blasband and is open to both male and female students. The relationship group, also led by Dr. Blasband, is for men only.

Common Ground is another recent addition to UCSD's support structure sponsored by Psychological Services for the LGB community, although it's focus is a little different than most LGB services on campus. Common Ground is a support group for friends of lesbians, gays, and bisexuals. Analogous to PFLAG, Common Ground is an outlet for the heterosexual friends of lesbians, gays, and bisexuals who are having difficulty accepting their friend's sexual orientation, or for those who wish to show their support for their friend's coming out.

Common Ground was formed this year. In fall quarter, it was in the planning and development stage and it came to fruition in the winter quarter. Common Ground meets every other Tuesday and has a core group of six heterosexual people. Common Ground is still very new, but starting next year, it should strengthen and develop as it becomes more visible and well-known.

Common Ground needs three things in the coming year in order to really develop effectively. First, it needs publicity among the student body and especially those who will need it most -- those heterosexuals uncomfortable with their homosexual friends. Starting this spring quarter, publicity for Common Ground will pick up and intensify. In the planning stages is a change in the facilitator of the group. Right now, Common Ground is headed by a lesbian, but perhaps the group would be more effective at reaching out to heterosexuals if the moderator were also heterosexual. Lastly, a change is planned in the structure of the meetings of Common Ground. Now, all of the members meet at once, but it is planned that, in the future, one week all the heterosexual friends will meet, and the next meeting will be a joint meeting with the heterosexuals and their homosexual friends. This would give the heterosexuals a more confidential space to air their concerns that they are not comfortable bringing up.

Several of these ideas are being seriously considered as modifications to Common Ground.

What Common Ground needs most right now is the time to strengthen and build up their base of support for the future.

Psychological Services would like to sponsor more groups to meet needs that are not being met presently. A women's therapy group is definitely needed. Also desired (on a regular, quarter to quarter basis)

would be men's and women's couples/relationship groups, a bisexuals' group, a graduate students' group, and an informal group to differentiate the gap between LGBA and Psychological Services. Although all of the peer counselors are active members of LGBA, as are many students attending their support groups, it is important to communicate to the student population that LGBA and the peer counseling programs are two separate programs that may work together on certain projects (for example, programming for AIDS Awareness Week). LGBA and Psychological Services are two separate entities, and the student body must be assured that, although there exists a great overlap between the two organizations, Psychological Services and LGBA are unrelated and participation in one group neither requires nor excludes participation in the other.

There needs to be some safe space available for LGB students that is not therapeutic in nature and not affected by the political recognizability of LGBA where all students, no matter at what level of coming out they are at, can feel comfortable.

Psychological Services has other needs that really need to be met. Most importantly, there needs to be lesbian and bisexual psychologists on the staff. This is the most essential step, since these people's needs are not being met at present. Also necessary is some way to make Psychological Services more accessible to faculty, staff, and graduate students. Presently, Psychological Services is solely a student service, funded through the university's registration fees. Faculty and staff can see a psychologist for 1 - 3 sessions if needed, but there is no provision for participation of faculty and staff in the existing support



groups and no such groups exclusively for faculty and staff. Although faculty and staff members have needs that can be met by Psychological Services, currently they are not able to participate in or receive services to any great degree.

Psychological Services should be made accessible to everybody on campus in need. One area

Psychological Services could be extremely effective at is in the recording of hate crimes against the LGB community. Students, staff, and faculty are understandably reluctant to report hate crimes to the UCSD campus Police Departments, and as a result, many hate crimes go unrecorded. Psychological Services could offer a safe and confidential means to record hate crimes against lesbians, gays, and bisexuals on campus and show it to be the problem it really is.

#### AIDS TASK FORCE

Although AIDS is not exclusively an LGB issue, until very recently it affected the gay male population the most. Homophobia and AIDS-phobia have affected UCSD's response to this health crisis. Student education about the AIDS crisis is primarily handled through the efforts of the AIDS Task Force. A team of 12 students and 4 faculty/staff advisors, the AIDS task force endeavors to bring education about AIDS to the student body. The AIDS Task Force has as its goal the peer education of students about HIV issues with a specific emphasis on prevention. The main avenue that the team uses to reach students is by presenting a live program during a class lecture. Supportive faculty members give the Task Force one day out of class to give their presentation. Through these means, the Task Force reaches about 300 students per quarter. The Task Force also creates and distributes literature to students, and helps organize special events, such as the bringing of the AIDS Memorial Quilt to the UCSD campus for display.

The main problem that the AIDS Task force encounters is getting into classrooms to present their programs. The Task Force relies on supportive faculty, but there are too many other professors that do not want to give up their valuable class time. Common stumbling blocks are that faculty members believe that this is a program to implement in the residence halls, which would be a fine idea if all of the students lived there. Other arguments are that AIDS education is not specific to the class at hand. The Task Force often gets the runaround trying to find a department that will support their program rather than saying that AIDS education is not their problem and telling the Task Force to try another department. An effort was made to ask the Vice Chancellor of Undergraduate Affairs and the Vice Chancellor of Academic Affairs to write letters of support, encouraging faculty members to let in the AIDS Task force for one class, but although both Vice Chancellors thought the program was worthwhile, neither letter was written. Academic Affairs believes that the classroom is "sacred space" to be used solely for instruction. Too bad they do not realize the one lecture they hear from the AIDS Task Force could be the most important instruction a student ever receives.

The AIDS Task Force needs the full support of the administration so that it can reach all of the student body through classroom space and other means. There is no way that the Task Force can adequately meet the needs of all of the students at UCSD without the administration's support.

Another problem that the AIDS Task Force runs up against is funding. Presently, the Task Force is funded through Student Health Services and anywhere else it can find monetary support. There is a great need for more resources in both money and staffing support. Although the Task Force works hard and is effective, it could work more efficiently with more people involved and perhaps even a paid staffmember dedicated to HIV issues. There is definitely a need for some person to devote full time to AIDS education and prevention.

In related issues, there are two proposals regarding HIV issues that need to be addressed. Firstly, there have been proposals for a class on HIV and AIDS through which more students could hear the AIDS education message. There is great student interest in the class and there are competent faculty willing to teach it. However, the university cannot find any funding for the class. It is imperative that the university find money to fund this class. If the administration will not support the AIDS Task Force because it invades the classroom space, it should then, at the very least, make some classroom space available to teach AIDS and HIV related issues. On a different note, the problem on AIDS testing at Student Health Services needs to be addressed. Right now, AIDS tests are available, but they are costly and they are not anonymous. In order for students to be willing to take an AIDS test, the test ought to be free (or at least low cost) and either strictly confidential, or even better, totally anonymous. Otherwise, the students who need to take this test the most will avoid doing it out of fear or lack of money. AIDS testing is a very serious and important matter, and the present situation is not acceptable if the spread of AIDS is to be stopped.

HRC

The Human Relations Coalition has not officially started yet, but it promises to be an important part of the LGB community at UCSD. The steering committee for HRC was formed this past fall and HRC itself will arise this spring quarter. HRC will be a group not unlike the Student Affirmative Action Committee (SAAC), but it will primarily address issues and problems not covered under affirmative action. HRC also promises to relieve some of the pressure from SAAC.

SAAC takes on issues related to race, gender, and physical ability. In 1991, LGBA at UCSD approached SAAC to include sexual orientation and to make LGBA an honorary member of SAAC. LGBA was denied for several reasons. First and foremost, affirmative action covers "those groups that have been subjected to de jure (legally sanctioned) racial, ethnic, or gender discrimination in the United States and are underrepresented in the student body of the University of California, or

individuals from documented low income and educationally disadvantaged family backgrounds." Since there is no law in California protecting against discrimination by sexual orientation and since there is no documentation of the LGB community to show that it is a minority, LGBA was not considered eligible for SAAC membership.

Since the UC is autonomous from the state of California and would be within its rights to start treating LGB persons as a protected class under its non-discrimination and affirmative action guidelines, this argument is not very compelling.

Another reason given for LGBA's rejection is that lesbians, gays, and bisexuals have the "option" to stay hidden and not identify themselves as homosexual, and therefore the discrimination against them is not the same kind of discrimination experienced by "legitimate" minorities.

HRC was created to bridge this gap and allow those groups that are excluded by affirmative action a voice on this campus. HRC has two major goals. HRC plans to unite all separate organizations and present a united front to the university. Rather than a number of small, fractured student organizations trying to implement change for their groups, HRC will provide a strong, united coalition of students to bring demands to the university and ask for changes. HRC will also take a proactive stance and sponsor activities to raise consciousness and visibility at UCSD. HRC plans to sponsor forums, debates, conferences, guerrilla theatre, and a continuous visible presence through posters, artworks, and other means. For the LGB community at UCSD, HRC has many plans falling within these goals. First, HRC plans to document the LGB community here to show that it are indeed an underrepresented minority and that discrimination against lesbians, gays, and bisexuals is indeed a problem. HRC also plans to document the climate for LGB students here on campus, through the use of surveys and other means. HRC wants to initiate more discussions between the LGB community and other student groups and bring about dialogues on LGB related topics. HRC also wants to utilize visual arts and visual arts students to make public presentations of art on LGB subjects, so there can be an effective and unusual visible arena for discussions on hate crimes, the climate for LGB students, and other related issues.

HRC plans to join the ongoing struggle to get the University of California to recognize domestic partnerships. It also would like to lobby the administration for recruitment of LGB students, scholarships for LGB students (no scholarships for LGB students are made available by UCSD -- there are private scholarship, but no university sponsored ones), creation of a LGB resource center funded by the university with a paid staff person, and creation of an Alumni Association for LGB students.

Finally, HRC will be a vehicle for LGBA (among others) to make demands on the administration and to be heard by the administration more effectively.

One problem that faces HRC will be gaining its legitimacy. There is a possible problem that HRC will indeed be recognized as a legitimate student organization. If there is a problem in getting HRC approval to function as a student organization, it will be extremely

difficult for HRC to implement any of its goals outlined above. Once HRC is established as a functional student organization, it must be able to garner support and command authority among the student body and the administration. HRC, being a very new organization, will have to work very hard at securing the power it needs to make the changes it seeks. This will not happen overnight.

UCSD has no formal Queer Studies program and no major or minor in Queer Studies. Although there have been isolated classes about lesbians, gays, and bisexuals, there is no formal structure of classes and no continuity between them. Queer Studies is on the move and within the realm of possibility in the near future, but now it does not exist as a program,

In the past, there have been several classes specifically about LGB related issues. Last year, there was a class sponsored by the sociology department called "Sociology and Culture of Gay and Lesbian Issues in the 20th Century." It was the first such class of its kind at UCSD.

Other classes have been concentrated on the Literature Department, which has taken the forefront in spearheading the effort for a Queer Studies program.

Offered in the 1992 Winter quarter is a Directed Studies class, whose objective is to compile an annotated bibliography of scholarship in LGB fields. This class, formed mostly through the demands of students, is a response to the lack of visibility of gays, lesbians, and bisexuals in currently offered classes. By compiling a bibliography of LGB scholars and their works, there will be a concrete documentation of the influence of lesbians, gays, and bisexuals in the world of literature that can be used in other classes to integrate LGB issues into the curriculum. In the Spring quarter of 1992, there will be an undergraduate class on Gay and Lesbian Literature, as well as a graduate seminar on the same subject. Planned for next year

is a two-class sequence called "Introduction to Gay and Lesbian Studies."

The first of these classes will focus on gay and lesbian culture and the second half will be concerned with the politics of gay culture. It is hoped that this sequence of classes can be used as the foundation for a future Queer Studies program.

Right now, the effort for establishing Queer Studies is concentrated on these existing classes and working to include more classes that could constitute a viable program. For a minor, all that is needed are six classes. With the two-sequence class, attaining a Queer Studies minor is a goal reachable within a year or two. Creating a major is a more difficult process. While there is an adequate foundation for Queer Studies -- there are many classes in other departments, such as Women's Studies and Literature,

that incorporate LGB themes heavily and could be used as classes within the curriculum -- establishing a major is a long and difficult process. For Women's Studies, it was a protracted battle that lasted years. While it is true that Women's Studies has paved the way for Queer Studies, it will not be an easily attainable goal. One source of hope and support is the possibility of a donor that would fund an endowed chair for Queer Studies. The donor is interested in providing the money, and so far the university and the Literature Department have been hospitable, but the end result of this remains to be seen. If the donor should contribute to the creation of a Queer Studies program at UCSD, the likelihood of such a program coming into existence increases greatly, and the timeframe of its creation will be shortened dramatically.

There are some other goals that need to be met before a viable Queer Studies program can become reality. First, there need to be more specialized faculty available to teach Queer Studies classes. Presently, there are only about three or four openly LGB faculty that are willing to teach Queer Studies classes. There needs to be a broader base of experienced faculty available to teach these classes. Also needed is the recruitment of LGB faculty for the expressed purpose of teaching Queer Studies classes and promoting visibility of the Queer Studies program. Although the university (supposedly) does not discriminate during the employment process, it certainly does not seek out LGB scholars to be hired. The administration does actively recruit minority faculty members, except the LGB minority. This must be changed. The Queer Studies program will need assistance in becoming a reality, and it should look to support from Women's Studies and Gender Studies. Since there is already a significant overlap between Queer Studies and these programs, it is a worthwhile idea that cooperation and coordination between these departments should be pursued. Finally, there needs to be a broad base of classes to constitute a workable Queer Studies program, especially including classes on transsexuality, the constructions of sexuality, and heterosexuality. Queer Studies must be a diverse program to incorporate and represent the diversity within the LGB culture.

#### HATE CRIMES

Hate crimes are an ugly problem to which UCSD is not immune. Although most individuals interviewed for this report generally stated that the climate on campus was favorable for them, there still linger some disturbing incidents towards LGB students at UCSD.

Most of the hate crimes that occur at UCSD are not physically

violent. They mainly fall under one of the following categories: obscene phone calls to the LGBA office, graffiti and vandalism, tearing down or defacement of LGBA posters and flyers, verbal harassment. In 1991, 12 obscene phone calls were recorded at the LGBA office and reported to the police department. LGBA members also report receiving obscene calls at their homes, especially after the extensive publicity surrounding last year's Semi-Formal. So far in 1992, there have been three such calls. Also in 1991, there were 2 reported vandalisms, 2 miscellaneous crimes, and one bizarre incident when someone vomited on the door of the LGBA office. So far in 1992, there have been no reported vandalisms or other related crimes involving lesbians, gays, or bisexuals. Worth mentioning is one of the more disturbing telephone calls that occurred in 1991. Before the annual Semi-Formal dance sponsored by LGBA, an unidentified person threatened to bomb the dance. This incident was all but ignored by the administration until disclosure of the bomb threat was made public and LGBA held a rally against hate crimes in response to the call.

Although these incidents are not trivial, there are others that are far more disturbing for they involved actual physical violence against students on the campus of UCSD. Last year, two women walking together were verbally and physically assaulted on campus by some unidentified men. Also last year, a graduate student hired as a TA was spat upon by a student after giving a lecture on LGB related issues. This year in March, an LGBA member staffing one of LGBA's dances was attacked with a paint pellet fired from a passing car. It is disturbing to think how easily that gunshot could have been a real bullet.

This report only begins to scratch the surface of the extent of hate crimes on this campus. There is no formal mechanism for reporting a hate crime except to report one to the campus police department. It is understandable that a victim of such a crime may be reluctant to report it to the police. Furthermore, the campus police does not keep a separate file for LGB related hate crimes and as of yet, there is no independent recording of such crimes by any of the LGB organizations at UCSD. Documentation of hate crimes against LGB members of UCSD is a problem that needs to be addressed.

How do hate crimes affect the climate at UCSD? Those interviewed did not seem to think that the fear of hate crimes is overbearing for those coming out. However, the existence of hate crimes does not make it any easier for those struggling to come out of the closet. Generally, the climate on campus is much more hospitable now than it was just a few years ago. The increased visibility and political activity of groups like LGBA has helped to effect this change. LGBA and Psych Services also sponsor sensitivity workshops and panels in the residence halls and on campus to educate the general student body. In response to last year's bomb threat, the hate crimes rally was a strong source of support for lesbians, gays, and bisexuals on campus and it helped to ease the climate a good deal. Programs such as these are still ongoing in the hopes that education and visibility of lesbians, gays, and bisexuals will continue to improve the climate.

## HOUSING

One area that is often problematic for gay, lesbian, and bisexual students staff and faculty is in the area of on-campus housing. At UCSD, the situation is a little different than most. Housing is divided into three areas: undergraduate, graduate, and affiliated. Undergraduate housing is available for single undergraduate students in the form of residence halls (i.e. dorms) and apartments. Married undergraduates cannot utilize undergraduate housing. In the case of undergraduate housing, the issue of domestic partnerships and recognition of same sex couples does not apply since no type of relationship, heterosexual and homosexual, qualifies for any special privileges. However, this is not the case with graduate student housing.

Graduate housing, in the form of apartments, is offered to one student who must share the unit with either another student or spouse as defined under California law. For a person to be recognized as a spouse of a graduate student and thereby eligible for housing, there must be a valid marriage license or access to graduate housing is denied. Furthermore, if there is no spouse, the other student will be assigned to the unit. Unlike undergraduate housing, where one can request roommates, graduate housing simply assigns the other student to the unit. Graduate housing at UCSD makes no provision for same sex couples (for the record, it also does not allow unmarried heterosexual couples). Students may request an exception to this rule, but there have been few requests, and one made 5 or 6 years ago by a gay graduate student was denied. Interestingly enough, there arises an unusual case that would permit a homosexual couple access to graduate housing. If there was a child and both parents had legally adopted the child, the whole family would be considered eligible for graduate housing. However, since this is not possible under California law (and it is not a recommended way of obtaining housing) it is not very helpful. Finally, there is affiliated housing, which is provided for faculty and staff members. Affiliated housing is not exclusive, though, and both undergraduates and graduates may obtain affiliated housing. Affiliated housing, also in the form of apartments, is leased out to a single contract holder who must be affiliated with the university in some way (student, staff, faculty). However, there are no restrictions on the other occupants of the apartment - they can be anyone, affiliated with the university or not. There are no restrictions on who can and cannot live within the apartment

as long as there is one person there affiliated with the school. There is a waiting list for affiliated housing and there are two different tiers denoting priority on that list. The people with the highest priority are those with children. Married, unmarried, homosexual or heterosexual, it makes no difference. Also with highest priority are those with special needs for housing, such as the handicapped. Everyone else (i.e. single students, married students without children, unmarried couples without children, etc.) have lower priority. With affiliated housing, homosexual couples are not discriminated against. Although the university will not recognize same sex couples (or unmarried couples for that matter), there is no problem obtaining housing for those in such relationships.

Therefore, the important issue for lesbian, gay, and bisexual students, staff, and faculty at UCSD is in the area of graduate housing. Right now, both GALL and LGBFSA are working independently at trying to change the situation. GALL is trying to implement domestic partnerships for graduate students by circulating a petition that will be sent to the UCSD administration and later the Regents and the California legislature.

They are also working with the Graduate Student Association (GSA) to try and change the housing policy. LGBFSA has circulated a petition of its own to implement domestic partnerships for faculty and staff. Other ways to demonstrate to the administration of the need to change the policy could include the following:

(1) More graduate students should request exceptions to the housing rule.

As of now, the Housing Office has received virtually no requests to admit same-sex couples. While it is likely that all such requests would be denied, the graduate student body would be demonstrating the need for such an exception. Right now, there is no kind of documentation to support a change in policy. If many students requested an exception, the Housing Office records would record all such requests and there would be concrete proof of a need for the change.

(2) A coordinated effort on two fronts (student affairs and business) working with and through the administration to implement change on UCSD. Students could approach the administration through the Vice-Chancellors in charge of student affairs and demonstrate the need for domestic partnerships and fair housing policy. While approaching this side of the administration, also go through the business end of the system. Students can make requests to the director of housing, who will consider the request, take it to the Vice-Chancellor of Business, who will approach the Chancellor and ultimately the Regents. If there is support along both of these paths, it is possible and even likely that the administration would support a change in policy. It would also be advisable to approach the Student Regent, who has a direct line into the Regents and could work within the Regents to help get them approve the domestic partnership agenda.

#### THE ANTI-DISCRIMINATION CLAUSE

The anti-discrimination clause created by the UC Regents is a well known protection of lesbians, gays, and bisexuals, stating that there will be no discrimination on the basis of sexual orientation by the University of California. How apparent it becomes that these are simply words with no real intent of backing them up. There are many examples of how the UCSD administration ignores the enforcement of its own policy. With regards to domestic partnership and housing status, heterosexual couples are granted



financial benefits through insurance and other area when married. Same-sex couples cannot get married under California law, and thus are denied the privileges open to heterosexual couples. Graduate students have no provision for living in on-campus housing with a same-sex partner since the Housing Office and the administration only recognize married couples and blood relatives as eligible for special benefits with graduate housing. Indeed, the same-sex partner of a graduate student would not even be allowed to live with that graduate student in on-campus graduate housing, irregardless of benefits or privileges.

Graduate health insurance is another example. Most insurance companies will not give those benefits usually given to married couples to same-sex couples. The GSA was reluctant to even look into the possibility of companies that would, and when it said it could not find any, was perfectly happy to continue with the status quo and contract with an insurance company that discriminated against same-sex couples. The anti-discrimination clause is also offered as proof that the University of California does not discriminate when hiring staff and faculty and that it fosters a comfortable atmosphere for those faculty and staff that are open with their sexuality. It is difficult to assess to what degree that there exists discrimination during the employment process, since those people discriminated against would not have been hired and were not available to be interviewed for this report. However, there is concrete evidence that discrimination does indeed exist in the workplace, and those that are out can find themselves in a very hostile environment. One professor was blackballed in her department because she is a lesbian, and subsequently left UCSD. Most LGB professors on this campus are quite afraid of coming out or being discovered because their departments are not hospitable to LGB issues or their workplace contains homophobic employees. The anti-discrimination policy is also used as an excuse why lesbians, gays, and bisexuals can be excluded from affirmative action and related programs. Since the anti-discrimination clause exists, it is always used as a backup, implying that lesbians, gays, and bisexuals already have protection against discrimination and that it is no longer a problem. The anti-discrimination clause does more to ease the conscience of the administration than it does to adequately protect the rights of lesbians, gays, and bisexuals. The UCSD administration must look carefully at its own policy and explain how it can reconcile its actions and its rules. The anti-discrimination policy must be enforced in order for lesbians, gays, and bisexuals to be treated as the equals we appear to be on paper.

#### BRIEF OUTTAKES

##### The Campus Climate Report

The compilation and formation of this report says a great deal about the status of lesbians, gays, and bisexuals at UCSD. This

report was written by a single LGBA student with the assistance of many students, staff, and faculty in the form of interviews. There was no formal structure to follow in creating this report, and no previous reports from which to gather information or ideas as how to best proceed in securing all pertinent information. Furthermore, since the archival process has only just begun in most organizations at UCSD, there was little information on file to be obtained. Nearly all information was gathered from students, staff, and faculty presently at UCSD. Other campuses, such as UC Davis, have had the support of the administration and have written similar reports through Chancellor's committees. Nothing like that presently exists at UCSD. There is a great need for the administration to take an interest in LGB affairs and commission such a comprehensive report, written by a team of people with the support and help of the administration.

### Bisexuality at UCSD

Bisexuals often face more complicated problems than exclusively gay or lesbian people. In addition to facing all of the problems that gay and lesbians experience, bisexuals often face resistance and phobia from within the gay and lesbian community. Many bisexuals feel cut off and unaccepted by both the heterosexual and homosexual communities. At UCSD, this is no different. Until two years ago, LGBA did not even include the word "Bisexual" in the organization's name, as stated elsewhere in this report. Only recently has there been an increased bisexual presence in that group, and that does not solve everything. There still exists a fair amount of "heterophobia" within the campus LGB organizations -- unjust fear and prejudice against heterosexual couples. Since bisexuals can have a partner of either gender, heterosexual couples can and have formed relationships within the LGB organizations on campus. Intolerance against these relationships, stemming from the feeling that bisexuals are "betraying" the gay and lesbian community by being involved in a traditional male-female relationship, has been and still is a problem at UCSD.

The other problem bisexuals routinely face is being ignored within the LGB organizations and by the university. Not necessarily conscious or malicious, bisexuals are routinely either assumed to be gay or lesbian or it is assumed that bisexuals' needs are identical to gay and lesbian needs. Inclusion of bisexuals in the LGB organizations has all too often been taken for granted or ignored. In LGBA, a Bi-phobia workshop was held for LGBA members and the UCSD community at large to combat the prejudices against bisexuals.

A similar workshop was offered later during LGBA's Awareness Week, and both were extremely successful.

LGB organizations must continue to make bisexuals feel welcome, comfortable, and included. Bisexual needs must be addressed out in the open, and not glossed over or forgotten. Additionally, services that are being provided for lesbians and gays should also be directed at bisexuals as well, taking into account that bisexuals have different needs. There should be an openly bisexual counselor for men and women, as well as support groups for bisexuals or more informal groups where bisexuals have a more secure and understanding atmosphere. At present, it is generally believed that bisexuals should work within and be included in the present LGB organizations,

rather than splitting off and forming separate groups. In order for all the LGB groups to be strong and unified, however, all members must be conscious and supportive of bisexuals and never forget that their needs and feelings are equally important as lesbian and gay needs.

#### The Intercampus Forum

The Intercampus Forum, although not a UCSD organization, is a resource for many LGB community members at UCSD. A coalition of six colleges in the immediate San Diego area -- UCSD, San Diego State University, City College, Mesa College, Palomar College, and the University of San Diego, the

Intercampus Forum sponsors events for students of all colleges combined. In addition to bringing together the LGB students from all these different colleges, the Intercampus Forum holds fundraisers to benefit all of the colleges.

These fundraisers provide a social opportunity for all the LGB students in the San Diego area to gather and interact, as well as providing a source of income for each campus's LGB organization. Each college in the

Intercampus Forum sponsors some type of fundraiser, and the results of the fundraiser are split six ways. Started just this year, the Intercampus Forum helps unify the LGB student community of San Diego, which definitely benefits UCSD LGB students.

#### ROTC

ROTC presents an interesting problem at UCSD. Officially, UCSD does not further the cause of ROTC since no ROTC classes are taught on campus. However, UCSD does allow ROTC students to complete their ROTC classes elsewhere and then continue their education here. Whether this is successful at getting ROTC off of the UCSD campus, or just a way of weaseling out of responding to the criticism of ROTC is subject to opinion. On the one hand, there are no ROTC classes being held at UCSD, which demonstrates the eroding support for ROTC and is in compliance with the demand that ROTC be banned from campuses so long as the Department of Defense upholds its ban on homosexuals in the armed forces. On the other hand, UCSD is still allowing the ROTC program to move forward by permitting ROTC classes to be taken elsewhere.

While there is no formal ROTC program on campus, there might as well be one since ROTC students can come to UCSD and graduate. The ROTC problem at UCSD has not been solved.

#### Participation of Women

Historically, in every LGB organization on campus, there have been fewer women involved in these organizations. There are many possible reasons for this. First, women find their attention directed both at feminism and LGB issues, and many choose to work primarily on

women's issues. Another reason is that most campus organizations appear to be run by men. Although this is often not the case, the male presence can often feel overwhelming, and women may feel alienated and unwelcome. Even less hospitable is the unfortunate fear that such organizations are dominated by men who are insensitive to women's concerns and unsupportive of women in general. Another possibility, stereotypical though it may be, has to do with the differences in socialization patterns based on gender. Women may rather avoid large social gatherings, and prefer more personal and intimate settings and events. One innovative idea to get more women involved is the voting policy of the LGBFSA. Called gender parity, members are admitted to the voting constituency in male-female pairs. In this manner, whenever there is a vote taken on some matter, women and men have equal votes and equal representation. Thus, the LGBFSA has made it clear that it intends to encourage the participation of women, and spend equal time addressing women's concerns. The best suggestion for attracting more women into involvement with LGB issues is word of mouth. Spreading the word about an organization will help promote that organization and show that women are desired as members.

#### LGB Positive Policies

Recently at UCSD, two very positive changes in policy have occurred to the benefit of LGB students, faculty, and staff. Library loan privileges have been extended to same-sex couples. This means that an LGB student, staff, or faculty member's partner/lover/significant other can borrow materials from the library without being involved in the university and without a marriage license. A similar situation has occurred in the Athletics Department. A Recreation Pass, which allows use of UCSD recreational facilities has been made available to same-sex couples. Both of these policies are forward steps in the recognition of domestic partnerships.

#### The Supreme Court Case

Of particular interest to LGB organizations is a pending case in the California Supreme Court. The case *Smith v. UC Regents, ASUC, et al.* will decide if the university should be able to fund organizations which take a political or social stance that students do not want to support. It centers on the university's ability to assess fees on students and then redistribute those fees to student organizations. The plaintiffs object to having these fees assessed and then distributed to groups of a political nature, or groups they do not support. Funding for LGB organizations would almost certainly fall under this criteria, and therefore such funding is in jeopardy. While every court that has reviewed this case has upheld the university's stance, it is possible

that the case could be decided against the university by the California State Supreme Court or, ultimately, the U.S. Supreme Court. At present, the case will be reviewed in October, and a decision will come sometime after that and before June of 1993. After that, there will almost certainly be an appeal, so this case could be in the courts for a very long time.

#### CLIMATE ASSESSMENT

So how does all of this add up? What is the campus climate at UCSD like? On the whole, most people interviewed for this report said that they were comfortable with the climate on campus and that they believe the climate has improved significantly over the past few years. However, most of the people interviewed are lesbians, gays, and bisexuals that are either out on campus or out in their workplaces. The voice that is not heard in this report is the voice of the closeted student or faculty/staff member that is uncomfortable with the notion of coming out. There is good reason to be hesitant or afraid in coming out at UCSD. The response of the campus administration to LGB needs and issues can be called ambivalent at best. There is no Chancellor's Advisory Committee for LGB Issues, no committee to even write a report about the status of lesbians, gays, and bisexuals, no domestic partnership, no Queer Studies, and no protection by groups like SAAC. From the outside, it would appear that LGB concerns are of little concern to the administration. While the LGB organizations do their utmost to foster visibility on this campus, the invisibility of LGB issues within the administration and the administration's disinterest in pursuing them does not create an adequate foundation of support for struggling lesbian, gay, and bisexual students, faculty, and staff. There can not be a comfortable and supportive atmosphere so long as the LGB population feels it is being ignored. The following steps, not necessarily listed in order of importance, are a good place to start.

(1) The first step should be pursuing the formation of a Chancellor's committee to study the needs of lesbians, gays, and bisexuals on campus and the ways to meet those needs. A better awareness of the needs of the LGB community will be the first step in getting the administration to recognize those needs and meet them.

(2) A Chancellor's Advisory Committee for LGB Issues must be formed

..  
Most other campuses already have one, while UCSD does not. This campus studies the needs of all minorities except lesbians, gays, and bisexuals. It is time that the Chancellor shows that he supports LGB issues and wants to help protect and improve that status of lesbians,

gays, and bisexuals on campus.

(3) Recruitment of visible LGB faculty to form and support a Queer Studies program. There are Women's Studies, Ethnic Studies, Gender Studies, Religious Studies, Third World Studies -- are not lesbians, gays, and bisexuals to be afforded the same importance? The only way a Queer Studies program can be created and supported is with a broader faculty base to teach and uphold the program. There needs to be competent professors that are able to bring high visibility to the Queer Studies program and make it successful.

(4) Enforcement of the Anti-Discrimination clause. This would include (but not be limited to) the pursuing of domestic partnerships to stop the evident discrimination against same-sex and unmarried couples, better protection and fostering of a better environment in the workplace so that faculty and staff members do not have to fear for their livelihood in order to express their sexuality, and an end to discrimination against LGB organizations with regards to funding, specifically within the AS and affirmative action groups that sponsor campus organizations.

(5) LGB sections in both the campus libraries and the bookstore. Presently, those desiring books that deal with LGB issues must search through the library catalogs or wander the aisles since there are no LGB sections. LGBA has amassed a small library of books, but it does not have the resources to carry a wide selection or the ability to provide anonymity for those who wish it. LGB sections in both the libraries and the bookstore would service a great need for the LGB community on campus.

(6) General sensitivity educational efforts on the part of the administration directed toward all persons affiliated with the university, including students, faculty, and staff. This would include, but not be limited to, an improved workshop for faculty and staff members that addresses the concerns of lesbians, gays, and bisexuals in more depth, and administration-sponsored programs for students, so that panels and workshops can be hosted by someone other than one of the LGB organizations, in order to attract more students to such programs and to help the administration and the LGB community come closer.

(7) Taking a proactive role in alleviating societal discrimination. The anti-discrimination clause is designed to combat discrimination on campus. The administration should require all outside agencies that

seek to benefit by university programs to adhere to a non-discrimination policy that mirrors the university's. This would include all contractors, sub-contractors, and businesses that desire to recruit or conduct business on campus or want referrals from Career Services.

(8) Proactive role from the office of the President and the Board of Regents in taking these recommendations seriously and working to implement them. Furthermore, both the office of the President and the Regents should demonstrate interest in LGB issues and willingness to work with the LGB community regarding such issues.

(9) Establishment of university housing for students in/from minority cultures (including, but not exclusive to, LGB culture). In order to make this non-exclusionary, only one-half of the available spaces in such housing would be set aside for this specific purpose. UCSD already has something similar with regards to the International House.

#### CONCLUSION

Overall, the climate at UCSD is relatively good. There are a lot of available resources for LGB students, staff and faculty and the general feelings by openly identified LGB students, staff, and faculty are positive. There is still an enormous amount of work to do, as shown above. UCSD is nowhere near the state it would like to be at with regards to LGB issues. UCSD has a long way to go, but it continues to move forward with each new step.