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## August 22, 1995 Minutes

### UCLGBA Meeting with Peltason and Office of the President Staff

In attendance from UCOP were: President JW Peltason Interim Provost CJ "Jud" King Sr. Vice President V.Wayne Kennedy Asst. VP Student Affairs Dennis Galligani Special Assistant Janet Young Asst. VP University Relations Celeste Rose Academic Personnel Myron Okada General Counsel Jim Odonell (absent but scheduled to attend were Asst VP Human Resources Lubbe Levin and Asst VP Benefits Carole Swartz)

Attending for UCLGBA were: Berkeley--Jonathan Winters Davis--Aaron Carrothers Irvine--Robert Gentry LBL--Brennan Keller LLNL--Mark Costella Los Angeles--Al Aubin Riverside--Sue Brandt San Diego--Sarah Archibald San Francisco--Jeff Kilmer Santa Barbara--Susan Dalton Santa Cruz--Nancy Stoller UCLGBA Chair--John Dixon

The meeting began at 10 am.

#### 1. INTRODUCTIONS

After introductions, our Chair framed the discussion beginning with a summary of comments submitted to the UCOP report from UCLGBA. (Note: the UCLGBA response was sent out via internet to several lists; if you still need a copy contact me---JJW.)

#### 2. UCOP DRAFT REPORT ON DPB'S

Peltason is hopeful that the finished document (at least the analysis) will represent a consensus of all interested parties. For this reason, he stated that it is more important to get the report right than to get the report done quickly. He stated that he had glanced at the UCLGBA response and thought that the comments were helpful. He stated that they had received a number of responses from campuses and questioned whether all lgbt groups agreed. UCLGBA Chair Dixon and others pointed out that the responses were similar, that individual campus responses showed that there is interest in the issue on each campus. Peltason said they would wait to see if any other replies came in. However there were few specifics discussed about what would be changed in light of UCLGBA's input.

At the urging of members of UCLGBA, OP has agreed to incorporate suggestions they have received and to distribute this once again prior to a target date of October 1 for an official second draft. President Peltason stated that

September 30 is his last day and Atkinson will become President on October 1. He feels that Atkinson will respect the work that has been done to date and that there should be no momentum lost in the transition.

He was asked if he might make a statement supporting DP benefits before leaving office. He stated that he would not do this. He also mentioned that the report serves an educational purpose and will not carry a recommendation. However, he will discuss the existence of this report at the next Regents meeting and will emphasize that he believes this to be an important issue that merits serious consideration.

(Note: In a follow-up conversation on 8/28 with Janet Young, she clarified that Peltason will not make any "statement" to the Regents, as much as perhaps a cover letter that makes this point.--JJW)

Later in the meeting, when asked if UCLGBA could have access to the reports from General Counsel and Benefits used to compile the summary report, General Counsel rep. Odonell invoked the lawyer-client privilege, stating that it would be up to the President to decide whether to release the information in any reports. Peltason said he would have counsel look over any background reports and release any pertinent documents.

(Note: In the follow-up with Janet Young, she also asserted that there really aren't any reports to release. That much of the info might have been notes or memos. There is still some possibility of getting materials from General Counsel, but it is unclear what exists.--JJW)

### 3. UPDATE ON STUDENT HOUSING (FOR DP'S)

Asst. VP Galligani reported that a meeting was held with directors of housing from all nine campuses in August. They have stated that they would like to be able to provide access to DPs. Peltason has urged them to move forward and has asked that they develop a policy in time for the meeting of the Vice Chancellors in November. Peltason also stated that he believes they will move towards a policy that does not require a "marriage certificate" in order to be eligible to occupy university housing. UCOP's concern is that the policy be uniform, but allow campuses autonomy specific to their local conditions (ie, long waiting-lists vs. long vacant apts.)

### 4. ELIMINATION OF COVERAGE FOR "OTHER" CHILDREN

Members of UCLGBA raised the issue of a recent decision to disallow UC

staff/faculty to insure children who are their dependents but are not their biological or adopted children (ie, primarily through domestic partnership.) They stated that this is a particular concern for lesbians since many of them have families and they may be in situations where they can provide health care for their own children but not their partner's children. OP staff were not aware of these changes in benefits, nor their effect, but SR. VP Kennedy was asked to look into the issue and report back.

## 5. HEALTH BENEFITS FOR DP's

Wayne Kennedy explained that Healthnet and other major providers have stated that they would not be willing at this time to consider employee paid benefits. He added that this year, they agreed to not increase rates and that OP is reluctant to open new negotiations because one always gives something up when asking for something in return. He was going to explore the possibility of asking the major insurance carriers to give DPs a better rate than market rate which anyone can purchase currently on their own (i.e., something between current UC group rate and market rate). Peltason said he thought that they might be willing to cut a deal (without reopening formal negotiations) for a client as large as UC. The question of using the UC Care Plan was raised as a possible venue for implementing an employee-paid plan; as opposed to waiting for all plans to agree on implementing employee-paid dp health benefits.

## 6. SICK LEAVE AND CATASTROPHIC LEAVE

It seems that each campus can implement a catastrophic leave policy for DPs. If a campus wishes to find out how to do this, they can contact Judy Rill at OP. There was also discussion about the right to use sick leave to care for DPs. Currently, this is not allowed. Peltason said that he thought this was not reasonable and instructed Kennedy to see how the University could change this.

## 7. UCOP DIVERSITY TRAINING/POSSIBLE ADVISORY GROUP

UCLGBA explained that they felt the UCOP would benefit from lgbt sensitivity training. Carmen Estrada said that she was putting together a Diversity Training program and that this would be appropriate to include. UCLGBA offered to recommend names of people/consultants with expertise in lgbt trainings for work-staffs.

Also discussed was the absence of any kind of lgbt group within the UCOP. Peltason said he would be happy to write a letter inviting staff to form such a group. After some discussion, it was decided that it might be most effective if

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local lgbt groups (Berkeley, SF) were to host a get-together that included UCOP lgbt staff. Carmen Estrada said that it could be advertised in the UCOP newsletter. There might be some advantage to holding it off-site for those who were concerned about anonymity

## November 11, 1995 Minutes

UC Irvine

### 1. Domestic Partner Benefits

Bob Gentry informed the group that some of the SCOM's recommendations on the UCOP's May DP Benefits report had been incorporated into the September UCOP report. Al raised the point that the UC General Counsel and academic representatives were present at the last meeting with outgoing President Peltason. Aaron from UC Student Association told the group that UCSA will bring up DP benefits at their next meeting with the vice president at the end of November. He stated that UCOP has been raising financial concerns as a reason for moving slowly on providing DP benefits in student housing. Aaron requested UCLGBA support on UCSA's work toward student DP housing benefits.

Rich Beatty raised the question of which UC campuses offer DP insurance benefits for students. UC-SF does, although student partners must pay for their insurance there. UC-Davis offers benefits to residents and interns.

Al Aubin stated that the SCOM should thank UCOP for its report, and should offer to assist UCOP by making recommendations for the implementation of DP benefits, rather than getting caught up in minutiae of the latest report. He concluded that SCOM should take these steps as quickly as possible, and within 60 days at longest.

Bob Gentry summarized the discussion by offering two suggestions: 1. that UCLGBA SCOM co-chairs summarize campus input on the latest report for UCOP and; 2. that UCLGBA arrange a meeting for UCOP, UCLGBA, UCSA, the UC Staff Assembly and the leadership of the UC Academic Council. This meeting would present a united front on the DP issue so that DP benefits are not portrayed as yet another special interest agenda item. This approach has the additional benefit of allowing President Atkinson to state that he has met with leaders of the University community when he announces his policy on DP benefits. Jonathan Winters added that he supported Bob Gentry's proposal, but that he saw value in each campus taking its own position on DP benefits within its own administration.

The motion to carry out Bob's proposal was seconded and carried. The SCOM will generate a letter to UCOP soon to begin the process of coordinating this meeting.

### 2. Election of New Co-Chair

Jonathan was unanimously elected Co-Chair to serve with Sarah Archibald.

### 3. Conference

Jonathan Winters circulated an interest survey to elicit input on the planning of the next UCLGBA conference, to be held at UC-Berkeley in February 1996. This conference might not be as grand in scale as the last conference (at UC-Santa Barbara), especially as UC-Berkeley's Chancellor's Advisory Group, which Jonathan had hoped might support the conference financially, has yet to meet.

### 4. Proper Scope and Content of UCLGBA E-mail List Server

After extensive discussion of the proper use of the UCLGBA e-mail list server, the group decided to post guidelines on the proper use of the list server once per quarter and put the burden of posting appropriately on individual users, rather than on a list serve moderator.

### 5. Increasing Involvement with the UCLGBA, Especially of People of Color

Several issues that might tend to limit involvement in the UCLGBA were identified: 1. the UCLGBA has focused on DP benefits recently, which tend to interest staff more than students or faculty; 2. the groups which send representatives to the UCLGBA tend to be staff, rather than student or faculty based; 3. the omission of 'transgender' in the organization's name tends to put off transgender individuals who might otherwise be interested in participating; 4. the UCLGBA has not to date taken on active role in soliciting leadership from people of color; 5. the UCLGBA administrative structure is not well known and tends not to be accessible to non-members on individual campuses; 6. meetings inevitably are a long distance from some campuses, given the size of California.

### 6. Campus Climate Report

Sarah mentioned that UCSD has produced a campus climate report and that she should provide copies for interested campuses. She mentioned further that a small donation to defray the cost of the report would be appreciated. Charles added that he had produced a similar report for UCLA and that he would e-mail copies to anyone interested.

### 7. Inclusion of 'Transgender' in UCLGBA's Title

Shirley, Talia and Dex, transgender individuals from UCLA, presented their reasons for adding the term 'transgender' to the UCLGBA's title. Briefly put, these



reasons were: 1. transgender individuals often do not feel comfortable approaching offices, groups, programs and services which feature only 'gay, lesbian and bisexual' in their names; 2. transgender men and women often face extreme discrimination and difficulties on campus; 3. anti-discrimination laws often do not protect transgender men and women, even if they do protect LGB people; 4. transgender issues are becoming more and more prominent at UCLA and at many other campuses.

Shirley added that including the term in the name would not be enough, stating that the UCLGBA and member campuses must work actively to be mindful of transgender issues.

The group concluded that it would: 1. recommend to the general assembly that the name be changed and 2. that it would take steps to educate each campus on transgender issues before a vote took place.

Shirley and Charles agreed to forward educational materials to each campus.

#### 8. Pooling/Sharing of Information on LGBT Services/Programs

The group agreed to compile and share information on support for LGBT services and programs on each campus. To be included in this report are data on: space allocated to LGBT concerns; staffing for LGBT support (including pay level, classification and reporting relationships; level of in-kind support; level of funding for Chancellor's Advisory Committee, on-campus and off-campus sources of LGBT funding, and availability and distribution of LGBT information brochures. John Dixon will collect and format this information if he receives reports from individual campuses by early December.

#### 9. Affirmative Action

The SCOM agreed to sign a letter of support for Affirmative Action in the UC system in general and the hunger strikers at UC-Irvine and UC-Davis in particular. Please see other SCOM documentation for exact text of this letter as modified by the SCOM. Charles added that action to support the goals of Affirmative Action would be appropriate at this point. Al mentioned the possibility of creating programming on Affirmative Action with people of color groups and Women's Resources Centers on each campus.

#### 10. Distribution of Minutes

The group agreed to distribute minutes electronically after each meeting for

review. These minutes will be approved at the following SCOM meeting.

#### 11. Orientation to UC Issues

After some discussion on the complexity of the UC administrative system, especially on the part of new SCOM attendees, Al agreed to bring an organizational chart of UC administrative structures to the next SCOM meeting.

#### 12. Problem Solving at UCLGBA SCOM Meetings

The group discussed the possibility of using a portion (perhaps 30 minutes) of each SCOM meeting to problem solve issues facing each campus. This would help share expertise among the campuses, and would encourage open and frank discussion of the issues facing LGBT members of each campus. The group agreed to ask each campus to put one or two of the issues with which it is currently struggling into written form before each SCOM meeting; one or two of these problems will be selected for group discussion.

#### 13. Campus Reports for SCOM Meetings

Each campus is reminded that it should submit written reports on its activities for SCOM meetings. Use of this written format will leave more time on the agenda for discussing issues of general interest. These reports should include mention of an issue not previously addressed with regularity by the SCOM; information on campus safety, assaults and harassment.

#### 14. Curricular Issues

Chris Browning suggested that adding discussion of curricular issues to the agenda would spark faculty interest in the UCLGBA. John Dixon agreed to send a copy of UC-Davis's report on curricular issues to any interested campuses.

#### 15. Faculty Mentorship

Pat Walsh agreed to bring details of UC-Irvine's faculty mentorship program, which has been highly successful, to the next SCOM meeting.

#### 16. Next SCOM Meeting

UCLA agreed to coordinate the next SCOM meeting, to be held during the UCLGBA conference at UC-Berkeley in February. Charles will be in touch with each campus to solicit reports and agenda items as the conference approaches.

## February 16, 1996 Minutes

UC Berkeley

### 1. Approval of Minutes

The Group revised the draft minutes from the meeting of November 4 [November 11, 2005?] (at UC-Irvine) by revising the following paragraph. At the suggestion of Al Aubin and others, the minutes were updated to indicate that the UCLGBA has been making continuing efforts to increase involvement by people of color. The new, more accurate wording is in all caps:

Several issues that might tend to limit involvement in the UCLGBA were identified:

1. the UCLGBA has focused on DP benefits recently, which tend to interest staff more than students or faculty;
2. the groups which send representatives to the UCLGBA tend to be staff, rather than student or faculty based;
3. the omission of 'transgender' in the organization's name tends to put off transgender individuals who might otherwise be interested in participating;
4. THE UCLGBA WILL CONTINUE TO PLAY AN ACTIVE ROLE IN ITS OUTREACH EFFORTS TO people of color AT THE CAMPUS LEVEL;
5. the UCLGBA administrative structure is not well known and tends not to be accessible to non-members on individual campuses;
6. meetings inevitably are a long distance from some campuses, given the size of California.

### 2. Listserv

UCLGBTIA list server Rich Beatty raised the question of the disposition of the motive to moderate the list serve so that it contained only 'approved' announcements of system-wide significance. He was told that the decision had been to leave the list serve unmoderated, with occasional postings regarding appropriate message content.

### 3. Statement on Affirmative Action

The group unanimously decided to recommend to the general assembly that it vote to endorse a statement in support of affirmative action (NB: this statement is in addition that endorsed at the November Steering Committee meeting.)

### 4. Survey

Although some campuses had forwarded data to complete the UC-wide LGBT survey as requested in the meeting of November, others had not. The Steering

Committee agreed that this survey was very important to system-wide efforts on a host of issues, and renewed its call to all campuses to complete the survey. In addition to the information requested in November, the Steering Committee is calling for data on funding for Chancellor's Advisory Committees and funding for travel to system-wide LGBT functions, such as UCLGBTIA meetings.

## 5. Organizational Charts

As requested at the November meeting, Al Aubin provided organizational charts for the Office of the President, including those charged with human resources. In addition, he distributed information on the Regents.

## 6. Domestic Partner Benefits:

Jonathan raised the issue of the best means of securing endorsements of DP benefits. It was agreed that each campus would work to get these endorsements at the campus level, as well as at the system-wide level. Rich Beatty raised the question of which campuses currently offer DP insurance benefits for students. The list includes Berkeley, San Francisco, Santa Cruz, Davis, and Santa Barbara for graduate students. The Office of the President has indicated that this issue could be decided at the campus level. Minutes are approved.

The Steering Committee agreed that meeting with President Atkinson is critical, despite the difficulties encountered thus far. Al added that it might be desirable to pursue a meeting with Wayne Kennedy, who is actively working on retirement benefits, in addition to a session with President Atkinson. Sarah Archibald supported this notion. Bob Anderson suggested that the UCLGBTIA pursue a strategy of organizing around the report of the supportive faculty committee chaired by Larry Pitts of UCSF, rather than pursuing a revision of the largely unhelpful UCOP report of May 1995.

The Steering Committee agreed that, out of respect for affirmative action, it would not endorse any action taken by Regent Ward Connerly, who is reported to be in support of DP benefits. Roland Sintos Coloma suggested that the Steering Committee identify and pursue other supportive regents. Al suggested that Ray Davis, the faculty regent, might be such a supportive person.

Chris Browning summarized the above discussion by identifying several actions items: 1. that the Steering Committee try to find support amongst strong regents; 2. that the Steering Committee avoid being aligned with Ward Connerly; 3. that the Steering Committee pursue a meeting with President Atkinson and Wayne Kennedy; 4. that the Steering Committee review the Academic Senate report on DP benefits; 5. that the Steering Committee discuss

the issue of DP benefits in campus housing in an effort to determine what's available on each campus. (AI will give affidavits used on different campuses to determine eligibility for housing to Sue Dalton.); 6. that a sub-group of the Steering Committee meet the next day for further discussion of the DP benefits issue.

#### 7. Web Site

Shih, a student at UC-Berkeley, told the Steering Committee that the UCLGBTIA web site and its contents have been commandeered by a UC-Berkeley student who refuses to allow others, including Steering Committee members, access. The Steering Committee agreed that it should regain control of the Web site and its contents. It was further agreed that the campuses with Resource Centers (Riverside, Irvine and Los Angeles) would each receive a copy of all archival materials.

#### 8. Lawful/Unlawful Discrimination

John Dixon circulated a draft of the new UCOP guideline which now omits the distinction between lawful and unlawful discrimination. The Steering Committee has pressed to have this distinction removed because it feared that anti-LGBT actions, including the denial of DP benefits, could be justified by it.

#### 9. Thanks to UC-Berkeley

The group thanked UC-Berkeley for all the work they did in organizing the conference.

#### 10. Next Meeting

The next meeting of the Steering Committee will take place at UC-Davis on April 27. John Dixon circulated a listing of accommodations for Davis, asking that those who need assistance with their travel plans contact him soon.

Pat Walsh recommended that the Steering Committee be careful not to emphasize DP benefits issues to the exclusion of others, such as those focusing on academic and programmatic concerns, at the next meeting. She was widely supported in this recommendation.

## April 27, 1996 Minutes

UC Davis

MEMBERS PRESENT: John Dixon - Staff, UCD Allison Subasic - Staff, UCD Roland Sintos Coloma - Staff, UCR Dan McGrath - Student, UCR John White - Staff, UCSD Christine Browning - Staff, UCI Pat Walsh - Staff, UCI Shih Chang - Student, UCB Al Aubin - Staff, UCLA Sigrid Hvolboll - Staff, UCSC Jonathan Winters - Staff, UCB, Sarah Archibald - Staff, UCSD, Robert Gentry - Staff, UCI Rich Beatty - Staff, UCSF Thomas Cross - Student, UCB

1. The meeting commenced at 9:55am and was presided over by the UCLGBTIA Co-Chairs Jonathan Winters and Sarah Archibald.

2. The first point of business was the approval of the minutes from the last meeting of the UCLGBTIA STEERING COMMITTEE (February 16, 1996 at UC Berkeley). The approval of the minutes was moved and approved by voice vote. Summaries of activities at various campuses were distributed and an e-mail greeting from UCLGBTIA chapter at the Los Alamos (NM) Lab was read to the group.

3. Shih Chang provided an update on the UCLGBTIA website and archive. Control of the UCLGBTIA web page has now been returned to the organization and may be accessed at <http://server.berkeley.edu/queer/>. A QRC intern is currently working on organizing and updating the archives. There was a general discussion about a permanent home for the archives, locations of copies, etc. Shih Chang volunteered to discuss the issue with Charles at UCLA. It was also decided to transfer the archives and web page site to a permanent location, as the current location is temporary. Al Aubin suggested that UCLA, or any location with a full-time staff, would be appropriate.

4. The next agenda item was a discussion of the name change of UCLGBA to UCLGBTIA, with the 'T' representing Transgender persons: \* Communication from Lawrence Livermore Labs indicated that they had changed the name of their organization to include 'Transgender.' \* UCR had an open house which specifically addressed transgender issues. \* UCSD had a panel with Shirley Bushnell, UCSD staff member. It is on the agenda to change the name at the next Chancellor's Advisory Committee meeting. \* UCSC Chancellor's Advisory Committee and student group plan to change the name to include transgender. A panel addressing the issue is planned. \* UCSF plans to rename their group GLBTA next year. The change is not yet officially approved. \* UCI has officially requested that the student center be renamed. Students at the campus have indicated they want more info on transgender issues; Chancellor's Advisory Committee has not yet addressed the issue. \* UCLA has changed the name of

the office, student group and resource group, etc. Have not yet changed the name of the staff/faculty group. \* UCD has not yet officially changed the name yet, there is still division among constituents. Campus representatives have recommended an educational panel on the issue for next year. \* UCB has not officially changed the name of the student organization, as their campus operates with a number of different queer groups with various names, etc.

Following this report from the various campuses there was a general discussion of the use of specific identities, such as 'bisexual' or 'transgender' versus 'queer'. Many felt that the concept was an appropriate goal but not at this time. There was also a discussion of the order of the letters in the name of the organization (UCLGBTIA).

5. The next item on the agenda was dates and locations for future Steering Committee meetings. The next meeting is planned for UCSD on October 19, 1996. There was also discussion of a date for a meeting with UC President Atkinson, sometime after the November elections. There was also a confirmation of the next UCLGBTIA Conference on February 14-16 at UCI, which will also coincide with a Steering Committee meeting. The April 1997 Steering Committee meeting will be in Northern California, at either UCSC, UCSF, UCB or LLL. There followed a general discussion of a 1998 Conference location and Steering Committee meetings, with a consensus that the November 1997 Steering Committee meeting would be at either UCR, UCLA or UCSB (this will be decided at the November 1997 Steering Committee meeting.)

6. Sarah Archibald and John White then announced the UCSD plans in response to the Republican National Convention planned for San Diego in August 1996. The Lesbian/Gay Center in San Diego is coordinating actions among various groups. Pat Buchanan will be speaking August 10, 1996 at the UCSD campus. Contact: [LGBTVoices@aol.com](mailto:LGBTVoices@aol.com).

7. Mentorship programs were the next item of discussion and what each campus is doing in regard to this issue: \* UCB has an alumni mentor program, which is undergoing reorganization. There is a lack of student participation, as 120 mentors have registered and only 30-40 students expressed an interest in connecting with a mentor. \* UCLA has a very active alumni mentor program, with Lambda Alumni, scholarships and fund-raising in addition to the mentoring program. They are also launching an internship program. \* UCI has training for mentors/mentees. The school gives credit for students in the mentee program, handled through the Cross-Cultural Center. \* UCSD is planning a mentorship program. \* UCI representatives expressed an interest in building a University-based LGBT leadership program and there followed a general discussion of Leadership Forums and other forms of leadership training.

8. At this point it was decided that each campus sponsoring the Steering Committee meeting would be responsible for the recording and reporting of minutes for the meeting. Rich Beatty volunteered to be in charge of the master records for the organization.

9. The group broke at 11:25am for lunch and resumed at 12:10pm. The first item of action was a discussion of progress on Domestic Partner (DP) benefits. Jonathan Winters provided a compilation of the status of 'soft' benefits at each campus/lab. There was an update on the status of the change in student housing for each campus and the issue of a meeting with UC President Atkinson was again discussed. It was announced that UCSC has a new Chancellor who is sympathetic to LGBT issues. The discussion then focused on the current issue of DP benefits and student housing.

While there was a promise of a new policy statement on housing at the 1996 UCLGBTIA Conference, no statement has yet been issued. In reference to this issue, at the April Council of Chancellors (COC) meeting the approval of children as priority and the decentralization of housing was on the agenda. Apparently, Atkinson had this item pulled from the agenda, and it was promised that the item would be on the agenda at the May meeting of the COC. It was suggested that individual Regents were polled on their position on the issue by the Office of the President.

The Steering Committee unanimously agreed that the UCLGBTIA should respond with a letter to Atkinson, with copies to all of the Chancellors, and VP's Kennedy and Galligani. Support should also be solicited from the UC Academic Council, UCSA, and the UC Staff Assembly (CUCSA). Also agreed that, should there be no movement on the issue, that press releases should be distributed to campus newspapers, urging letters to Chancellors and Atkinson. Jonathan Winters, Sarah Archibald and John White will draft letter and share information with the rest of the Steering Committee members. The issue of the UCFW draft letter regarding DP benefits, as presented by Robert Anderson (UCB), was discussed, as it is currently unresolved. As a result of this discussion on DP benefits, it was agreed that UCLGBTIA should strongly push for an immediate meeting with Atkinson re: the COC meeting and the lack of progress on domestic partners in student housing. Jonathan Winters agreed to try and arrange a meeting with Atkinson as soon as possible.

In addition, Al Aubin is presenting information to the UCRS regarding DP benefits. There was also a brief discussion of the 'Ward Connerly' question, with the result that a political association with Regent Connerly would not be encouraged.



10. Membership was the next item on the agenda and there was a discussion of the number of representatives attending and voting at Steering Committee meetings. While the UCLGB(T)A Constitution states that only two Steering Committee members from each campus may vote, it does not limit attendance and there is not size limit on the Steering Committee. It was suggested that each campus try to have one representative each for faculty, staff, undergraduate and graduate students, where appropriate. Also suggested that there be new member training for Steering Committee members, with the best time at the first meeting of the academic year (traditionally, in October.) It was also proposed, but not voted on, that the UCLGB(T)A Constitution be amended to allow for three members from each campus/lab.

Discussion of membership continued regarding recruitment & orientation of new members at each campus. Orientation packets for new members should include: minutes from meetings of previous two years, a copy of the current UCLGBTIA Constitution, a list of names of Steering Committee members, a UC organizational chart and copies of the current UCLGBTIA information pamphlet along with recent press releases, communications and information on recent Conferences. Al Aubin, Roland Sintos Coloma and Pat Walsh volunteered to put together the new members packets. Thom Cross and Shih Chang agreed to revise the UCLGBTIA pamphlet.

11. Roland Sintos Coloma and Dan McGrath also distributed the UC Campus Survey that they compiled, which will be updated for new members and future meetings.

12. It was also announced that UCSD now has a new campus-based scholarship for LGBT students for \$1,000 each. UCI has two \$1,200 scholarships available for LGBT students. It was recommended that scholarship information be added to the UC Campus Survey and the new member packet.

13. The final item on the agenda was burn-out. Specifically discussed burn-out at the laboratories, where veteran members are doing most of the work and job security is a major concern. It was proposed that one way to avoid burn-out is by developing leadership (discussed earlier) as a way of building support and maintaining continuity. Another suggestion regarded leadership awards for LGBT faculty/staff/students at various campuses and by the UCLGBTIA as a whole. UCD has an annual awards dinner to recognize LGBT leadership and to provide a relaxed social setting for LGBTs on campus. It was suggested that the Steering Committee try to socialize in a non-structured informal setting where business is not discussed. As the last point, it was moved that outgoing UCLA Chancellor Young be recognized by the UCLGBTIA prior to retirement. The specific proposal is to recognize his support of UCLGBTIA and LGBT issues at the 1997

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Conference. The motion was moved and carried by vote with no opposition.

14. The meeting was then adjourned at 3:30pm.

## October 19, 1996 Minutes

UC San Diego

Price Center

MEMBERS PRESENT Alexander, Ron - UCSB, ronalexander@prodigy.com Anderson, Robert - UCB, anderson@econ.berkeley.edu Archibald, Sarah - UCSD and UCLGBTIA CoChair, sarchibald@ucsd.edu Aubin, Albert E. - UCLA, aaubin@saonet.ucla.edu Costella, Mark - LLNL, costella2@LLNL.gov Gentry, Robert - UCI, rfgentry@uci.edu Grisby, Darnell - UCLA, dgrisby@ucla.edu Kos, Ron - UCSF, rkos@itsa.ucsf.edu Outcalt, Charles, UCLA, coutcalt@saonet.ucla.edu Sanger, Chad - UCSC, chadsan@cats.ucsc.edu Stoller, Nancy - UCSC, nancys@cats.ucsc.edu Subasic, Allison - UCD, afsubasic@ucdavis.edu Takakuwa, Kevin - UCD, kmtakakuwa@ucdavis.edu Walsh, Pat - UCI, plwalsh@uci.edu White, John - UCSD, jwhite@ucsd.edu Winters, Jonathan, UCB; UCLGBTIA CoChair, jjwintrs@uclink2.berkeley.edu

ABSENT UCR Representatives LBNL Representatives UCOP  
Representatives LANL Representatives

GUESTS Carter, Ian, UCI, jbcarter@uci.edu Dunlap, Sam, UCSD, sdunlap@ucsd.edu Hartman, Dan - UCSD, dmhartma@ucsd.edu Morales, Marlon - UCLA, mmorales@ucla.edu Rodriguez, Claudia - UCLA, claudiar@ucla.edu Swann, Karin - UCSD Yu, Leland, UCI, lelandyu@earthlink.net

### 1. WELCOME

Co-Chairs Winters and Archibald convened the meeting. Announcements regarding the Steering Committee meeting and reception were made.

### 2. INTRODUCTIONS

Members and guests introduced themselves. The agenda was reviewed and approved. A new member orientation packet was provided by the San Diego campus and it was distributed.

### 3. CAMPUS REPORTS

Most campus's provided written materials that were handed out during the

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meeting. 1. LLNL (Livermore) \* Developed a LGBT training manual and 2 1/2 hour training module. 2. UC Berkeley \* Published a queer student orientation manual. \* Printed a one page ad in the campus newspaper for National Coming Out Day (NCOD). \* Provided a draft of the revised UCLGBTIA information brochure, asked for comments. \* Provided each campus with a videotape from the 1996 UCLGBTIA Annual Conference held at UCB featuring keynote speakers 3. UC Davis \* Provided each campus with a packet of LGBT resources/information . \* Chancellor's Advisory Committee is active. \* Speakers Bureau is active. \* New informational LGBT brochure has been published. \* Pride Week 1996 provides speakers for campus community. 4. UC Irvine \* Provide a report/handout. \* Out List 1996 printed in campus newspaper, very popular. \* End of year ceremony in Spring 1996 was very successful, included awards. \* Resource Center is up and running, staffed 40 hours/week, including peer counselor program and workshops, concerned about burn out. \* Fundraising activities are ongoing and an endowment of \$.5 million for Center has been announced. \* Medical Center has formed its own Chancellor's Advisory Committee, to review patient services, and issues for training residents/MDs, in addition to workplace issues. \* Annual Conference UCLGBTIA planning is ongoing (Feb. 14-16, 1996). \* Some movement for offering limited DP benefits. 5. UC Los Angeles \* Memo summarizing activity distributed. \* Increase in budget for LGBT Resource Center on campus. \* Queer academic Minor near completion/approval. \* 10% schools program effective, information provided. \* New brochure describing UCLA queer resources. \* Student activities numerous, including film festival, awareness week, increase in student org funding, ten student (sub) groups. \* NCOD activities were successful, included reps from Affirmative Action allies. 6. UC Santa Barbara \* Interested in pursuing more HIV/AIDS related projects \* Published a new handout titled "Branching Out" with campus allies and mentors listed. \* Considering developing a LGBT alumni chapter, or registered community support organization. 7. UC Santa Cruz \* Web site has been established. \* Center is suffering and there is no paid staff person, volunteers are recruited. \* Almost no budget for Center. \* Trying to establish an academic Minor Program in GLBT issues. \* Trying to implement Catastrophic Leave program. 8. UC San Diego \* Handout provided. \* New Chancellor Robert Dynes, formerly VC Academic Affairs, Physicist, formerly with AT&T; Bell Labs, has met with the campus advisory committee. \* Trying to establish links to new Women's Center and Cross Cultural Centers on campus. \* Web page is established. \* Outreach to Medical Center regarding climate issues continue. \* Published "Straight Talk on Homosexuality" brochure. \* Trying to organize a major programming event titled "Homosexuality and Public Life" for Spring 1997, panel on community, family, politics, and the military. \* Will begin to write proposal for a LGBT Center on campus. \* Catastrophic Leave Program implemented by Human Resources.

#### 4. UPDATE ON COMMUNICATIONS WITH UC OFFICE OF THE PRESIDENT

A meeting has been scheduled with President Atkinson to take place December 6, 1996 in Oakland. It is hoped that there will be one representative from each campus, and that there will be a combination of students, staff, and faculty. It was agreed that the agenda should be limited to issues related to domestic partner benefits. This meeting follows up on previous commitments made by UCOP to continue to dialogue on this topic. The possibility of providing a leave behind issues paper for all the new UCOP staff was discussed and favored as an alternative way to communicate other important LGBT issues. It was agreed that a pre-meeting would take place at Oakland Kaiser Center (UCOP) one hour prior to the meeting with President Atkinson. It is planned that President Atkinson, Provost King, Senior Vice President Kennedy, Assistant Vice President Galligani, General Counsel Holst, and Director French (HR) will attend. A small ad hoc group was formed to more specifically shape the agenda, coordinated by Jonathan Winters.

#### 5. DOMESTIC PARTNER HARD BENEFITS

Recently there have been some restrictions placed on eligible beneficiaries regarding coverage for children. Insurance companies are sometimes demanding a biological connection to children to be eligible for University health benefits. Lesbians and gay men are hit harder with this restriction than others. Offering University domestic partner benefits would remedy this problem. UC Faculty Welfare Committee has not been able to make much progress in the area of children benefits for domestic partners to date.

It was mentioned that UCOP may take the tact of having select UC faculty/staff testify before The Regents regarding the need for DP benefits and that UCLGBTIA should be prepared. It was suggested that all UC allies on this issue should be identified early and to place a human face on the issue whenever possible.

#### 6. HOUSING ISSUES

Undergraduate housing issues were discussed. A queer theme floor at UC Berkeley is being planned. There will be a connection with the academic Minor program.

#### 7. COMMUNICATIONS WITH UC STUDENT ASSOCIATION (UCSA)

It was noted that the Graduate Student Association will be meeting at UC Santa Barbara November 8-10, 1996 and that it might make sense to combine forces on issues of mutual interest. A suggestion was made to invite a UCSA

representative to the next Steering Committee meeting (Santa Cruz). E-mail communication was encouraged. Suggested that UCLGBTIA can work with Associated Students Vice Presidents - External Affairs for possible representatives.

## 8. GRADUATE STUDENT ISSUES - CURRICULUM/TEACHING ASSISTANTS

Different campuses have had different experiences. At UC Irvine, for example, the queer faculty and students seem isolated from one another. The general catalogue does not specifically identify queer academics as offerings and this perhaps prevents some queer students from applying. Systemwide, there seems to be few out and tenured faculty compared to junior out faculty and graduate students. Berkeley and Santa Cruz have had success with its queer related courses. Los Angeles has used guest lectures to teach queer related topics. A mentoring program is developing. Mention was made of trying to get credentials or note on graduation certificate when a graduate student specializes in queer academic areas. It was noted that the UC Systemwide Humanities Institute might be a source of funding for queer student teaching resources and projects. Distance learning was mentioned. A workshop on graduate student issues was suggested for the Irvine Annual Conference.

## 9. STUDENT PARTICIPATION IN UCLGBTIA

An appeal was made for Steering Committee members to notify student organizations regarding UCLGBTIA meetings. There was a discussion that it might be useful to survey graduate and undergraduate students regarding needs related to LGBT issues. It was mentioned that graduate students tend to be more independent and not as likely to participate in student organizations and outreach can be difficult. Undergraduates seem to have more established student organizations. Queer faculty need to make themselves more available to students regarding academic issues was one comment. Intergenerational differences and semantics were also identified as possible barriers for students. Several campus representatives felt that when the LGBT climate improves as a whole on each campus, then many improvements will be noticed including inclusion of more students and faculty members on UC LGBT projects and programs. It was recommended that the topic of student faculty interaction be one of the Annual Meeting workshops. Action plans resulting from UCLGBTIA Steering Committee meetings was one suggestion. The possibility of a UCLGBTIA student CoChair to generate agendas with more student issues was discussed. ACTION: it was agreed that each campus should try to encourage students to participate as members of the UCLGBTIA Steering Committee. Darnell Grisby from UCLA volunteered to perform a review of the UCLGBTIA constitution with the objective being construction of a structure that encourages

sufficient participation by students, staff, and faculty.

#### 10. WEB SITE AND ELECTRONIC MAILING LIST

Charles Outcalt from UCLA volunteered to resurrect the UCLGBTIA Steering Committee electronic roster. Chad Sanger from UC Santa Cruz volunteered to set up a UCLGBTIA Web Site. It was strongly recommended that one other UC Campus serve as a back up for all official UCLGBTIA communications.

#### 11. ANNUAL CONFERENCE AT IRVINE - UPDATE

Pat Walsh was successful in securing \$6,000 from UCI administration to help support the conference. It was suggested that each campus try to provide \$500 each to assist. It was recommended that undergraduate students try to seek support from student organizations to help fund student attendance. Logistics are proceeding and a theme will be chosen in the near future. Steering committee members and guests brain stormed regarding workshop topics and an overall conference theme. Outreach to students was emphasized. Pat Walsh requested that the Steering Committee members serve as liaison to the conference planning committee and be responsible for communications. It was agreed that a successful conference would include some fun workshops that could draw in many participants. "Leadership and Empowerment" was a popular theme along with "Working Across Differences." A theme will be selected by October 23, 1996.

12. FUTURE CALENDAR 1. No location for the 1998 Annual Conference/Meeting was identified. 2. Saturday, May 10, 1997 at UC Santa Cruz was selected in order that a concurrent meeting could occur with UCSA. Dan Hartmann was asked to notify UCSA of the decision. 3. It was decided that the November 1997 UCLGBTIA Steering Committee would take place at UCLA. Special thanks to the UCSD Chancellor's Office for financial sponsorship of this Steering Committee Meeting. Thanks also to Rich Belmontez, Sam Dunlap, Sarah Archibald, Milt Phegley, Kyle Selby, and John White from UC San Diego for helping and hosting today's meeting and reception.

## December 11, 1996 Minutes

Attending for UCOP

- President Richard Atkinson
- Provost Jud King
- Sr. Vice-President Wayne Kennedy
- Asst. Vice President Dennis Galligani (Student Affairs)
- Asst. Vice President Lubbe Levin (Human Resources)
- Director of Benefits, Michele French

Attending for UCLGBTIA et al.

- Ron Kos--UCSF/CUCSA chair
- Marilyn Dodd--UCSF/Dean,
- Nancy Stoller--UCSC/UCFW AA subcommittee/original Academic Senate domestic partner proposal
- Sigrid Hvolboll--UCSC/Staff/UCLGBTIA
- Bob Anderson--UCB/UCFW/original Academic Senate domestic partner proposal
- Al Aubin--UCLA/staff/UCLGBTIA
- Mark Costella--LLNL/staff/UCLGBTIA
- Allison Subasic--UCD/staff/UCLGBTIA
- Jonathan Winters--UCB/staff/co-chair, UCLGBTIA
- Sarah Archibald--UCSD/staff/co-chair, UCLGBTIA

After introductions, President Atkinson opened by saying that, though the details are still to be worked out, his office is prepared to submit a proposal recommending the extension of health care benefits to same-sex domestic partners. He anticipates bringing the proposal to the regents by their March meeting. Additionally he stated that the housing proposal which includes domestic partners would also go forward. (This policy was halted before implementation in January 1996.) He stated that it is a matter of better recruiting and retaining new faculty and staff, and of being competitive with other institutions. He said that UC is "behind the times" on this.

Sr. Vice President Kennedy added that UC needs to meet what is being offered at other institutions. He and President Atkinson stated that they are still looking into the matter of whether the President has the authority to do this unilaterally. They both said that the housing issue is within the President's purview, and the authority is there, but they weren't as sure about healthcare benefits. They were also both concerned about their approach now, as they don't want their decision overturned by the regents later.

Co-chair Winters, reps. Anderson and Stoller and others made the point that our group can help with an approach to the regents, whatever the strategy towards



the regents. The UCLGBTIA reps also asked why not include both same and opposite-sex couples, citing an earlier General Counsel opinion\*. Kennedy stated that there is apparently a change in this, and that counsel is looking into other aspects of implementation.

(\* this opinion stated that dp benefits should be inclusive, raising the concern that NOT having opposite-sex couple inclusive benefits would leave the University liable to claims of marital status discrimination.)

Kennedy stated that most institutions, municipalities and businesses have implemented same-sex only dp benefits. Bob Anderson corrected that while many universities have made their policy same-sex couples only, the majority of municipalities and businesses have inclusive (of opposite-sex couples) dp benefits. Kennedy stated that proceeding in this manner--limited proposal, on President's authority--will protect the regents for taking responsibility for a vote.

On the coverage of domestic partner's children (within staff/faculty household) Lubbe Levin and Michelle French pointed out that there are limitations on eligibility for children dependent coverage. They stressed it is a complex issue that needs to be discussed further. Aside from biological children, qualifying dependents include those under legal guardianship, or declared as dependent on covered employee's tax return (there are qualifying factors here too.) Michelle French stressed that there are many scenarios, akin to step-children aside from instances of adoption; and that not all married spouse's dependent children qualify when there are children from previous marriages. Allison Subasic made the point that in her county, lesbian women couples are legally barred from adopting children, so that avenue of protection isn't even available. Chris Browning said that it will be difficult for DP couples to prove tax-dependency status. Ron Kos added that if a child of a domestic partner doesn't qualify, would they even consider allowing access to healthcare; as for the child, the bottom line is access to health. Atkinson said they'd have to consider it, and expressed a concern about getting that.

Sigrid Hvolboll had a document from the Human Rights Campaign, which had some detail about the specific types of benefits at each location. This was given to Kennedy. It was agreed that other detailed information would be provided by UCLGBTIA, including examples of lost faculty recruits lost due to a lack of dp benefits. Lubbe Levin is to be the main contact who would be composing the report and proposal. Lubbe agreed that she would meet with some of us in early January to review this work. Bob Anderson, Nancy Stoller and Jonathan Winters all offered to be in that group that would meet with Lubbe.

Nancy Stoller asked about the status of the proposal for dpb's in family housing.

Dennis Galligani stated that there was no change from the original proposal, and that he anticipates the policy will be implemented unilaterally. (Original proposal allowed for "families with children" to be the priority, and then lets campuses make assignment priorities; eliminates marriage license requisite.)

Bob Anderson asked about plans for retirement benefit equity; stating that while we're amenable to the narrow proposal for health benefits only, we are concerned about how greatly unfair is the discrepancy between married spouses and dp's in this area. Bob said that when an employee dies before retirement, a spouse is due 90% of a survivorship benefit--whereas a dp gets nothing.

Bob asked Kennedy if he had gotten a report on the matter from UCRS, as they had said they'd looked into the matter at the UCRS board, but would not share their written information. Bob felt that their estimate of the cost for such a benefit was up to 10x higher than the real cost would be, and believes they estimated a 12-14% cost increase to include dp's. Kennedy asked Lubbe to ask for any report from UCRS on the matter; a range of costs and a sensitivity analysis is desirable. Al Aubin believed Kennedy had been asked to obtain this material previously, but Kennedy did not remember.

Ron Kos mentioned that it's possible they are confronting homophobia when making requests of insurance carriers and other sources and said they should notify these parties that the university expects an honest and unbiased answer to the inquiries. Kennedy said he wasn't sure if it was that; just that it's not in UCOP's authority to tinker with retirement and that it is difficult to get any change from the UCRS board.

At this point President Atkinson excused himself, and the meeting with senior staff broke up. Representatives talked a bit longer and concluded their business shortly after 5pm.

## February 14, 1997 Minutes

UC Irvine

1. MEMBERS PRESENT on February 14, 1997 Ron Alexander - UCSB Elbert Almozan - UCR Bob Anderson - UCB Sarah Archibald - UCSD Al Aubin - UCLA Todd Bowser - UCSC Chris Browning - UCI Shirley Bushnell - UCLA Shih Chang - UCB Sara Dozier - UCSC debi fidler - UCB Paul Harris - UCSD Ron Kos - UCSF Susan Lovercheck - UCD Chad Sanger - UCSC Nancy Stoller - UCSC Allison Subasic - UCD Pat Walsh - UCI John White - UCSD Jonathan Winters - UCB

PRESENT on February 15, 1997 (In addition to above) Darnel Grisby - UCLA Maggie Hawkins - UCR Charles Outcalt - UCLA

ABSENT LBNL Representatives UCOP Representatives LANL Representatives

UCLGBTIA Co-Chairs Archibald and Winters convened the meeting.

### 1. FINAL PLANNING FOR UCLGBTIA GENERAL ASSEMBLY

1. Students from each campus to speak to student issues. Maximum 20 minutes. 2. Update on UCLGBTIA Accomplishments

1. Chancellor Advisory Committees at each campus 2. Resource Centers at most campus's 3. Queer studies at some campus's including UCB, UCLA, UCSC 4. Soft Benefits for domestic partners, some progress

3. Domestic Partner Benefits Update to be provided by Nancy Stoller 4. Where to we go next? Will pass out index cards soliciting responses.

### 2. DOMESTIC PARTNERSHIP BENEFITS

A designated group of Steering Committee members met with President Atkinson and other high level administrators at UCOP in December 1996. President Atkinson advocates bringing the issue of DP health benefits to The Regents during Spring 1997. UCLGBTIA representatives advocated benefits for both same sex and opposite sex couples, as well as offering benefits for dependents of domestic partners. Lubbe Levin at UCOP is the designated UCOP contact for UCLGBTIA on this topic. UCOP is working out the requirements to determine who domestic partners are, such as: 1) intimate, committed relationship, mutual and caring, 2) living together, 3) responsible for each other's living expenses, 4) over 18 years of age, 5) not married, 6) not blood related, 7) no other domestic partner, 8) not a different domestic partner within the past six months. Discussion

is centered on health benefits for current employees and annuitants. Student health care benefits are discretionary at the campus level.

UCOP is planning to have representatives from UCOP administration and others make a presentation to The Regents during Spring 1997. This could include: Chancellors, members of Academic Senate, Staff Assemblies, Students, and public comment. It appears that UCOP is favoring only same sex benefits at this time, because health benefits are currently available for legally married people, because same sex only benefits will keep costs lower, and same sex benefits are in line with comparison higher education institutions. UCOP has requested assistance from UCLGBTIA regarding the presentation to The Regents. The following people volunteered to assist as needed: Bob Anderson, Al Aubin, Ron Kos, Nancy Stoller, Jonathan Winters.

Discussion: Mention was made of requesting a continuity clause for transgenders. Chancellors could be asked to lobby local Regents and political leaders.

### 3. STEERING COMMITTEE MEMBERS AND CONTACTS INFORMATION

A list of steering committee members and contacts was distributed during the meeting. Everyone present was asked to review the information for accuracy and to provide changes or additional information to Jonathan Winters, UCLGBTIA Co-Chair.

### 4. CAMPUS INFORMATION/SURVEYS

An attempt will be made to make key information related to LGBT resources at each campus available.

### 5. WEB PAGE

The Web Page is up and operating: <http://www2.ucsc.edu/uclgbta/> Suggestions were made to identify steering committee members and to include information from the UCLGBTIA Conference (program extracts, key discussions and decisions).

### 6. 1998 CONFERENCE

UC Santa Cruz volunteered to host the 1998 UCLGBTIA conference.

### 7. CAMPUS UPDATES

Each campus provided a report and most campus's provided written summaries

distributed at the meeting. In particular, it was noted that the new director for the LGBT Resource Center at UC Riverside is Maggie Hawkins. UC Berkeley and UC Los Angeles provided handouts with extensive information on LGBT Studies/Queer Curriculum.

## 8. RESULTS OF GENERAL ASSEMBLY

The three top topics for future work as identified by members of the General Assembly were:

1. Insure a LGBT Center at each campus,
2. Increase the number of paid staff at the LGBT Centers/Student Services Staff,
3. Form alliances with queer alumni and create alumni chapters at each campus.

Other suggestions included: more resources, education, and workshops for bisexuals, improve outreach to community colleges, domestic partner benefits beyond health benefits, address affect of Prop 209 on LGBT people, create links to corporate and off campus LGBT organizations, fight homophobia in the Sciences, expand queer curricula, improve communication links between students, staff and faculty, create opportunities for staff and faculty to work jointly on projects, and address military recruiters on campus.

Recorded by: John White, UCSD

## November 15, 1997 Minutes

UC San Diego

### AGENDA

- 1998 UCLGBTIA conference at UC Santa Cruz
  - Future Steering Committee/Conference Meeting Dates
  - UC Campus Resource Centers Update
  - DPB's And November 1997 Regents' Mtg.
  - UCSA THANK YOU TO UC SAN DIEGO FOR HOSTING THE STEERING COMMITTEE MEETING!
1. 1998 UCLGBTIA Conference at UC Santa Cruz

Todd Bowser and Chad Sanger updated the SCOM about the current status of he planning for the conference. Keynotes and rooms are set; Planning Committee is putting program together and urges presenters to submit proposals promptly; original deadline: Dec. 1, 1997.

In response to question of what the Conference needs from other campuses, Todd and Chad urged that we help promote the conference locally and that registrations be sent in as soon as possible.

A comment was made that if the Santa Cruz conference planning committee intends to request supplemental funding from other UC campuses, then a formal letter on letterhead should be sent to steering committee members as each campus. This will increase the chance of successfully raising funds.

HRC and NGLTF have provided planning and financial assistance to the local organizers.

Many artist connections are developing for the EXPOSED! Conference. Annie Sprinkle will perform. A reception will be held in conjunction with a special Gallery exhibit. Artwork for the Conference has been coordinated by local artist-in-residence, Loren Cameron.

(BTW, the purple "mascot" of the EXPOSED! conference--pictured in the conference brochure--is the intersexed, bisexual UCSC banana slug.)

Discussion regarding more queer faculty to events such as the UCLGBTIA Conference took place.

- It was suggested that faculty in Humanities, Social Sciences and Natural Sciences might be the best to approach for queer events/organizing.
  - Another member mentioned that faculty can request travel funds to attend major UC events; but it was also noted that some campuses limit the number of trips each year.
  - Another Member spoke of a "multi-layered" approach to getting faculty "out".
- ## 2. Future Meeting Dates

After discussion about future meeting dates, the following was agreement was reached:

The 1999 UCLGBTIA Conference will be held February 5,6, and 7 at UCLA.

Chairs Jonathan and Sarah urged that the dates be advertised at the UCSC conference this year. (Thank YOU to LGBT Center Director and SCOM newest member Ronni Sanlo!)

1998 Spring SCOM meeting-- May 2, 1998 at UCSB (this date coincides with a UCSA executive board meeting at UCSB; Jonathan will work on a possible joint meeting.)

1998 Fall SCOM meeting-- (date TBA) at UCB

1999 Spring SCOM meeting-- (date TBA) at UCR

## 3. Update on Campus Resource Centers

Those campuses without resource centers updated the group on their work.

UCSC--won a 75% FTE/2 mo. furlough SAO IV position for a new center director. Hired new center director Deb Abbott.

UCSD--presented a proposal through their CACLGBTI which was rejected. A proposal to fund a part time staff employee at the Women's Center or Cross Cultural Center is expected to fail. The person would have worked on LGBT issues.

UCSB--Eucalyptus (local CAC) is currently working on a proposal for a center; few details.

UCD--A proposal to Vice Chancellor Gray is being considered. The position

would report to the provost's office and would be classified as an Student Affairs Officer (SAO) II.

UCB--Began this semester with a compromise to a proposal from the local Campus Advisory Committee. Rather than a 100% FTE position, a 50% FTE position was made available and recruited a person in the Women's resource center on campus. The person is Liz Rivera (phone 510-642-5728) and her title is Student Group Coordinator; she is a (60%) SAO II in this duty. We are concerned that this status is interim, and that it evolves into a full-time position.

#### 4. Domestic Partnership Benefits/Nov 20-21 Regents' meeting Recent Developments:

Co-Chair Jonathan Winters explained some new developments and reviewed work that had been done by the DP Task Force at UCB; Governor Wilson--still unclear whether he will attend. Some think he may only attend to "wave the flag" and leave before the Friday vote. Co-Chair suggests we prepare for the worst; he may try to seat the 3 regents he nominated and attend both days.

UCOP--Concerned about the fate of the housing proposal. More than one regent is interested in splitting the housing item from healthcare benefits item. Proposed that UCSA make a presentation on the issue.

UCSA--Recent conference call to update and plan--included Jonathan. Planning for a press conference on the Thursday meeting. Will write a Press release. Guerilla theater planned; may bring large papier-mâché "puppets" effigies of anti-DP regents to parody them as the Governor's puppets. May bring sock puppets into meeting to mock anti-DP regents when they speak.

UCB DP Task Force--launched postcard campaign to regent swing votes. Sent letters/packet to all REGENTS. Sent letters, both packets plus July 97 audio tapes to 3 new regents nominated by Wilson. Still collecting bcc: copies of letters sent to regents; in contact with UCOP and individual regents. Will write press release and prepare presentations for the meeting. Latest word is that Eastin and Bustamante WILL attend the meeting at least for the Friday vote.

THE vote count is: (please note original estimated vote differed from final vote shown here. )

VOTED NO (November 21, 1997)

- Nakashima Davies\* (\*2nd Governor's original motions; quiet on final day)



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- Clark Leach Wilson Johnson\*\* (\*\*outright opponent; some on board thought she would support)
- Sayles++
- Parsky++ (++said SS DPB's were "discriminatory"; stand not known until vote)  
VOTED YES YES with qualifier Abstentions Atkinson Khachigian Montoya  
Bagley Brophy Bustamante Connerly Davis Eastin Gonzales Levin Lee  
McClymond Preuss Soderquist

#### 5. New Strategies to work with UCSA

Jonathan raised the matter of finding new issues to work on together with UCSA. Once the DP issue is settled one way or another, new common issues should be found.

Felicia from UCSB mentioned that UCSA is monitoring hate crimes/climate at campuses.

Ronni from UCLA mentioned their local "Tell Someone" campaign, to encourage reporting of bashings or hate crimes. Also the Safe Schools Project at 1-800-5 B PROUD

## February 7, 1998 Minutes

UC Santa Cruz

MEMBERS PRESENT on February 7, 1998 Al Aubin, UCLA Joseph Navarro, UCSB Ronni Sanlo, UCLA Chad Sanger, UCSC Allison Subasic, UCD Pat Walsh, UCI Chris Browning, UCI Sarah Archibald, UCSD Jonathan Winters, UCB debi fidler, UCB Robert Gentry, UCI John White, UCSD Elbert Almazan, UCR Sigrid Hvolboll, UCSC Artemis, UCD Deb Abbott, UCSC

### COMMITTEE STRUCTURE:

UCLGBTIA Co-Chairs Jonathan Winters and Sarah Archibald expressed their desire to step down after serving for several years. They stated that the organization is healthy, and now is an ideal time for the group to discuss leadership and formalization of officers. After discussion by the committee, it was agreed that most important would be election of at least two people to serve as co-chairs, less important would be North/South co-chair representation.

Because currently, there is no stipulation in constitution regarding definition of chairs/officers, it was agreed that a set of bylaws should be developed; defining officers and steering committee composition as well as terms (Ronni agreed to prepare generic bylaws). One model includes current co-chairs and co-chairs elect to work with past chairs to serve as mentors. It was agreed that the focus should be insuring the stability of steering committee.

It was agreed that a subcommittee should be convened to develop a proposal, to be reviewed/approved by Steering Committee, then to be ratified by the full membership at the next general assembly. A point was made that a mail ballot should be considered, and that the constitution and bylaws should be reviewed.

Subcommittee members: John White, Ronni Sanlo, Sarah Archibald, Jonathan Winters (Ronni Sanlo will e-mail draft to launch discussion within the subcommittee).

### GENERAL ASSEMBLY:

It was noted that a general assembly meeting had not been scheduled as part of this year's annual UCLGBTIA conference. There was a sense that a general assembly opportunity should be scheduled into every conference, and definitely should be scheduled for 1999 conference at UCLA. This years' organizers should provide feedback to the UCLA conference planners. It was noted that UCSF and the labs are missing from current meeting, but that they have always participated

in the Association. The Santa Cruz Conference organizers reported more than 400 registered participants for Exposed!

#### CAMPUS REPORTS:

Steering Committee members were asked to consider ways that UCLGBTIA could be helpful to Campus Centers and to those campus' proposing Centers.

UCSD (Sarah Archibald). No LGBT Center at present. A Chancellor appointed Diversity Commission is expected to make a strong recommendation to establish an LGBT Center. UCSD Chancellor Advisory Committee members are cautiously hopeful. They did ask the Chancellor to provide funding for a temporary staff position until a Center can be developed. The proposal was denied, but the committee will continue to pursue the request.

UCI (Pat Walsh). Reported temporary budget \$8,000, plus funding for a part-time administrative assistant. UCI is exploring fundraising possibilities and is establishing an advisory board.

UCD (Allison Subasic). Davis just funded a full time Director position (uncertain of classification). Hiring is expected to take place during Spring. The Center is funded primarily from Student Affairs. The proposal originally identified several staff positions. The Center will be moving to larger space. The LGBT Center Director will be supervised by Multicultural Center Director, that is not considered ideal, but does represent progress.

UCR (Elbert Almazan) Funding for the Riverside LGBT Center is derived from Student Registration fees. A Women's Center Director was just hired. It is not known what her role will be with respect to GLBT concerns.

UCSC (Deb Abbott) Santa Cruz just hired their first Center Director (Deb--75%/10 mo. position, Student Affairs Officer IV). All funding is derived from Student Registration fees. There is no administrative assistant at present. The Center will hire work-study students as a temporary measure.

UCB (Jonathan Winters) noted that Liz Rivera is the new LGBT advisor, and is also a part-time Student Group Coordinator for the Women's Center. The current situation is seen as interim to establishing a full-time advisor's position. It is not known what her role will be with respect to UCB's GLBT Campus Advisory Committee.

UCLA (Ronni Sanlo). The UCLA Center is developing an advisory board and

recently held a strategic planning session. The group is developing its mission statement and a three-year action plan. The Center plans to evaluate its programs and operations. It recently received a \$1,400 grant to create a speaker's bureau. An office manager position has just been filled.

UCSB (Joe Navarro). There is no LGBT Center at Santa Barbara. The needs of queer faculty & staff remain unmet. There is a queer student union for GLBT students, but it lacks space and funding.

UCSF. Committee members commented that there is a half-time LGBT Director's position at UCSF. The position is posted. Space will be provided with the Women's Center.

**ACTION ITEM (All):** Allison Subasic volunteered to revise the existing matrix demonstrating UC LGBT Center comparisons with such information as space, funding, staffing (titles and classifications), reporting relationships, additional special resources such as archives. Each campus is asked to send updates to her.

It was noted that most GLBT Centers receive financial support from Student Affairs (vs. Academic Affairs). While this makes sense, Academic Affairs connections can be important regarding clout. In certain eastern colleges for example, lawsuits have been filed regarding the use of student activities/registration fees to support GLBT programs and facilities.

#### DOMESTIC PARTNER BENEFITS UPDATE:

There is still no info regarding progress on implementation. Definitions for non same-sex partners are being developed by UCOP. The first open enrollment period may be April 1998, but specifics have not been communicated.

Housing is still considered an important aspect of DP benefits. Housing should include faculty and staff in addition to students. Other issues involve retirement (the issue has been raised three times before the UC Retirement Board) to no affect. Apparently the Board is shy to go further than the health benefits, even though it wouldn't require Regents approval.

It was agreed that UCLGBTIA should request a meeting with UCOP before the November 1998 open enrollment period. Winters will formalize a request to see President Atkinson by sending a letter. It was decided that after the open enrollment period, UCLGBTIA representatives should return to UCOP to evaluate participation levels, and to lobby for additional benefits.

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Housing can be addressed at the campus level, but apparently Chancellors and Housing Directors are hesitant. They believe that they permission from the President's office to implement any changes.

UCLGBTIA should voice its gratitude to students who assisted the effort to gain DPB's and is should be communicated that UCLGBTIA will continue to work diligently on the Housing issues.

**ACTION.** The co-chairs will write a letter to UCSA regarding Housing and set up a specific time to meet with students. A joint meeting was discussed.

**FUTURE GOALS/OBJECTIVES:**

1. Revisit last year's identified goals.
2. Update the committee structure

**NOTE:**

Next Steering Committee Meeting U. C. San Diego, Saturday, May 9, 1998, Women's Resource Center. Next UCLGBTIA Conference: February 5th - 7th, 1999 at UCLA

Minutes recorded by Deborah Abbott and edited by John White.

## May 9, 1998 Minutes

UC San Diego

Present: Deb Abbott, UCSC De Acker, UCSB Robert Anderson, UCB Sarah Archibald (Co-Chair), UCSD Rich Beatty, UCSF Todd J. Bowser, UCSC Chris Browning, UCI Mathew Dos Santos, UCI debi fidler, UCB Ronni Sanlo, UCLA Allison Subasic, UCD Pat Walsh, UCI John O. White, UCSD Jonathan Winters (Co-Chair), UCB

Thank you to Sarah Archibald, John White, and the UCSD Chancellor's Advisory Committee on LGBT Issues for hosting this Steering Committee meeting.

1. Minutes from the Winter Steering Committee meeting at UC Santa Cruz were approved.

2. Domestic Partner Benefits Update

A. Domestic Partner Health Benefits

Most campuses reported that their Human Resource Departments had made presentations to department HR contacts regarding Special Enrollment during May 1998 for domestic partner benefits. This included the Berkeley Labs.

Campus HR Departments were entertaining questions and providing answers for specific circumstances on an individual basis. Committee members noted that there remain significant tax liabilities related to DP benefits for same-sex partners.

It was recommended that the UCLGBTIA Steering Committee forward questions and scenarios to UCOP Benefits for clarification in order that the answers could be posted on the UCOP Benefits web page and generally known. There could be changes and there should be additional clarification regarding DP benefits by the time open enrollment occurs in November 1998.

Health insurance for undergraduate and graduate students varies greatly from campus to campus. It seems that if students organized, they might be able to take advantage of group insurance rates to lower premiums.

Premiums for faculty and staff are lower than available premiums for students. It was recommended that UCSA take on this issue. A quick survey of members indicated the following:

Berkeley: Mandatory health insurance for undergraduates and graduates Davis: student health insurance is not mandatory Irvine: mandatory graduate health

insurance Los Angeles: graduates may enroll in a health insurance plan Santa Barbara: mandatory graduate health insurance San Diego: no health insurance plans for students Santa Cruz: not mandatory

UCOP: is concerned about 60% uninsured rate for students systemwide

## B. Housing

A question arose regarding the ability of employees living in University Housing not eligible for DP health benefits, because co-habitation could not be proven. It was acknowledged that (DP) housing for students and faculty is a recruitment/retention issue. Apparently, two post docs decided not to accept appointments at UCLA due to lack of same-sex housing benefits. Each campus is encouraged to document such cases for UCOP.

Updates should be shared at each UCLGBT Steering Committee meeting. Steering Committee members were encouraged to make allies or establish liaison to campus HR departments.

Each campus is asked to remind its campus administration that Housing DP benefits remain an important issue.

## C. Retirement

It was acknowledged that the issue of retirement benefits for domestic partners is not likely to be resolved in the next 12-18 months. It is felt that The Regents would oppose this proposal. A democratic Governor will probably be necessary before the proposal can be pursued. It is expected that the Faculty Welfare Committee of the Academic Senate will re-issue its support for DP retirement benefits when the timing is appropriate. It was suggested that this strategy could be coordinated with UCLGBTIA.

## D. MOTION PASSED

A motion was passed authorizing the UCLGBTIA Co-Chairs to a communication to UCOP asking for its support of DP housing and retirement benefits. Discretion was given to the Co-Chairs regarding how best to coordinate/implement the motion.

## 3. Report from UC Santa Cruz Exposed! Conference. (Todd Bowser)

There was no serious fall-out from the 60 Minutes show that reported on LGBT curriculum at college campuses. However, there was one complaint from UC Berkeley students that confidentiality was perhaps violated. UC Santa Cruz

expressed their concerns to 60 Minutes that coverage for the Exposed conference was not even handed. It was recommended that campuses consider public relations issues and that they understand will the sources of funding for future UCLGBT annual conferences. Bowser reported that the UCSC Exposed Conference cost was about \$17,000. A surplus of about \$3,500 remains. Members recommended that unspent funds be used to support University LGBT efforts. Bowser presented a planning manual to the UCLA represented for the next conference.

#### 4. 1999 UCLGBTIA Annual Conference at UCLA February 5-7, 1999 at Sunset Village.

The conference title will be "Something Queer is Bruin" Information will be prepared and advertised. Affordable housing is a concern and plans are underway to try to provide some accommodation on campus. Conference offerings will include: student organization and leadership skills; Queer Studies from an administrative point of view, and faculty/staff issues. A dance on the Saturday night of the conference weekend is planned. Lambda Alumni will have a role in the conference. The student leaders roundtable will have a presence.

#### 5. Campus LGBT Resource Centers and Proposals

A. San Diego is in the process of resubmitting its proposal for an LGBT Resource Center to the UCSD Chancellor's Office. A committee that includes staff, students, and faculty is currently developing the proposal and seeking endorsements. The groups is busily preparing job cards, budgets, and space requirements. UCLGBTIA SC endorsed the recommendation to establish a LGBT Resource Center at UCSD and signed a letter to UCSD Chancellor Dynes.

There was some discussion regarding job titles, funding and administrative organization of the other UC LGBT resource Centers. Assistant Dean of Students SAO IV was one recommendation. Allison Subasic offered to follow-up on the UCLGBTIA SC survey of LGBT Center resources.

B. Santa Barbara is trying to follow-up on its 1993 Eucalyptus Committee recommendation to establish a LGBT Resource Center on campus. Currently, the campus does not provide space for LGBT services, programs, and organizations. Student support is high but competition for resources is high. The campus is looking at several options including renovation and new construction for combined student support programs. An interim solution might be inclusion of LGBT services at the existing Women's Center. The campus is working to support a peer queer internship program and speakers bureau. The Academic Senate may be asked for support.



C. Davis: The Associate Vice Chancellor for Student Affairs is controlling the process to establish an LGBT Resource Center and to hire a Director. A number of important staffing issues remain unresolved. The process is taking longer than originally scheduled.

D. An LGBT Coordinator has just been hired at UC San Francisco and the position is based in the Women's Center. It is unclear if the position is part-time or full time.

E. Irvine reports that is making significant progress regarding establishment of its community advisory board (to the LGBT Resource Center). A resource development committee is working to raise funds and improve community outreach. There are plans to work on establishment of an endowment for the Resource Center. The Resource Center continues to use student interns to work on such projects as: web-site management, speakers bureau, student leadership opportunities, desk-top publications, volunteer opportunities, and programming.

F. Santa Cruz reports that the Director position is not funded full time yet, but that a proposal for additional funding is planned. The LGBT Resource Center does not have staffing/budgeting parity with other Centers on the campus.

G. UCLA reports that is working on a three year strategic plan for the LGBT Resource Center, The Center currently offers internships for undergraduate and graduate students, plus field placements.

## 6. UCSA/UCLGBTIA Issues and Future Plans

A. The next Steering Committee Meeting will take place October 3, 1998 at Berkeley.

B. Significant efforts were made to hold this meeting with the UC Student Association (UCSA). UCSA changed the location of its May 1998 meeting twice. Therefore, a joint meeting was not possible. It is hoped that coordination can improve.

It was agreed that the UCLGBTIA SC should send a letter to UCSA asking for appointment of official liaison(s) to UCLGBTIA and a contact at each campus. Winters agreed to contact the UCSA office in Oakland.

C. An ad hoc committee to make recommendations regarding funding/organization of UCLGBT was formed to include: Bob Anderson, Rich Beatty, Ron Kos, and Jonathan Winters.

D. The ad hoc group to review the UCLGBTIA Constitution and bylaws (Sanlo,

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Winters, White) agreed to meet briefly after this Steering Committee Meeting. Winters distributed a draft revised Constitution to the sub-group for review and comment.

E. The role of UC LGBT Resource Directors and the UCLGBTIA Steering Committee was discussed. It was agreed that Directors meeting jointly is productive and participation on the SC is helpful. It was recommended that combination of meetings at one location be coordinated to reduce travel expenses. 7. The Steering Committee plans to send a certificate of recognition to Robert Gentry, UC Irvine for his many years of membership and support of the UCLGBTIA. A retirement party for him in August 1999 is planned by UC Irvine.

Minutes Recorded by: John O. White, UCSD

## October 3, 1998 Minutes

UC Berkeley, Haas School of Business

Present: Abbott Deb - UCSC, [dabbott@cats.ucsc.edu](mailto:dabbott@cats.ucsc.edu) Archibald, Sarah - UCSD and UCLGBTIA Co-Chair, [sarchibald@ucsd.edu](mailto:sarchibald@ucsd.edu) Browning, Christine - UCI, [cmbrowni@uci.edu](mailto:cmbrowni@uci.edu) Fidler, Debi - UCB, [fidler@hass.berkeley.edu](mailto:fidler@hass.berkeley.edu) Hwang, Alan - UCD, [akhwang@ucdavis.edu](mailto:akhwang@ucdavis.edu) Mallen, Janet - UCSB, [queerpeer@ucdavis.edu](mailto:queerpeer@ucdavis.edu) Sanlo, Ronni - UCLA, [sanlo@ucla.edu](mailto:sanlo@ucla.edu) Subasic, Allison - UCD, [afsubasic@ucdavis.edu](mailto:afsubasic@ucdavis.edu) Walsh, Pat - UCI, [plwalsh@uci.edu](mailto:plwalsh@uci.edu) White, John - UCSD, [jwhite@ucsd.edu](mailto:jwhite@ucsd.edu) Winters, Jonathan - UCB and UCLGBTIA Co-Chair, [jjwintrs@uclink2.edu](mailto:jjwintrs@uclink2.edu)

Absent: UC Riverside LBNL LLNL

Guests: Jessea Greenman, UCB

### I. ANNOUNCEMENTS

A. Thank you to UC Berkeley for hosting the Steering Committee meeting. Thank you to UCB Graduate Student Association for contribution toward food.

B. Pat Walsh plans to attend a Work/Life Symposium. The Symposium will be held on October 22 and 23, 1998 at the Sheraton Newport Beach Hotel in Irvine. Organized by a steering committee composed of representatives from the campuses and laboratories in a number of relevant areas--including child care, elder care, employee relations, labor relations, benefits, faculty welfare, and academic personnel--the goal of the Symposium is to foster work/life programs at each campus and Laboratory by highlight current research and the best work/life practices from higher education and private industry. Each campus has been asked to nominate 15 people to attend the Symposium.

C. The next Steering Committee meeting will take place at UCLA during the Conference. The Spring 1999 Steering Committee Meeting is tentatively scheduled at UC San Francisco; the date will be announced. It is suggested that the Fall 1999 Steering Committee meeting take place at UC Riverside (alternate is UCSD).

### II. UC LGBT RESOURCE CENTER DIRECTOR'S MEETING

UC LGBT Resource Center directors met at UC Berkeley October 2, 1998 with representation from UCB, UCD, UCI, UCLA, UCR, UCSC, and UCSF. Directors intend to meet the day before each UCLGBTIA Steering Committee meeting

(three times each year). Directors discussed: 1) system-wide survey of LGBT Center resources and 2) Center programs and programming such as development, student internships, and staff education and development. Mention was made of NGLTF Annual Creating Change Conference to take place in Pittsburgh during November 1998.

The 1999 Creating Change Conference will take place in Oakland, CA. A number of UCLGBTIA SC members plan to attend Creating Change in Pittsburgh.

### III. UPDATE ON 10TH ANNUAL CONFERENCE & GENERAL ASSEMBLY AT UCLA.

Ronni Sanlo reported that UCLA is geared up for the annual conference. Requests for presenters have gone out via list serves. There has been a healthy response. Themes include: 1) administrative aspects of queer studies; 2) student leadership; 3) contemporary issues.

Partners include: GLSEN; HRC; United Airlines, City of West Hollywood. The conference will take place February 5-7, 1999. Please refer to the Conference web page at: <http://www.ben2.ucla.edu/~sqib/>

Meeting times are identified for the Steering Committee and General Assembly. Target audience includes 1) UC community; 2) CA higher education; 3) USA higher education. Members of the Steering Committee encouraged emphasis on Media Relations. It was mentioned that the 1998 UCSC Conference budget totaled about \$17,000 with a \$3,500 surplus returned to University student related programs and services. There was discussion that it might be useful for unexpended funds to be split between the host campus and UCLGBTIA.

UC Santa Barbara was discussed as preferred campus for Year 2001 UCLGBTIA Conference.

**ACTION ITEM:** Ronni Sanlo agreed to send SC members the time for Steering Committee meeting and General Assembly

**ACTION ITEM:** John White agreed to construct talking points regarding appropriate use of University resources including State general funds.

**ACTION ITEM:** UC Davis was identified as the host campus for Year 2000 UCLGBTIA Conference. Dates chosen were February 11-13, 2000.

### IV. UCLGBTIA/UCSA (UC Student Association) Joint Ventures

Communication is periodic between the two groups. It was agreed that

UCLGBTIA SC would contact UCSA as needed to work jointly on projects of mutual benefit. Examples are Housing Domestic Partner Benefits and Campus Resource Centers.

#### V. UPDATES ON RESOURCE CENTER PROPOSALS:

UCSD. The Chancellor's Advisory Committee on LGBT Issues (CACLGBTI) submitted a formal proposal to establish an LGBT Resource Center to Chancellor Dynes during September 1998. The proposal can be viewed at: <http://orpheus.ucsd.edu/caclgbi/proposal.html>. The UCSD Chancellor is concerned about resource requirements and a proliferation of centers on campus. UCSD SC members stated that they might make inquiries to other SC members as issues develop. Chancellor at UCSD stated that he would contact other UC Chancellors regarding the request to seek advice. Prospect for acceptance to proceed with planning efforts by campus is uncertain. CACLGBTI will continue to work with its Chancellor's Office. SC members felt strongly that SAO IV was justified. Members suggested that a Director, office, computer, and small operating budget would be needed at a minimum.

**ACTION:** Ronni Sanlo stated that she could send a copy of her NASPA Journal Article on Professionals staffing LGBT Resource Centers to UCSD.

**ACTION:** Deb Abbott volunteered to send Sarah Archibald name and contact information of helpful Assistant Vice Chancellor Student Services at UCSC.

UCB. A part time Interim Director (Irene Nexica) has been hired by UCB. There are complications regarding increased time due to instructor status. Long term staffing plans are uncertain. Students continue to provide support for UCB Resource Center. There are a large number of active student and faculty LGBT interest groups.

The Campus Advisory Committee (CAC) on LGBT Concerns is finalizing a proposal and job description for a full-time campus LGBT Center Director. A meeting with Assistant Vice Chancellor Barbara Davis is scheduled on October 16, 1998. Documentation will be shared, as it becomes available.

UCSB. Administration is not open to the idea of a free standing facility for an LGBT Resource Center. An interim room is now provided within the Women's Center. A Queer Peer Intern position is funded. A grassroots effort to place a request for funding on student ballot is underway. SC members cautioned that such initiatives can back fire unless passage is guaranteed. UCSB individuals continue to seek straight allies. A Hate Crime Response Team is forming. Educational posters regarding hate crimes are posted. A web page is

available at UCSB.

## VI. CAMPUS REPORTS

Berkeley. A printed summary of UCB activities was distributed during the meeting. Highlights include establishment of an HIV Positive support group and interim person hired to staff LGBT Resource Center.

Santa Cruz. Deb Abbott reported that her LGBT Center Director position has increased to 84%. The existing facility is serving LGBT campus community well (1,200 S.F.). Significant campus education and outreach efforts are ongoing.

Irvine. UCI LGB Resource Center is three years old and is successful. Pat Walsh reported that the issue of adding Transgender to name of Center is unresolved. Fundraising activities have increased. Student interns are overseeing many projects. A visibility campaign is underway. Bob Gentry, long time member UCLGBT SC and Irvine rep. Has retired from the University. It was recommended that he be invited to Annual Conference at UCLA for special recognition.

San Diego. CACLGBTI is working closely with UCSD Cross Cultural Center and Women's Center to jointly sponsor programming. CACLGBTI continues to distribute a very successful educational brochure "Straight Talk on Homosexuality." Fundraising opportunities for a future campus LGBT Resource Center are being explored.

Davis. A handout was distributed during the meeting. Pride Week activities are plentiful. The LGBT Resource Center will hire its first Coordinator. The LGBT Center reports to Cross Cultural Center.

Los Angeles. UCLA LGBT Resource Center received very good coverage in The Advocate. A 1998/99 calendar of events is completed. A student leader roundtable and speakers bureau has been formed. LGBT allies to its annual National Coming Out Day page in the Daily Bruin. A new logo has been approved. LGBT@UCLA.EDU. A mentor program in cooperation with Student Psychological Services has been established.

Santa Barbara. A Gay Grads program with TAs for LGBT undergrads has been launched. An information exchange with SB Business Association is in place. Undergrads have been accessing some services at SB Community Center. A gay PTA is active. The Queer Minor is popular. An outside Queer Film Festival will be held on the UCSD campus in November. LGBT working with Student Health Service. Sanlo mentioned that NASPA conference would be taking place at UCSB November 6-7. 1998.

## VII. DOMESTIC PARTER BENEFITS UPDATE

### A. Housing.

Housing continues to be a real concern. UCOP Student Affairs administrators are studying implementation of housing benefits. It is still thought that priority will be given to any student with children. An Item may go before The Regents in January 1999. Variables include: elections, elements of the program; and constituencies. Students should advocate that the current Housing policy is discriminatory. They should voice their experiences with stories to demonstrate the problem. This was a successful strategy for DP health benefits work. There is a need for UCSA to get involved. Documentation of recruitment/retention problems resulting from lack of housing benefits should be gathered.

**ACTION:** Jonathan Winters volunteered to request a copy of the DP Housing Proposal from UCOP.

**ACTION:** It was recommended that each campus send out a call for cases (bad experiences). It was also suggested that an e-mail be sent out to UCLGBT list serve, NGLTF list serve, and HRC list serve.

### B. Retirement Benefits.

Bob Anderson from UCB is working with Academic Senate Faculty Welfare Committee to recommend extension of DP benefits to Retirement Program. Target date for document is January 1999.

**ACTION:** SC members are asked to make a general call for issues of discrimination related to the UC Retirement System.

### C. Family Medical Leave Act.

It is thought that campuses are not offering this benefit to employees with domestic partners due to parallel with federal requirements as UC implementing procedure. Debie Fidler provided SC members with a copy of UCB benefits plan, which does not include employees with DPs for FMLA. Employees with legal spouses are entitled to 12 weeks leave under FMLA.

The University of California Committee on Faculty Welfare passed recommendations in June 1998 for changes in the Academic Personnel Manual to equalize the treatment of spouses and domestic partners with regard to family medical leave. UCOP is studying these recommendations, apparently sympathetically, and UCOP has promised to issue a draft proposal in time for the UC Faculty Welfare December 1998 meeting. UCOP has indicated it desire to update the staff personnel policies at the same time.

ACTION: SC members are asked to make inquiries with local Benefits Office and report back.

#### VIII. PRESENTATION ON PROPOSED BY-LAWS

It was agreed that changes to the UCLGBTIA Constitution must be approved by the General Membership at a General Assembly. Ad Hoc subcommittee recommended incorporation of (new) by-laws into the Constitution as a single document. Important aspects of the by-laws were discussed. It was agreed that the SC should identify Junior and Senior Co-Chairs plus a Recording Secretary.

MOTION APPROVED (unanimously)

Ad Hoc Subcommittee is asked to make the changes discussed and to add by-laws to the Constitution. Subcommittee is directed to post revised document on UCLGBTIA SC List Serve. There will be a two week input period, then Subcommittee is asked to send document electronically to campus representatives for mass distribution to UCLGBT general membership. New Constitution must be voted on and approved at General Assembly at UCLA in February 1998 to take effect.

#### IX. DISCUSSION OF THREAT TO ETHNIC STUDIES AND QUEER STUDIES AT UC

There was a general discussion of a threat to Ethnic Studies and potentially Queer Studies at UC. It was agreed that UCLGBT must follow the development of this issue closely.

#### X. LIFE LOBBY DEMISE

It was suggested that California LGBT and HIV/AIDS organizations and interests communicate on legislative issues and public policy via electronic list serves.

Minutes Respectfully Submitted by: John O. White UCSD [Jwhite@ucsd.edu](mailto:Jwhite@ucsd.edu)



## February 6, 1999 Minutes

UC Los Angeles

UCLGBTIA ANNUAL CONFERENCE STEERING COMMITTEE  
MEETING SATURDAY, FEBRUARY 6, 1999 UCLA, COVELL COMMONS,  
11:20AM

INDIVIDUALS PRESENT NAME, CAMPUS, EMAIL, PHONE John O. White, San Diego, Jwhite@ucsd.edu Debi Fidler, Berkeley, fidler@haas.berkeley.edu Maggie Hawkins, Riverside, maggie.hawkins@ucr.edu Deb Abbott, Santa Cruz, Dabbott@cats.ucsc.edu Chris Browning, Irvine, Cmbrowni@uci.edu Pat Walsh, Irvine, Plwalsh@uci.edu Allison Subasic, Davis, Afsubasic@ucdavis.edu Albert E. Aubin, Los Angeles, Aaubin@saonet.ucla.edu Mark Costella LLNL, Costella2@LLNL.GOV Laura Engelken, Santa Cruz, Laura\_Engelken@macmail.ucsc.edu Matt Mutchler, Santa Barbara, 6500mgm@ucsbuxa.ucsb.edu Chad Sanger, Santa Cruz, Cpsanger@cats.ucsc.edu Ronni Sanlo, Los Angeles, Sanlo@ucla.edu Janet Mallen, Santa Barbara, Queerpeer@sa.ucsb.edu Michael Scarce, San Francisco, Scarce@itsa.ucsf.edu Alan Hwang, Davis Akhwang@ucdavis.edu Venatius Prasad, Davis, Trax@ucdavis.edu Sarah Archibald, San Diego, Sarchibald@ucsd.edu Jonathan Winters, Berkeley

### INTRODUCTIONS AND AGENDA

Meeting began at 11:20am with introductions.

Jonathan Winters (UCLA), UCLGBTIA Co-Chair, had distributed the agenda via email and opened it up to the group for additions.

### SPRING STEERING COMMITTEE MEETING

Michael Scarce (UCSF) announced that the next Steering Committee Meeting will be held Saturday, May 1st at 10:00am at the Parnassus Campus in the Millbury Union Conference Center. Directions and parking passes will be sent to participants and a continental breakfast will be provided at the meeting.

Deb Abbott (UCSC) inquired why the meeting was held on the weekend. It was communicated that weekend meetings have been scheduled in respect for people's work schedules and ability to travel. Resource Center Directors will meet the night before, Friday, April 30th at 5:00pm.

The concern was raised that as the Center Directors continuing developing a

working relationship, it will be important to ensure communication occurs between the Directors and the Standing Committee. It was suggested to provide time to the Directors on the Steering Committee Meeting agenda to report any relevant information to the larger group.

## 1999 ANNUAL CONFERENCE

Ronni Sanlo, UCLA's LGBT Resource Center Director, updated the group regarding the UCLA Conference expenses. The student rate of \$10 covered only the two meals provided attendees. Presenters were compensated with free registration and meals. The venue, Covell Commons, was a \$7000 in-kind donation by the Residential Life program at UCLA. Ronni anticipates a deficit of approximately \$3-4,000 that will need to come from her budget.

Deb Abbott (UCSC) raised the issue of establishing an account to help fund the annual conference, so the financial burden would not be entirely upon the host campus. Al Aubin (UCLA) shared his assumption that surplus from any conference would be passed to the next year's host campus. Jonathan (UCB) reminded the group of last spring's Steering Committee decision that Santa Cruz would use surplus funds to send students to UCLA's conference.

Jonathan noted his attempts to contact UC's Office of the President (UCOP) regarding funding for the UCLGBTIA. Since Peltason served as President, the UCLGBTIA has been officially recognized by UCOP, but has not been granted funding. Should the association seek to solicit funds, Jonathan emphasized it must formulate in writing its needs and wants. Ronni noted that UCOP denied a funding request regarding the current conference. Pat Walsh (UCI) suggested UCLGBTIA pursue grant funding.

John White, from UC San Diego, inquired whether Ronni would recommend pursuing corporate sponsorship for the Annual Conference. Ronni noted efforts to secure corporate sponsorship for program printing were not fruitful. It was decided to revisit this idea at the spring Standing Committee Meeting, as well as the financial status of the UCLGBTIA in general.

## 2000 ANNUAL CONFERENCE

Allison Subasic, newly hired UC Davis LGBT Resource Center Coordinator, was asked to report on progress for the Annual Conference in 2000. Allison noted the greatest challenge is finding a venue large enough to accommodate the group. Potential dates for the conference are February 11, 12, & 13, contingent upon available space.

Jonathan Winters (UCB) noted it was important for the group to plug next year's

conference in Davis, as many have questioned what the campus has to offer such an event. It was suggested to highlight the importance of political action in advertising the conference, as it will occur one month before the vote on the Knight Initiative. Along these political themes, possible invitations to the conference could include Governor Davis and other state legislators. It was suggested the UC Davis contingent say a few words to promote the 2000's Annual Conference at the General Assembly Meeting.

Alan Hwang (UCD) reported that Queers of Color met during the conference and are interested in planning a pre- or post-gathering at next year's annual conference. It was suggested a Queers of Color pre-conference workshop might be developed to complement the Annual Conference. It might be possible to draw Cross-Cultural Center Directors for the day's workshop as well.

## 2001 ANNUAL CONFERENCE

Janet Mallen, representing UC Santa Barbara, reported her campus desires to host the 2001 UCLGBTIA Annual Conference. A potential theme is, "2001: A Queer Odyssey." Such a theme could incorporate the sciences, which are well represented on the Santa Barbara campus. It was noted that choosing UCSB continues the pattern of alternating between northern and southern campuses for the conference.

It was recommended Ronni and the co-chairs from 1998's Annual Conference in Santa Cruz (Todd Bowzer & Chad Sanger) meet with Allison to share their experiences and insights in organizing a conference. It was also recommended Janet be involved in this conversation, so UCSB could be even further ahead in the planning process. Jonathan encouraged these individuals to meet before the next Standing Committee meeting.

## CONSTITUTIONAL CHANGES

Jonathan distributed a revised copy of proposed constitutional changes and asked for any outstanding questions or concerns before the General Assembly vote on February 7th. Primarily, changes provide for: rotating leadership through the Chair & Vice-Chair positions, codifying how the UCLGBTIA has been operating in practice, and a Secretary position to assist the chairs (e.g., distributing materials, taking minutes). If the need arises to replace one of the three officers, a special appointment will be made.

Sarah Archibald (UCSD), current co-chair, will step down May 1st, 1999, while Jonathan will assume the role of Chair. The division between the roles of Chair and Vice Chair is to facilitate a smooth transition in leadership; the actual division

of duties and working relationship between the two positions is to be decided by the two.

Jonathan encouraged steering committee members to reassure the General Assembly that these changes have been through a two-year review process. It resolves previous inconsistencies and codifies current practices. He noted that the key for making the new process of electing officers work is in recruitment - letting people know the positions are open for nominations.

#### QUALITY OF WORK/LIFE SYMPOSIUM

Pat Walsh (UCI) reported upon the recent Quality of Work/Life Symposium. The primary issue raised was the significant conflict between faculty and staff. It is Pat's opinion nothing substantial will occur until faculty members become invested in work/life quality concerns-as the staff represented at the symposium do not possess the power base necessary to implement change.

Other themes brainstormed at the symposium included: stress, childcare and the demand to complete more tasks in less time. No substantive discussion occurred regarding LGBT issues as they impact the quality of work/life. Although good information was presented, no action items resulted from discussion.

Campuses should be holding follow-up conversations regarding these issues; interested individuals should contact their chancellor's office to find out who attended from their campus. Reportedly, not all campuses have a quality of work/life committee.

#### FAMILY MEDICAL LEAVE ACT

Committee members were to have researched the Family Medical Leave Act at their respective campuses and reported on them at this meeting. It was decided to revisit this issue in May.

#### DOMESTIC PARTNER UPDATE

Jonathan reported upon on the status of Domestic Partner Benefits. A memo from UCOP noted the average increase in enrollment with the extension of benefits of same-sex couples was approximately 1%. Bob Anderson is assembling a report recommending expanding DP benefits to include retirement and opposite-sex couples. This report should be available in April for presentations to academic senates, councils, and other relevant bodies. Bob also conveyed to Jonathan the need to allow things to settle in the new state government. As Governor Davis must first nominate three new Regents for selection, most likely it will take until next year for changes in DP benefits to

occur.

## FAMILY STUDENT HOUSING

The primary concerns for Queer students involve the lack of unified student health insurance and access to Family Student Housing. Regarding housing, Michael (UCSF) reported an increase in requests for family student housing from same-sex couples at his campus. UCSF's Chancellor is becoming frustrated and will begin applying pressure on UCOP for the ability to address these concerns. The hope is to eliminate the marriage certificate as a prerequisite for family student housing and give priority to students with children. The UCLGBTIA agrees with this baseline policy and favors a local approach to its implementation.

In discussing the need for allies to help defend this new DP benefits proposal, Jonathan expressed concern regarding the present status of the UC Student Association (UCSA). Currently the UCSA is experiencing significant internal problems. Pat Walsh encouraged the UCLGBTIA not to abandon the UCSA - since it is natural for a student group to be less stable than as one such as the UCLGBTIA. Jonathan agreed and emphasized the need for UCLGBTIA to plan who it can enlist as allies, specifically student groups.

In discussing UCSA, Alan Hwang recommended that Queer students take positions in the organization. Given UCSA's current turmoil, it was suggested to research what other system-wide organizations it would be helpful to have Queer student representation. Maggie Hawkins (UCR) offered to investigate.

Maggie then asked for input regarding the case of a UCR Faculty Emeritus verbally denied partner benefits. Allegedly, the two were denied because they noted on their application form that they had adopted each other to establish a legal relationship between them. Initially the couple was approved and received a health card. The couple has requested, in writing, the reasoning for their rejection and is considering legal representation. The group encouraged Maggie to find out more information/detail, as the whole situation seemed odd.

## CAMPUS REPORTS

Berkeley: Debi Fidler announced a search for a full-time LGBT administrator. The position will be listed at SAO IV and the individual will potentially hold an academic appointment. The position is yet to be posted.

San Diego: Sarah Archibald reported an ad-hoc committee meeting which allocated a prime space in the University Center for a LGBT Resource Center. It has been made clear that no space is acceptable without a staff person

accompanying it.

Riverside: Maggie reported the addition of a permanent, part-time clerical position for the Center. Registration fees fund the position. Maggie also noted a great working relationship with Hillel.

Irvine: Pat announced that Transgender has been officially added to the Center title.

Santa Cruz: Deb distributed flyers for Jeffrey Solomon, a Queer actor/performer. She would like to work with other campuses to bring him to tour California. UC Davis recommended Solomon, as well as securing a stage/lighting for his performance. They also recommended connecting with PFLAG in conjunction with his engagement.

Davis: Allison has been in her position as Director for two weeks, although she expressed concerns regarding the position's status after two years, as there is nothing in writing regarding funding. The Center is planning to hire a second paid student intern and will move into a new space come April/May. There are also plans to begin a Queer Mentorship Program. The Chancellor's Committee is doing well and its leader is contributing to programming efforts. The Speakers Bureau is going well, a Hate Crimes panel was presented, and Alan just printed a new issue of the "Rainbow Connection."

After reports regarding Davis' new space, it was recommended there be another system-wide survey regarding the LGBT Center resources on each campus. Requests were made to record such items as: square footage, job description/title/classification, and items pending (e.g., clerical support).

San Francisco: Michael emphasized the current LGBT position is not secure and may be discontinued at the end of May. He may request a letter of support from the UCLGBTIA. It was recommended Michael invite his Vice Chancellor to attend the Directors' and/or Steering Committee meetings to gain an understanding why the LGBT position is essential.

Before adjourning, written campus updates were distributed to the group. The meeting adjourned at 1:15pm.

## May 1, 1999 Minutes

UC San Francisco

Attending: Sarah Archibald, San Diego Jonathan Winters, Berkeley Bob Anderson, Berkeley Jessea Greeman, Berkeley Maggie Hawkins, Riverside John Master, Riverside Allison Subasic, Davis Alan Hwang, Davis Michael Scarce, San Francisco Chad Sanger, Santa Cruz Joe Sampson, Santa Cruz

Absent: Irvine Los Angeles National Laboratories

### I. Pride Announcements:

UCSF students would like to participate in San Francisco's 6/27 Pride as part of a UC wide contingent. Berkeley is already registered and we all may join them.

Davis' Pride June 6th in Central Park, is a community event for Yolo county.

June 17th is Riverside's Pride, held at the UCR campus.

San Diego Pride parade is 6/17, all are welcome to joint the University contingent. Chancellor Dynes rode in the parade last year and is invited again.

This September, Oakland will host a Stonewall 30 celebration, more details later.

### II. Resource Center Updates and news

Allison Subasic passed out the new systemwide summary although not all campuses have provided updates. It was noted that Director salaries remain very discrepant, as do programming budgets. Assistance in the form of other paid positions have increased. Some wording changes in the organization of the chart were agreed upon and Allison will distribute an updated copy when all campuses have submitted their current information.

Berkeley: The Coordinator position is posted as a SAO III and plans are to have the position in place by July 1. Lot's of good applicants including a couple of UCLGBTIA scdm members.

Riverside: There is now a full-time 9-month position for a secretary/clerk. The Center has been very active with several active student groups including Ni Modo ( a Latino/Chicano group), queer Asians, lavender grads and girl talk. The Center currently has two interns. An April Pride '99 event included presentations, performances and a queer film festival.

San Diego: A steering committee has been formed to develop the mission, staffing and equip the allocated for an LGBT "office". The committee will meet early in May. The Chancellor's office has allocated funds beginning 7/1/99 for a half time staff position and some programming funds for the first year.

Davis: The Center is doing well with its new Director Allison Subasic. The LGBT Resource Center will move from its current 200 sq. ft. space to the new 600 sq. ft space in the fall near the current space. The Center has a new brochure and a new group, queers of color has formed.

San Francisco: The Director position is currently 60% and ends June 15th. A decision whether to continue the position, make it permanent and/or full time has not yet been made by the Chancellor. The Assistant vice-chancellor has indicated she will fund the position at its current level for an additional year regardless. Programming events have been variably attended but if programs are tailored to health sciences turn out tends to be high. An academic program on history of LGBT issues in the health sciences is planned for Fall.

Santa Barbara: A new Resource Center coordinator has been selected; Deb Bazarsky from Miami University. UCLGBTIA will send a message of welcome and inform her of future meetings, electronic lists etc.

### III. Conference Year 2000 in Davis Feb. 11-13 : "Gaze into the Millennium"

Conference plans are well underway and packets outlining planning thus far were distributed. Registration costs are tentatively \$15, \$30, and \$40 for students, staff/faculty and non-UC affiliates respectively. Planned tracks include: Multicultural, Curriculum, Political and Lifestyle. No response from HRC or NGLTF yet but Jonathan will get contact info to Allison.

The 2001 conference is planned for Santa Barbara.

### IV. Sponsorship/funding issues.

This item was forwarded from the February meeting. The discussion on this item was deferred to a future meeting although it was suggested all campuses try to collect information on how people, especially students are funded to go to conferences and meetings, particularly those sponsored by UCLGBTIA.

### V. Retirement benefits - Domestic partner issues

Bob Anderson described the current benefit discrepancies and recent faculty action on this issue. In general there are discrepancies between spousal benefits and those received by the DP of a UC employee. These vary depending of if the



benefit is received after the employee retires and dies or if the employee dies before retirement. There are also some differences depending on the dates of employment and contributions. It was decided we need to develop a fact sheet outlining the benefits facts and inequities. In 1993 the Academic Senate recommended DP retirement benefits but UCOP officials gave the impression they wanted some experience first with the health benefits and the new Regents. Now that we've had experience with the health benefits and new Regents are in place it seems likely a recommendation would be seen as favorable at this time.

The Academic Council asked the Committee on Faculty Welfare to author a report on the issue. The draft is done and it is expected to be adopted by the Council and sent to UCOP as early as this summer. UCLGBTIA needs to bring up the issue President Atkinson. We also need to clarify which committee of the Board of Regents will be responsible (finance?) and who is on the committee for the coming year. Chancellors need to be informed and lobbied. The question of opposite sex partners and adult dependents was raised. It is expected the Faculty Senate will recommend opposite sex partners receive DP benefits but adult dependents is a much more complicated and possibly costly issue.

#### VI. Family Medical Leave Act (FMLA)

Federal and State law allow for 90 days a year for an employee to take care of a sick relative. Although not required, this can be extended by the employer to include DPs, and UC's policy currently is not explicit with respect to domestic partners. Therefore, it may be difficult for some employees to access this benefit or even know it's available to them or their children. There are separate academic and staff policies with respect to FMLA and the staff policy needs to be addresses at UCOP level.

Regarding the faculty policy, the Academic Council recommended a change in the wording that stated specifically "domestic partner" and "children of the domestic partner." General Council came back with changed wording to state family members and then also included would be domestic partners. (i.e. we aren't family members.) They argued that there was some legal interest in the definition of family, but Bob A. pointed out in response how varied indeed the description of family is in many statutes. His recommendation was to either include DPs in the "family" list or drop family altogether.

Bob asked how important this change would be and if we pursue the implementation might be delayed. UCLGBTIA needs to contact someone from UCOP, especially on the staff policy and again talk to the Chancellors about this issue.

## VII. DP housing issues

Now that it's been a year and a half since the housing was separated from health benefits and Regents have changed (the reason we were told it was on hold), it is time to revisit this issue.

Options: UCOP authorizes implementation and brings to Regents as a point of information; a formal proposal is brought forward to the Regents; let the Chancellors just do it individually on their own. UCLGBTIA will contact Chancellors, collect stories of people wanting housing etc. and talk to UCOP.

## VIII. Legislative Issues

Maggie Hawkins updated the group on the Wisconsin case, soon to go to the Supreme Court, a Christian student group that is suing the University for student fees going to groups they were "ideologically opposed to", including queers, and feminists among others. This may have some impact on UC in the future but it is unclear at this time. Maggie will follow-up with UCSA for more info.

The Dignity for all Youth initiative is about to go to the full Assembly in California. UCLGBTIA chairs will send a letter of support.

AB1001: Non-discrimination in housing and employment. Chairs sent a letter to the Speaker.

Knight Initiative. CAPE is following this and we will keep posted on the issue. No action at this time.

## IX. Election of UCLGBTIA officers

There were two nominations for Secretary: Robert Imada of Santa Cruz and John White of San Diego. Vote held by secret ballot: Robert Imada 4 and John White 6. John White is the new secretary.

Vice Chair: No nominees. The seat remains empty and can be filled at the next meeting. Send in your nominations. Co-chair Sarah Archibald stepped down. Jonathan Winters remains Chair.

## X. Fall Steering Committee Meeting.

Most people present are planning to attend the NGLTF Creating Change Conference in Oakland (Nov. 10-14) so it was proposed we have the fall steering committee meeting at that time. Pros: save on travel, encourage people to attend NGLTF; Cons: another northern meeting (and winter is Davis), can we have a

focused meeting?

The decision of those present was to have the meeting in Oakland or Berkeley at that time IF the Creating Change schedule permits. The schedule is not out yet but it was thought Friday morning is usually free and we could have a half day meeting. We'll revisit by e-mail as soon as the schedule is published. If we don't go north Riverside will host the fall scom meeting and the spring scom meeting will be held in the south.

XI. Transgender rights and policies.

We discussed adding gender identity to the University non-discrimination policy. Steering committee members were asked to check in with the trans communities on their campuses for response, wording etc. and plans are to bring the issue to the President.

In summary, as a result of this meeting it was recommended we 1) talk to the Chancellors at each campus and 2) contact the Office of the President soon and request a meeting to discuss the following:

DP Retirement Benefits DP Housing Benefits Family Medical Leave  
Policy Changing the non-discrimination statement to include gender identity

## November 14, 1999 Minutes

Oakland (In conjunction with NGLTF Conference)

### ATTENDING

UC Berkeley Bob Anderson, anderson@econ.berkeley.edu Billy Curtis, lgbt\_ofc@uclink4.berkeley.edu Bella Grigoryan, difranco32@hotmail.com John Mendoza, hipipino@hotmail.com Jason Min, jason@uclink.berkeley.edu Jonathan Winters, jjwintrs@uclink4.berkeley.edu

UC Davis Alan Hwang, akhwang@ucdavis.edu Allison Subasic, absubasic@ucdavis.edu

UC Irvine Pat Walsh, plwalsh@uci.edu

UC Los Angeles Ronni Sanlo, sanlo@ucla.edu

UC Riverside Maggie Hawkins, maggie.hawkins@ucr.edu

UC San Diego Beverly McCreary, rainbow@ucsd.edu John O. White, jwhite@ucsd.edu

UC San Francisco Shane Snowden, ssnowden@genderequity.ucsf.edu

UC Santa Barbara Debbie Barzarsky, bazarsky-d@sa.ucsb.edu

UC Santa Cruz Deb Abbott, dabbott@cats.ucsc.edu Todd Bowser, todd\_bowser@macmail.ucsc.edu Laura Engelken, engelken@cats.ucsc.edu Stewart Rosenstein Joe Sampson, jsampson@cats.ucsc.edu Chad Sanger, cpsanger@cats.ucsc.edu

UCOP Emily Nalven, emily.nalven@ucop.edu

### A. Retirement Benefits

Bob Anderson from UCB described the differences that occur for UC employees with spouses or with domestic partners with respect to pension survivor benefits.

1. If an employee dies while working, UCOP will calculate benefits differently. A spouse would receive full benefits. A DP would only receive a return equal to what the UC employee had contributed. This inequity affects a small number of people in a very significant way.

2. At the time of retirement, a UC employee can name a designee for

continuation of benefits. UC can charge for continuation of benefits. A spouse will receive benefits automatically, while a DP must be a designee (with continuation) to receive benefits.

3. If an employee dies, the Mortgage Origination Program continues for a spouse, but would not continue for a DP.

The UC Faculty Welfare Committee Report details these concerns and it is available. Bob Anderson volunteered to compose talking points that could be used by SCOM members when speaking to campus or UCOP administrators. These concerns were first identified five years ago and subsequently reiterated about a year ago.

The suggested strategy is to ask Chair of Academic Senate on each campus the status. Favorable consideration at the local campus level will create more pressure for UCOP to respond.

It was noted that after January 1, 2000 DPs could register at the State level. A State employee will be able secure DP benefits for same sex couples or opposite sex couples if at least 65 and eligible to receive Medicare. It remains to be seen if some UC employees register and request benefits. It may push UCOP to address opposite sex DP benefits. It may also be an opportunity to try to address the pension issue.

SCOM should be prepared to testify before The Regents if required in the next 6-12 months. VP Wayne Kennedy from UCOP has indicated support. However, he insists on an orderly process and treats the issue delicately due to The Regents. Kennedy is schedule to retire in Summer 2000, so communications with Atkinson and Kennedy should be re-established.

## ACTION

1. Jonathan Winters volunteered to contact UCOP to ask a meeting regarding DP retirement benefits.
2. Each campus will poll the Chair of their Academic Senate and seek their support.
3. A draft letter of concern to UCOP will be written and posted on the UCLGBTIA Web Site.
4. The UCLGBTIA SCOM list serve will be used to communicate progress.
5. For the future, SCOM should be prepared to help initiate a postcard campaign

to President Atkinson and the Regents similar to the method used to help win DP health benefits. B. Housing DP Benefits

SCOM members recalled that DP Housing benefits as a topic was pulled from Regents consideration (at the time that DP Health Benefits were voted upon). Nonetheless, UC Davis and UC Santa Cruz have adopted marriage neutral housing policies. People are able to self define family, and children are given a priority. At UC Irvine, the Housing Office will entertain exceptions to policy, and this can result in access to graduate student housing for same sex couples (students). It was noted that AB 1001 effective January 1, 2000 regarding California fair employment and housing specifically exempts the UC.

#### ACTION

1. Chad Sanger from UCSC will send SCOM members a copy of the UCSD Housing Policy that is marriage neutral.
  2. Each campus is asked to work with its local Housing Director and Chancellor to add DP to Housing Benefits or to make policies marriage neutral as a minimum.
  3. Each campus is asked to continue documentation regarding recruitment and retention problems that arise as a result of the current (discriminatory) policies.
  4. Campuses are also asked to inquire faculty/professional housing if it is applicable e.g. UCLA.
- I. GENDER IDENTITY AND UC NON-DISCRIMINATION POLICY

UCSC has initiated some inquiry with their HR Office of Staff Affirmative Action regarding the addition of Gender Identity in the University's Non-Discrimination Policy. Transgender is not included in the existing UC Non-Discrimination Policy. UCB has also started some work in this area.

#### ACTION

The following SCOM members volunteered to craft language that might be used by UC:

- Pat Walsh, UCI
- John White, UCSD
- Chad Sanger, UCSC
- Laura Engelken, UCSC

#### II. FAMILY MEDICAL LEAVE ACT (FMLA)

Federal and State laws allow for 90 days a year employment leave to take care of a sick relative. It is left up to the employer whether they wish to extend FMLA benefits to domestic partners. At UC a Systemwide policy would be required. There was some discussion of the topic at the last UC Quality of Life conference. The Systemwide Academic Personnel Policies already include family medical leave for DPs.

#### ACTION

1. Bob Anderson will provide Web Link to Academic Personnel Policy
2. Each campus is asked to initiate discussions with local HR office
3. UCLGBTIA should include this topic when scheduling meeting with UCOP Senior Administrators including Judith Boyette/VP for HR. III. UCLGBTIA Conference and General Assembly at UC Davis, "Gaze into the Millennium"
  - Scheduled for February 11-13, 2000
  - Suggestion to include information on Resource Centers and SCOM contacts
  - Suggestion to create a UCLGBTIA membership brochure and membership card
  - Reminder to include time for SCOM meeting and General Assembly meeting
  - UCD requested that each campus submit a proposal for a workshop due December 1, 1999.

#### IV. SCOM LEADERSHIP

- Motion made by J. White and seconded by R. Sanlo to elect Chad Sanger, UCSC and Allison Subasic Co-Chairs, Chad effective immediately to fill the vacant position, Allison effective after completion of UCLGBTIA General Assembly in February 2000. Approved (15-0-1)
- The Spring SCOM will take place at UCSB
- Jonathan Winters volunteered to poll SCOM for the best date, perhaps May 12-13, or April 21-22, 2000
- UC Resource Center directors agreed to meet in conjunction with SCOM.

#### V. RESOURCE CENTER/CAMPUS REPORTS

- UCLA: Ronni Sanlo UCLA is developing professional standards for LGBT Resource Center directors and this will be shared with national organization. Ronni has been working closely with the Development Office. LGBT Center has been collaborating with LGBT Studies. The Center has expanded its hours and increased the number of groups. There are plans to participate in the National Women in Higher Education Conference and to host a similar conference at UCLA.
- UCR: Maggie Hawkins announced her intention to attend graduate school. The

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Coordinator position at UCR (SAO III) is advertised with announcement of a new coordinator before the end of the calendar year. A prepared report included information on programming/activities, collaborations, safety, training and education, and staffing.

- UCB: New LGBT Coordinator - welcome to Billy Curtis
- UCSF: New LGBT Coordinator - welcome to Shane Snowden. A LGB Women's Health Summit is planned for April 6-7, 2000.
- UCSB: Resource Center opened June 14, 1999. Welcome to Debbie Barzarsky. A prepared report included description of Resource Center, its services and programs.
- UCI: Focus in on the long-term stability of the Resource Center, including advisory Board, and fundraising.
- UCSD: opened its LGBT Resource Office in November 1999, welcome to Beverly McCreary.
- UCSC: a prepared report was distributed with information regarding meeting with Chancellor, Rainbow Ceremony, Welcome Reception, Fall Retreat, Letter regarding FMLA and DPB to the Chancellor, Queer Mentoring Programs, Staff Changes.
- UCD: a prepared report was distributed with information on the Millenium Conference, Goals for 1999-2000, Pride Week, Mentoring Program, Speaker's Bureau, and Resource Center update.

## VI. WEB DEVELOPMENT

The SCOM discussed ways to enhance the Web Site. The following item was discussed with consideration of making the Site friendly and encouraging for new members.

To join: more specific information about the UCLGBTIA, pictures of the Steering Committee and Conferences, and to start archiving information on the Site.

## ACTION ITEMS

- Post "Ensuring Full Equality in Benefits for UC Employees with Domestic Partners" on the Web.
- Post UCSC's and UCD's housing policy on the Web.
- When appropriate, post talking points for retirement benefits and possibly create a PDF post card file for a mailing to The Regents.

## MARKETING SUGGESTIONS

- Use conference photos for UCLGBTIA web site asking people for permission to use their likeness or by using photos where people cannot be identified
- Encapsulate the conference on the UCLGBTIA web site in an effective way (market the conference)



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- Understand that the conference is the best opportunity to gain both general members, as well as steering committee representatives. Provide contact information and photos if possible.
- Provide a list of current issues and projects in the conference program, with information about future meetings.
- Work to increase participation.
- Bring issues to a broader audience.
- Give UCLGBTIA name recognition to attendees.
- Provide UCLGBTIA membership cards available at the registration table. The card should be colorful, with informational bullets, listing the UCLGBTIA's web address. This should increase a sense of ownership.
- Also, provide print media for the registration packets.
- Recognize access issues when using an internet-based marketing system. Try not to exacerbate the access barriers.
- Give attendees information and history of the UCLGBTIA while they attend the conference.
- Develop a mechanism for continuous feedback and evaluation.

Recorded by: John O. White, UCLGBTIA Secretary

## February 13, 2000 Minutes

UC Davis

### ATTENDING

UC Berkeley debi fidler, fidler@haas.berkeley.edu Jonathan Winters,  
jjwintrs@uclink4.berkeley.edu

UC Davis Michael Colby, mdcolby@ucdavis.edu Alan Hwang,  
akhwang@ucdavis.edu Angela Loudermilk, toriandme@yahoo.com Franklin  
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UC Riverside Nancy Tubbs, nancy.tubbs@ucr.edu

UC San Diego Sarah Archibald, sarchibald@ucsd.edu Nancy Loevinger,  
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cpsanger@cats.ucsc.edu

UCOP Emily Nalven, emily.nalven@ucop.edu

UC Student Association Blinker Punsalan-Wood, blinkerspice@yahoo.com

ABSENT: Deb Abbott, dabbott@cats.ucsc.edu Robert Anderson,  
anderson@econ.berkeley.edu Mark Costella, Costella2@LLNL.GOV Billy Curtis,  
lgbt\_ofc@uclink4.berkeley.edu

1. Welcome.

Special Thanks to UC Davis. Introductions were made. A special thank you was given to UC Davis for hosting the 11th Annual UCLGBTIA Conference, General Assembly, and SCOM

## 2. Spring Steering Committee Meeting.

The Spring SCOM will take place Saturday, May 13, 2000 in UC Santa Barbara, with UC LGBT Center Directors meeting to precede it on Friday, May 12, 2000 also in Santa Barbara.

## 3. Fall Steering Committee Meeting.

UCOP was selected as the site for the Fall Steering Committee meeting to take place Friday - Saturday, October 27-28, 2000.

## 4. 2001 UCLGBTIA 12th Annual Conference and General Assembly

Will take place at UC Santa Barbara, during the President's Day three-day weekend (February 2001).

## 5. 2002 UCLGBTIA 13th Annual Conference and General Assembly

Tentatively scheduled to take place at UC Berkeley over the President's Day three-day weekend (February 2002).

## 6. Domestic Partner Benefits Discussion

### A. Retirement Benefits (J. Winters)

Jonathan Winters distributed a draft letter to UCOP regarding various unresolved issues involving extension of benefits to domestic partners of University employees. He also distributed a one page simplified handout describing inequities regarding retirement benefits. He stated that the UC Academic Council has already passed a resolution requesting that UCOP pursue such benefits. A question was raised whether the UCRS Board would need to be lobbied. Ronni Sanlo and Al Aubin from UCLA have already met with their UCRS representatives who seemed open to discussing the issue.

**ACTION:** Chad Sanger from UCSC volunteered to send contact information for UCRB Board members to each campus via SCOM representatives.

**ACTION:** The UCLGBTIA Co-Chairs were asked to send a letter to UCRS asking for support of retirement benefits for DPs of University employees.

**ACTION:** At the campus level, each SCOM member is asked to contact the nearest UCRS Board Member(s) to support extension of benefits.

#### B. Health Benefits (beyond Medical, Vision and Dental)

It was recommended that discussion with UCOP also include a request for DP benefits related to: 1) Accidental Death or Dismemberment; 2) Life Insurance; and 3) Legal Plan participation.

#### C. Housing

A representative from each campus briefly reviewed its Housing Policy with respect to domestic partners. Efforts are ongoing at San Diego to implement a revised Housing Policy that will include DPs. The policies at Davis and Santa Cruz are broad enough to include DPs. Irvine via exceptions has been able to provide some housing for DPs. It was recommended that each campus look at the UCSC Housing Policy distributed previously as a possible model.

**ACTION:** Sarah Archibald from San Diego volunteered to investigate the location of the next UC Systemwide Housing Directors meeting and to develop a draft letter from UCLGBTIA to the Housing Directors asking for inclusion of DPs for housing. Sarah will also try to develop a status list/sample policy from each campus as a resource. Please send Sarah Archibald information if you can.

#### D. Family Medical Leave Act (FMLA)

The experience at each campus so far, is direction from Human Resources that UCOP Systemwide approval is required to specifically include FMLA benefits to DPs of University employees. The topic of FMLA is included in the list of items that will be identified in a letter from UCLGBTIA to President Atkinson, and it includes a request to meet with him.

#### E. Mortgage Origination Program (MOP).

The issue is similar for the MOP available to faculty and executive program staff. DPs are not included as part of the loan program at this time.

#### F. Campus built Faculty or Staff Housing.

Again, DPs are not identified for inclusion in this program where it is available, pointing out inequity.

**ACTION:** Include all of the above items in future discussions with UCOP and President Atkinson.

## 7. Hate Crimes Program Updates.

The development of Hate Crime/Incident reporting and programs varies by campus. Most campuses do include some information or procedures for students as part of Judicial Affairs. Other than Campus Police, there are few programs that include faculty and staff. It was recommended that an effective approach to creating these program may include:

- Use of the University Non-Discrimination Policy or local Principles of Community.
- UCSB has identified a Hate Crime Office and works with the City of Santa Barbara.
- UCSC is beginning to develop a program that will track and monitor crimes and incidents.
- The UCSA has identified prevention of hate crimes as one of its priorities.
- At Irvine, the Campus Police Department will provide information upon request. It was recommended that the campuses try to adopt similar criteria for definitions and reporting. It may be possible or desirable to approach the campus Sexual Harassment Prevention Officer to assist.
- Climate surveys are another effective tool to indicate the extent of problems or inadequacies.
- Awareness Week is another opportunity for advocates discussing prevention of hate crimes/incidents.
- UCSC has developed a grievance board that includes students, staff and faculty.
- An ombudsman is available at some UC campuses.

## 8. SCOM Input.

The Sunday portion of the Steering Committee meeting included a very large turnout from the membership at large. This was in part, a response to remarks made the day before during a keynote presentation. With comments from many people, members of the SCOM recommitted themselves to making the committee accessible with attention paid to diversifying the committee. Existing members indicated that they would try to generate additional interest at their home campus.

**ACTION:** The Steering Committee will use its Web Site, list serve and available electronic formats to communicate more information more often with the general membership.

A suggestion was made to increase and improve UCLGBTIA marketing efforts including development of a brochure.

Nancy Tubbs from UCR suggested that student leadership funds be sought to send students to the Annual Conference or otherwise participate. Economic barriers were identified as a major deterrent for students. Identification of funding sources was recommended including the possibility of seeking grant funding. It was pointed out the mission and purpose of the University is important to support and include when seeking funds (internal or external).

**ACTION:** Ronni Sanlo (UCLA) and Pat Walsh (UCI) agreed to explore the feasibility of seeking Foundation support for student participation.

Other suggestions included: 1. Seeking UCOP staff training funds 2. Contacting campus and UCOP Equal Opportunity/Staff Affirmative Action offices for support. 3. Approach UCOP and request that it provide student funding as part of recruitment and retention programs. 4. Consider the establishment of a student scholarship program. 5. Prepare a summary of the various ways that students have gotten support in the past. 6. Approach the Associated Students as each campus for support. 7. Use the UCLGBTIA Web Site as an information-clearing house. 8. Ask campus administration for discretionary funds. 9. Relate funding requests to UCOP initiatives for improvement of

It was stated that funding is needed at multiple levels. 1. Travel funds 2. Seed money for each Annual Conference 3. SCOM operating funds

Presently, the funding and support varies campus to campus and many SCOM members pay for a portion or all of their own travel expenses.

**ACTION:** The SCOM formed an ad hoc Finance Committee to include: Emily Nalven (UCOP), Debbie Barzarsky (UCSB), Nancy Stubbs (UCR); Ronni Sanlo (UCLA), Al Aubin (UCLA), Beverly McCreary (UCSD), and Shane Snowden (UCSF). The group agreed to provide an update at the next SCOM.

#### 10. Student Financial Aid (Debi Fidler)

Debi Fider presented a plethora of materials useful to students seeking LGBT financial aid scholarships. Brochures and a supplement with the most recent assistance information were given to each campus plus interested students.

#### 11. Gender, Gender Identity, Gender Expression

Chad Sanger from UCSC initiated some pre-discussion with Human Resources regarding inclusion of gender identity in the University Non-Discrimination policy. There was interest from the Blinker of the UC Student Association to collaborate on this project. It was suggested that a discussion of hate crimes and incidents would be a useful introduction to the justifications for inclusion of gender identify

as part of the non-discrimination policy when speaking to UCOP managers. The subject of hate crimes did surface during a meeting between UCSA and President Atkinson this past quarter.

ACTION: John White (UCSD) agreed to research and summarize existing non-discrimination statements from municipalities and other Universities and to share the information with an ad hoc committee to include: John White (UCSD) Sarah Archibald (UCSD) Chad Sanger (UCSC) Debbie Barzarsky (UCSB) Blinker Punsalan-Wood (UCSA)

## 12. Intersex Inclusion

Very briefly intersex was described as individual who are born with both X and Y traits - individuals whose hormones, chromosomes and genitalia differ.

ACTION: Debbie Barzarsky and Laura Engelken (UCSC) volunteered to share educational materials that may be useful for presentations to campus advisory committees. It was agreed that each campus should begin education efforts on this topic and consider intersex representation in UCLGBTIA membership and projects.

## 13. Suggestions for Santa Barbara Annual Conference and General Assembly

A. Include time for a student leader caucus. B. Include dedicated time (with no other programming scheduled during the time used for UCLGBTIA Steering Committee meetings) and provide information on the history of UCLGBTIA. C. Seek grant funding for a UCLGBTIA history project

John O. White [jwhite@ucsd.edu](mailto:jwhite@ucsd.edu) UCLGBTIA Secretary

University of California Lesbian Gay Bisexual Transgender Intersex Association  
UCLGBTIA Minutes 1995-2006

## May 13, 2000 Minutes

UC Santa Barbara

University Center - Mission Room

### ATTENDING

UC Berkeley Jonathan Winters, jjwintrs@uclink4.berkeley.edu

UC Davis Michael Colby, mdcolby@ucdavis.edu Angela Loudermilk,  
torianme@yahoo.com Franklin Lyons, fhlyons@ucdavis.edu Allison Subasic,  
afsubasic@ucdavis.edu

UC Irvine Chris Browning, cmbrowni@uci.edu Pat Walsh, plwalsh@uci.edu

UC Los Angeles Steven Leider, sleider@ucla.edu

UC Riverside Nancy Tubbs, nancy.tubbs@ucr.edu

UC San Diego Sarah Archibald, sarchibald@ucsd.edu Beverly McCreary,  
rainbow@ucsd.edu John O. White, jwhite@ucsd.edu

UC San Francisco Shane Snowden, ssnowden@genderequity.ucsf.edu

UC Santa Barbara Debbie Barzarsky, Bazarsky-D@sa.ucsb.edu Daniel  
Okamura, vanillaspice@hotmail.com Peter C. Russell, Russell-  
P@sa.ucsb.edu Mary Watts, uwattm00@umail.ucsb.edu

UC Santa Cruz Deb Abbott, dabbott@cats.ucsc.edu Stuart Rosenstein,  
stuart@cats.ucsc.edu Joe Sampson, jsampson@cats.ucsc.edu Chad Sanger,  
cpsanger@cats.ucsc.edu

UCOP Emily Nalven, emily.nalven@ucop.edu

GUEST Sue Rankin, Penn State University, srx2@psu.edu

ABSENT Robert Anderson, anderson@econ.berkeley.edu Al Aubin,  
aaubin@saonet.ucla.edu Patti Clarkson, plclarkson@aol.com Mark Costella,  
Costella2@LLNL.GOV Billy Curtis, lgbt\_ofc@uclink4.berkeley.edu Kathy Eiler,  
Keiler@uci.edu Laura Engelken, engelken@cats.ucsc.edu Debi Fidler,  
fidler@haas.berkeley.edu Alan Hwang, akhwang@ucdavis.edu Nancy Loevinger,



nloevinger@ucsd.edu Blinker Punsalan-Wood, blinkerspice@yahoo.com Ronni Sanlo, sanlo@ucla.edu

## MEETING CONVENED

SCOM Co-Chair Chad Sanger convened the meeting at 10:20 a.m. Introductions were made. Sanger extended special thanks to Debbie Bazarsky and UC Santa Barbara for hosting the Steering Committee meeting.

## UNIVERSITY OF CALIFORNIA RETIREMENT SYSTEM (UCRS) AND DOMESTIC PARTNER PENSION BENEFITS (C. Sanger, J. Winters)

A. Extension/expansion of Pension Benefits for domestic partners of University employees went before the UCRS Advisory Board in May 2000. The item was prepared by UCOP Benefits on behalf of the Academic Senate Committee on Faculty Welfare. It is expected that the item will return to the Board for Action in June 2000.

B. Jonathan Winters and Bob Anderson from UCB have prepared a one page handout that explains pension discrepancies that exist for employees with spouses versus employees with domestic partners. The information is available on the UCLGBTIA web site. <http://www2.ucsc.edu/uclgbta/index.html>

C. John White reported that AVP Judith Boyette from UCOP HR and Benefits spoke before the UC Academic Business Officers Group this past April. In her remarks, she stated that a series of Benefits reforms would be submitted to The Regents for Action during Fall 2000 - most likely November 2000.

D. Winters suggested that same sex couples complete the State DP registry to strengthen the justification for legislative or policy changes. Winters also advocated that the state registry document should be considered sufficient equivalent proof for University programs that require marriage certificates for opposite sex couples.

E. Chad Sanger suggested that when the time is appropriate, that a post card campaign could be launched at each campus to educate The Regents. He volunteered to post information in PDF format on the UCLGBTIA web site as needed. Winters volunteered to draft language for the post card campaign.

F. A suggestion was made to contact the UC Student Association to form an alliance.

## HOUSING (S. Archibald)

Archibald provides a brief overview of the issue. She referenced a decision by The Regents to separate housing from health benefits and their requirement that any policy change be submitted to The Regents for consideration. As a result, draft policies that included DPs in housing at most campuses in 1994 and 1996 have not been implemented. Archibald attempted to pursue the issue with UCSD administration including the Office of the Chancellor and the Housing Office. She was told that UCOP instructed Housing Directors not to change policies at this time.

At UCSD there has been discussion by Housing that it would no longer require marriage certificates to determine eligibility, but rather would provide housing with priority given to students with children, and that a birth certificate/statement of dependency might be required. Archibald stated that such a requirement is not required for day care at UCSD. UCSD administrators reported to Archibald that UCOP favors the existing Davis Policy, but that UCOP will not advance any information to The Regents at this time.

Shane Snowden from UCSF reported that the UCSF Chancellor has taken a strong public position in favor of opening up housing to students with DPs. UCSD reported that its Chancellor would wait to see how the issue is addressed at other campuses.

At UCI, the Housing Office is unwilling to pursue changing its policy until legal counsel concurs.

**ACTION** - Archibald said that she would approach UCSD administration with this conflicting information and ask for clarification prior to the May 31, 2000 meeting at UCOP on the topic of DP benefits. A suggestion was made that UCOP be reminded that it is accountable to pursue the issue based on earlier communications with UCLGBTIA.

**ACTION** - Archibald asked each campus to send her their existing housing eligibility policies as well as any draft policies that have been written where student DPs are included. Archibald will take lead on this issue for the UCOP meeting. Contact [sarchibald@ucsd.edu](mailto:sarchibald@ucsd.edu), or fax 858-622-5890.

## OTHER DP BENEFITS AND ISSUES (All)

It was agreed that the remaining benefits not extended to University employees with DPS should go forward as part of the Agenda for the May 31 UCOP

meeting.

- FMLA
- Legal Plan
- Disability Insurance
- Life Insurance
- Mortgage Origination Program (would require Regents Action)

ACCESS TO UCLBGBTA ANNUAL CONFERENCE AND SCOM/FUNDING

The group did not meet.

ACTION - Nancy Tubbs agreed to initiate an electronic mail discussion on this topic to include the Ad Hoc Finance Committee (E. Nalven, D. Barzarsky, N. Tubbs, R. Sanlo, A. Aubin, B. McCreary, P. Walsh), plus students Mary Watts and Franklin Lyons. A report will be made at the Fall SCOM (October 27-28, 2000 at UCOP - Oakland).

GENDER NON-DISCRIMINATION STATEMENTS UPDATE (J. White, et. al.)

John White stated that he had initiated an electronic mail discussion with interested SCOM members plus Shirley Bushnell, former UCLA employee and current transgender activist. He summarized the findings:

Gender and/or Gender Identity are included in non-discrimination policies at numerous Universities (Rutgers University, University of Iowa, Southern Oregon University, University of Oregon), the State of Minnesota, and many municipalities (Boulder CO; Berkeley, West Hollywood, Santa Cruz and San Francisco CA; Evanston, IL; Iowa City, Iowa; Cambridge, MA; Minneapolis-St. Paul, MN; New Orleans, LA, Pittsburgh, PA; Portland, OR; Seattle, WA). Gender was added to the Hate Crimes law of California in 1999.

White favors developing a letter to UCOP based on letter from UCSC EEO/AA Office to UCSC HR with the following elements:

- Existing UC Policy
- Policies at Other Universities and Municipalities
- Court Decisions and Court Protection
- Consequences of Discrimination based on Gender, Gender Identify or Gender Expression
- Pending language for ENDA (federal)

- Request for a UC Policy Review

ACTION - White will draft letter for UCLGBTIA that will be sent to UCOP prior to the May 31, 2000 meeting.

## INTERSEX INCLUSION

The SCOM viewed a half-hour video titled "Hermaphrodites Speak" made in 1998 in Northern California by the Intersex Society of North America. See <http://www.isna.org>. Debbie Bazarsky led a discussion on how best to educate the campus communities and whether the SCOM should recommend inclusion of intersex be included in the mission and title of UCLGBTIA. Several books were listed as resources, such as "Fluid Sexual Identity" and writings by author Coloa Pinto. Bazarsky distributed an informational packet on the topic of intersex. Chad Sanger requested an electronic copy so that the information can be posted on the UCLGBTIA web site.

ACTION - There was consensus that the SCOM should recommend that the General Membership should vote to include intersex in the Mission and title of the Association at its 2001 Annual Conference and General Assembly to take place in Santa Barbara over President's Day weekend. Each campus should begin an education effort locally. It was stressed that the SCOM should initiate discussion with intersex individuals regarding inclusion, programming, education, civil rights, legal issues, and strategy.

ACTION - Bazarsky volunteered to identify an intersex speaker for the Fall SCOM meeting in Oakland, CA.

## CAMPUS CLIMATE FOR UNDERREPRESENTED GROUPS - NATIONAL ASSESSMENT PROJECT (Sue Rankin, Penn State University)

Sue Rankin from Penn State University distributed a copy of her proposal for a nation wide survey on diversity and for a companion study on LGBT campus climate. The survey is sponsored by the National Association of Student Personnel Administrators and has received initial funding from the National Gay and Lesbian task Force. All nine UC campuses are encouraged to participate.

The cost is \$3,000 per site for the diversity survey and \$1 per LGBT respondent for the LGBT climate survey. The surveys may be distributed as pencil ú hard copy or via the Web. The diversity survey must be reflective of the campus population, i.e. must include entire diversity of students, staff, and faculty, all ethnic groups, disabled, and LGBT communities, etc. The LGBT climate survey is meant to reach the entire campus LGBT community, perhaps 10% of the

campus population. Institutional Review Boards must be contacted for approval.

The drop-dead date to decide on participation is August 1, 2000 with surveys available for distribution by September 1, 2000. Surveys must be completed and returned no later than December 2000. Results will be tallied with a summary of campus data compared to national sample data. Campuses will not be compared to one another.

**ACTION** - Each campus should discuss the survey with its administration and begin the search for funding.

#### PREPARATION FOR 2001 UCLGBTIA ANNUAL CONFERENCE AND GENERAL ASSEMBLY (D. Barzarsky, Mary Watts and Daniel Okamara)

The conference theme is "Concept of Community ú Exploring the Queer Continuum". The UCSB group has begun its search for speakers and sponsors. Room scheduling and logistics planning are under way. Outreach to non-UC schools and the general community will occur. There will be special outreach to faculty and students. Accessibility is a consideration and it is hoped that scholarships and low cost housing can be identified. A call for workshops will be issued in the near future. Every campus is asked to submit workshop proposals.

It is hoped that \$10,000 for conference start up can be identified. The Davis campus has provided Santa Barbara with information used to plan, budget, and implement the 2000 conference. The Davis budget totaled \$13,500.

#### COMMITTEE LEADERSHIP/SCOM ELECTIONS (C. Sanger, J. Winters)

The term for Jonathan Winters as Co-Chair has expired. The SCOM expressed their thanks and provided him with a card and gift. It was recommended that Laura Englekin from UCSC and Shane Snowden from UCSF give consideration to serving as the next Co-Chair.

#### PREPARATION FOR PRESIDENT ATKINSON MEETING - MAY 31, 2000 AT UCOP (J. Winters)

Winters reviewed the list of participants and the agenda for the May 31, 2000 UCOP meeting in Oakland. Items include:

A. BENEFITS 1) Pension/Retirement Benefits 2) Accidental Death or Dismemberment 3) Life Insurance 4) Legal Plan participation 5) Family Medical Leave Act (FMLA) 6) Mortgage Origination Program (MOP)

## B. Non-Discrimination based on Gender, Gender Identity

## C. Funding for UCLGBTIA and its SCOM

Several ideas were suggested regarding presentation of a request to UCOP for funding. Generally, committee members stated that priority should be given to submitting a request for annual conference seed money, perhaps \$10,000. Other suggestions included funding requests for:

- Diversity Climate Assessment Survey
- LGBT Climate Assessment Survey
- Travel allowance for SCOM members
- Travel allowance for students to attend SCOM and Annual Conference
- Lap-top computer for SCOM Secretary

There was additional discussion regarding whether it is best to ask for an annual operating allocation with general category line items, or to ask for project specific funding. In either case, the annual conference funding was identified as a very high priority.

## ANNOUNCEMENTS

- LGBT Resource Center Directors will meet Friday, October 27 and the SCOM will meet Saturday, October 28, 2000 at UCOP in Oakland. Those attending must RSVP to Emily Nalven at 510-987-9287 by October 23, 2000.
- UCLGBTIA 2000 Annual Conference - UC Santa Barbara
- UCLGBTIA 2002 Annual Conference - UC Berkeley
- UCLGBTIA 2003 Annual Conference - UC Riverside
- Spring 2001 Steering Committee Meeting - either UC Berkeley or UC San Francisco

## RESOURCE CENTER/OFFICE AND CAMPUS REPORTS

Written reports were distributed.

## ADJOURNMENT

The meeting was adjourned at 4:15 p.m.

Respectfully submitted, John O. White, UCLGBTIA Secretary [jwhite@ucsd.edu](mailto:jwhite@ucsd.edu)

## May 31, 2000 (UCOP) Minutes

### UCOP Attendees:

- Judy Boyette, Associate Vice President, Human Resources and Benefits
- Dennis Galligani, Associate Vice President, Student Academic Services
- Lubbe Levin, Assistant Vice President, Human Resources and Benefits
- Judy Ackerhalt, Executive Director, Human Resources and Benefits
- Eva Devincenzi, Assistant Director, Human Resources and Benefits
- Michele French, Director, Human Resources and Benefits
- Steven Mathews, Deputy Assistant Vice President, Facilities Administration
- Lily Pang, Manager, Human Resources and Benefits
- Judith Rill, Principal Personnel Analyst, Human Resources and Benefits

### UCLGBTIA Attendees:

- Chad Sanger, Chair UCLGBTIA, UCSC
- Jonathan Winters, Former Chair, UCLGBTIA, UCB
- Bob Anderson, UCB
- Sarah Archibald, UCSD
- Mark Costella, LBNL
- Alan Hwang, UCD
- Ron Kos, UCB
- Emily Nalven, UCOP
- Shane Snowden, UCSF
- Allison Subasic, UCD
- Nancy Tubbs, UCR
- Pat Walsh, UCI

Minutes Prepared by: Deborah Larson, UCOP; Chad Sanger, UCSC

### I. Introductory Comments

Judy Boyette, Dennis Galligani, and Lubbe Levin welcomed members of the UCLGBTIA to the Office of the President and provided the introductory comments to the meeting. The importance of exchanging information and ideas with members of UCLGBTIA was reiterated. The meeting provided a context to discuss issues of mutual concern and the UCLGBTIA can act as an advisory group in sharing information and ideas about how the University can address its current and future recruitment and retention needs, as well as issues of interest to students. Within that context, a series of updates were provided.

### II. Current Status on Student Housing Developments

Dennis Galligani provided the background and led the discussion on student housing developments. Student family housing was coupled with the domestic

partners benefits issue in 1996. Prior to the benefits item vote, housing was tabled with the agreement that the issue of the utilization of "family" housing would be brought back to the Board at an appropriate time.

Dennis Galligani reported there was no additional information regarding family housing because it has yet to go back to the Board. Dennis Galligani asked for assistance in making the case when the issue does go to the Board. He asked the UCLGBTIA to play a role in "taking away the negatives" through presenting research on LGBT families, and telling "personal stories" which were successful on the issue of health benefits. Presently UCOP allows campuses to govern housing as the individual institutions see fit and the campus needs to do what it takes to serve its needs. The UC Davis and Santa Cruz approaches which have identified "family" housing as housing which meets campus needs; but with a preference for students with children, fit this model. The main proposal still favored by UCOP is the same one presented in 1997 (reaffirming the Chancellor's control over their own campus housing under Standing Order 100.6).

### III. Mortgage Origination Program and Status of Staff Housing Developments on the Campuses

Steven Mathews discussed the loan programs available to employees, which include the Mortgage Origination Program (MOP) and the Supplemental Home Loan Program (SHLP). Steve Mathews relayed that modifications to the loan programs are being proposed at the July or September Regent's meeting. MOP, which is available to faculty and senior management, provides assistance for home purchases and comes from STIP funds. SHLP is available to faculty, senior administration, and some staff for first and second loans, to purchase or renovate a home and is funded through campus funds. For both loan programs, upon death of an employee, an eligible spouse or surviving child may continue payments indefinitely. In the case of non-married couples, including domestic partners, the loan must be repaid within a six-month period.

The "For Sale" Housing Program has 1100 units at UCB, UCD, UCI, UCLA, UCSB, and UCSC. The program is open to all employees and the unit must be sold to a qualified UC employee, or resold to the University upon the eligible employee vacating the unit. Surviving co-owners are typically allowed 3-5 years occupancy with some occupancy of longer duration. Upon death of an employee, a spouse might occupy the unit indefinitely, whereas domestic partners may need to vacate the unit within six months.

### IV. Current Status on Proposed Changes to UCRP



Judy Boyette, Judy Ackerhalt, and Eva Devincenzi described the proposed changes to UCRP as a package of modifications to address recruitment and retention considerations. Recruitment and retention of qualified faculty and staff have become a primary focus in re-evaluating the benefits that the University offers. A 43% increase in the student population is expected over the next ten years, so that the need to recruit new faculty and staff in support of the projected growth will become increasingly important. UC Human Resources and Benefits is exploring various options that would address retirement benefit portability.

One option would be to add a new feature to UCRP for an account balance that would provide portability for employees who leave the University before reaching age 50. This would not replace our current defined benefit plan, but would be an additional feature allowing for a cash payment upon termination prior to eligibility for retirement. Another option under consideration is possible changes to UCRP age factors that are used to calculate the pension benefit. A recommendation on age factor changes to UCRP will be presented to The Regents with an effective date of January 1, 2000 or January 1, 2001. The other proposed changes to UCRP would be prospective and not likely to be effective before January 1, 2001.

Judy Boyette also mentioned consideration of benefit equity for single people and is reviewing a specialized "Single Life Annuity Option" for single employees. This consideration might be presented as a discussion item to The Regents in September with an action item to The Regents in November, in order to provide adequate time for campus consultation.

#### V. Discussion of Health and Welfare Benefits

Michele French and Lily Pang discussed renewal proposals that are due from insurers of all the plans by summer 2000. UCOP is consulting with the medical, dental, and vision carriers for more information regarding coverage for opposite-sex domestic partners as part of UC's "expanded family" definition. UCOP is also exploring offering group LegalCare, Accidental Death and Dismemberment, and Dependent Life Insurance plans to domestic partners.

#### VI. Selected University Policies - FMLA and Non-Discrimination Policy

Lubbe Levin and Judi Rill discussed the application of several human resource policies as they relate to leaves and non-discrimination. Federal law under the Family Medical Leave Act (FMLA) provides an entitlement of 12 weeks of unpaid leave for employees with a serious ill family member; however, the Federal law does not cover domestic partners. Thus, the University's Family Medical Leave policy does not extend additional time to employees with domestic partners because doing so would advantage them over other employees (i.e. those with

domestic partners would also be entitled to take leave for other family members). There is no difference between academic and staff policies related to the Family Medical Leave Act. However, University staff policies on use of sick leave, vacation leave, and catastrophic leave are flexible in that they cover "any member of the household" and leave time is not limited to the care of family members. Lubbe Levin indicated she would be pleased to follow up with campuses on whether any problems had arisen on policy interpretation in this area.

Currently, the issue of including gender identity under the University's non-discrimination statement is being explored with General Counsel following a request from UC Santa Cruz. The University's policy is consistent with State and Federal law. Whether we could include this form of discrimination within the existing policy language related to sexual orientation without adding another new category is under discussion.

## VII. Climate Assessment and Other Related Issues

Vice Chair Jonathan Winters, UCLGBTIA, described the Diversity Study proposed by Susan R. Rankin, Ph.D., Pennsylvania State University, that includes a Lesbian, Gay, Bisexual, and Transgender (LGBT) Climate Assessment. Thirty-five institutions have been contacted for inclusion in the study. A survey was created that was piloted in the spring of 1999 and the results of the survey were used to create the final assessment tool. Institutions of higher education have been invited to participate in this study which is being supported by The National Association of Student Personnel Administrators, The National Consortium of Directors of LGBT Campus Resources in Higher Education, and the National Gay and Lesbian Task Force. A national summary report will be prepared with participating institutions remaining anonymous.

Dennis Galligani mentioned at the meeting that UCLA has approved participation in the study and other UC campuses are in the process of seeking approval and funding to participate. There is UCOP interest in the study and Dennis Galligani would like to review the study with the Vice Chancellors of Student Affairs in the fall.

Also discussed was funding support for UCLGBTIA as an advisory group. A budget will need to be prepared by UCLGBTIA that itemizes annual expenses to be reviewed by Human Resources and Benefits and Student Affairs so that the possibility of funding support can be explored.

The meeting adjourned at 3:05pm.

## October 28, 2000 (UCOP) Minutes

### ATTENDING

UC Berkeley Bob Anderson Billy Curtis Jonathan Winters

UC Irvine Kathy Eiler Michael Houston Pat Walsh

UC Riverside Nancy Tubbs

UC San Diego Sarah Archibald Angela Barrett John O. White

UC San Francisco Shane Snowden

UC Santa Barbara Maurice Hudson

UC Santa Cruz Deborah Abbott Chad Sanger

GUESTS Joanne Keatley, UCSF Lubbe Levin, AVP, UCOP Human Resources & Benefits Dennis Galligani, Assoc. V. P., UCOP Student Academic Services Steve Mathews, Deputy AVP, UCOP Office of Loan Programs

ABSENT: UC Davis UC Los Angeles Lawrence Berkeley National Laboratory Lawrence Livermore National Laboratory Los Alamos National Laboratory

SPECIAL THANKS TO: Emily Nalven, UCLGBTIA Michael Russell, UCLGBTIA AVP Lubbe Levin from UCOP Human Resources Assoc. V.P. Dennis Galligani from UCOP Student Academic Services

FRIDAY, OCTOBER 28, 2000 MEETING with Lubbe Levin (Human Resources & Benefits) Dennis Galligani (Student Academic Affairs) and Steve Mathews (Loan Programs)

UCLGBTIA has been recognized as an official advisory group to UCOP. UCLGBTIA will educate and advise students, faculty and staff regarding LGBT issues. Focus includes policy and program development, climate assessment, and outreach.

Levin reviewed relevant sections of the Higher Education Employer-Employee Relations Act (HEERA) because it is important that all advisory groups observe the legal requirements established accordingly. To retain advisory group status, their activities may not conflict with the rights of employee organizations (unions) to represent employees in establishing terms and conditions of employment.

UCOP approved funds for a lap top computer that will be used by the Steering Committee Officers for official UCLGBTIA business.

## DOMESTIC PARTNER BENEFITS

### Pension Benefits

Lubbe Levin stated that Judith Boyette and other key UCOP staff had presented information on benefits reforms to The Regents at their September meeting. The Regents asked for additional information, particularly related to potential financial impact. Human Resources and Benefits was asked to review all retirement benefits, including age factor analyses for presentation to The Regents during Winter or Spring 2001. University student enrollment and faculty growth are major resource matters of concern.

### Mortgage Origination Program

During internal review of a draft action item containing many changes to the MOP and SHLP Loan Programs for the September 2000 Regents meeting, language that would have made changes and improvements to the Mortgage Origination Program related to employees with domestic partners was deleted in order to have all similar issues go to the Board at the same time. So, there remains a difference in survivorship rights between the spouse of an employee versus a domestic partner of an employee, if the employee dies. In the case of a spouse, the mortgage continues automatically, in the case of a domestic partner they must secure private financing. When other retirement-related changes applicable to domestic partners go back to The Regents for consideration, it is expected that this item will be covered. Other financial reforms to the MOP not related to domestic partners were approved at the September Regents meeting.

### Expanded Benefits as Part of Open Enrollment

November 2000 Benefits have been expanded for same-sex domestic partners of University employees including:

- Dependent life insurance
- Legal Plan
- Accidental Death and Dismemberment insurance

These are employee paid benefits that do not increase cost to the University.

### Family Medical Leave Act (FMLA)

The limitations of Federal requirements related to the FMLA and differences between academic and staff employees in the area of leaves was discussed.

There has been some research regarding whether FMLA federal language "in loco parentis", or "in the place of a parent" might apply to an employee who requests leave to take care of a domestic partners' child so long as the employee is fully responsible for the day-to-day care of the child. At this time, domestic partners are not included in the federal Leave Act.

It is the case that academics have been able to request and receive approval for leaves (paid or unpaid) to help take care of a domestic partner. Differences between academic and staff employees related to leaves were discussed. Academics and staff have different conditions of employment.

UCLGBTIA asked UCOP to continue to help explore and identify options for staff employees with same sex domestic partners. There remain concerns regarding equity and a desire to address staff recruitment and retention issues.

Human Resource directors have expressed concern that a supervisor might be obligated to provide leave twice in a single year to an employee who requested unpaid leave under FMLA for a domestic partner and later asked for leave to take care of a parent or child in the household. The unlikeliness of this occurring or being abused was raised to UCOP. Requests for Review and Action

UCLGBTIA asked that a policy interpretation memo regarding use of staff leave to take care of a domestic partner (such as sick leave, bereavement leave, and personal leave of absence) be issued to Human Resource Directors at each campus. UCLGBTIA also asked that the UCOP and campus Human Resources Web Sites be updated to include language that is inclusive of domestic partners to the greatest extent possible.

Lubbe Levin plans to revisit the issue of FMLA.

UCLGBTIA asked that the Staff Personnel Policy Manual be revised to specifically include domestic partner and not just member of household where it appears. It may be the case that a domestic partner is not living in the same household, just as this is possible for a spouse.

#### Gender Identity and Non Discrimination

Lubbe Levin did discuss this request with General Counsel. There are no plans to add Gender Identity in the University's non-discrimination policy at this time because of the need to remain consistent with Federal and State law. Levin is exploring three options if there is an allegation of discrimination:

- Existing employee grievance procedure
- Ombudsman Office at the campus level

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- Mediation

ULGBTIA stated that these options appear too reactive instead of proactive and that the approach is not progressive or responsive to the needs of students, staff and faculty who are transgendered.

#### Request for UCOP to appoint a Task Force

UCOP was asked to appoint a systemwide task force of experts to address policies, facilities, programs and any issues that affect transgender or intersex students, staff, and faculty. Shane Snowden from UC San Francisco volunteered to be an initial point of contact for UCOP. Issues of concern include student and staff records, continuation of benefits, education and training, and customer service for example.

#### DIVERSITY AND LGBT SURVEY - PENN STATE

UCLGBTIA had previously requested support from UCOP Student Academic Services to conduct these surveys designed by Sue Rankin. UCLA, UCSC, UCI and UCR have each decided to conduct both surveys. Dennis Galigani instead asked for input on a UC systemwide student life survey now in its design phase. UCLGBTIA agreed to help, but again asked for UCOP support to conduct the Penn State surveys, which would be faster, cheaper, and part of a nationwide data set. Each campus was asked to pursue the Penn State surveys with their Chancellors' Office if possible.

Respectfully Submitted, John O. White [jwhite@ucsd.edu](mailto:jwhite@ucsd.edu) UCLGBTIA Secretary

## October 29, 2000 Minutes

UCOP Oakland

ATTENDING UC Berkeley Bob Anderson Jonathan Winters

UC Davis John Dixon Alexandra Kwan

UC Irvine Kathy Eiler Michael Houston Pat Walsh

UC Riverside Nancy Tubbs

UC San Diego Sarah Archibald Angela Barrett

John O. White UC San Francisco Shane Snowden

UC Santa Barbara Maurice Hudson

UC Santa Cruz Deborah Abbott Jorge J. Bru Qianya Martin Joe Sampson Chad Sanger

GUESTS Kristi Bruce, UCSF Suegee Tamar-Mattis, UCSF

ABSENT: UC Los Angeles UCOP Lawrence Berkeley National Laboratory Lawrence Livermore National Laboratory Los Alamos National Laboratory

SATURDAY, OCTOBER 29, 2000

### 1. Intersex Inclusion

Kristi Bruce and Suegee Tamar-Mattis made a brief presentation to the Steering Committee (SCOM) on the topic of intersex. The topic was discussed most recently during a UCSB SCOM meeting where the video "Hermaphrodite Speak" was viewed. For information on the topic an important resource is the Intersex Society of North America. The Web Site is [www.isna.org](http://www.isna.org). Other resources include "As God Made Him" and "Lessons from the Intersexed."

As described to the group, for intersex individuals, at birth or at puberty, genitals, gonads, or chromosomal differences occur. An individual who is born with both X and Y traits - individuals whose hormones, chromosomes and genitalia differ can be subject to involuntary surgical intervention. The health profession has not addressed this subject in a candid or progressive manner. This type of surgery occurs at teaching hospitals like U.C.

### Suggestions and Strategy:

1) Stop the surgery 2) Provide education and resources (including medical, graduate and undergraduate students) 3) Provide counseling that is accessible and affordable 4) Discuss and address issues of discrimination

It was stated that the Transgender community has been supportive of the Intersex community, however the issues are not entirely the same. Intersex is not exclusively a transgender or queer topic. People in these communities have different experiences and issues. Issues in common include matters of controlling our own bodies and preventing discrimination. According to the speakers, "I" as a part of LGBTQ alphabet soup can be a divisive issue even within the Intersex community.

### 2. Review Of Discussion With UCOP On October 28 Regarding MOP, Domestic Partner Benefits, Student Academic Services and GenderIdentity/Non-Discrimination

#### A. Mortgage Origination Program

Reforms related to domestic partner benefits were withdrawn from the Item that went before The Regents in September 2000. There is a possibility that D. P. inclusion could go forward to The Regents when pension benefits go before the Regents in January or March 2001 (estimated).

#### B. Pension Benefits

Improvements and automatic extension of pension benefits to a domestic partner when an annuitant dies, are currently part of a larger package of changes and enhancements associated with the Retirement System that are under consideration by UCOP. During September 2000, The Regents asked staff to conduct wider analysis on all cost items associated with the Retirement Program. They expressed hesitation to change the retirement age factors that would be more advantageous to staff because there is concern over losing seasoned employees during a period of enrollment growth. It may be the case that UCOP will submit a scaled down series of changes for pension benefits to The Regents in January or March 2001. In the future, extension of domestic partner benefits are likely to be grouped with broader "benefits equity" and part of "larger dollar" figures.

There was some discussion by the Steering Committee regarding whether pension benefits for domestic partners should be keyed to the State's domestic partner registry, financial interdependence, or both.



New Senior Vice President for Business and Finance Mullinix (UCOP) has stated publicly that he is committed to the provision of domestic partner benefits.

#### ACTION

UCLGBTIA should remain alert and collect case studies for individual staff and faculty who may be affected by the lack of equitable benefits. Jonathan Winters from Berkeley volunteered to become the repository for cases. This strategy was used when UCLGBTIA prepared the case for domestic partner health benefits. Each campus was asked to communicate the need for personal stories and testimony.

It was mentioned that it might be worthwhile to send letters to the Governor's Office in favor of providing pension benefits to employees and their domestic partners. The Governor's opinion was very influential and important related to provision of health benefits.

#### ACTION

It was suggested that members of the steering committee begin to draft letters that might be sent to UCOP management. The following people agreed to conduct follow-up on DP issues with UCOP:

- Jonathan Winters, Berkeley
- Bob Anderson, Berkeley
- Sarah Archibald, San Diego
- John White, San Diego
- Shane Snowden, San Francisco

#### C. New Benefits for Employees with Domestic Partners

Included in November Open Enrollment are D.P. benefits for legal plan, accidental death or dismemberment, and life insurance - additional dependent/same sex partner. It was noted that as part of first time offering for life insurance for domestic partner, a health statement would not be required. A University provided affidavit of domestic partner relationship would be required by UCOP. Those employees already using health benefits for domestic partners will receive an additional packet of information as part of open enrollment. Other employees interested will need to send in a post card to UCOP Benefits requesting the information.

#### ACTION

Bob Anderson volunteered to compose and announcement explaining the new benefits for the UCLGBTIA Listserve.

#### D. Housing

It was reported the President Atkinson informed the Chancellors that their Housing Directors could set up eligibility procedures like those that exist at UCD, UCSC, and UCSF where employees can live in family housing with their domestic partners. It is generally the case, that students with children are given priority over students without children. At the same time, it was stated that official systemwide Housing policies would not change avoiding The Regents. It was mentioned that UCSF also has a financial means test. Sarah Archibald has collected most of the Housing policies within the system (existing and proposed that relate to eligibility).

#### E. Family and Medical Leave Act (FMLA)

Differences still exist between academic and staff employees related to this benefit. Lubbe Levin stated FMLA for staff is limited to the federal categories for family that do not include domestic partners. Differences in policy language and local implementation of leave policies for academics and staff were discussed with the SCOM on October 28. UCLGBTIA raised its concern that staff with domestic partners are not able to take leave (FMLA type) and requested that Lubbe Levin consider the issue further. UCLGBTIA wishes to humanize the issue and suggests further dialogue between UCOP Human Resources and the H. R. Directors at the campuses.

#### REQUEST/ACTION

Lubbe Levin from UCOP was asked to encourage H. R. directors to operate with the greatest amount of flexibility for staff leave related to domestic partners - since employees who are married are entitled to unpaid leave under FMLA. Lubbe Levin was also asked to consider advocating for a change to staff personnel policy language that identifies members of household, but not explicitly domestic partners in its leave and other policies. Levin was asked to include language and information regarding benefits that can be granted to employees with domestic partners on the UC Benefits Web pages other official University Human Resources web sites.

Maurice Hudson from Santa Barbara asked other SCOM members to send him local policies or implementing language that does include domestic partners so that he could pursue policy improvements at his campus.

#### F. Academic Student Services/Penn State Diversity Survey and LGBT Climate Survey.

Associate Vice President Galligani had told the SCOM on October 28, that UC

Student Services systemwide would participate in a UC research study on diversity targeted at students. He stated that the questions are under development and that he wanted input on questions that might relate to LGBT issues. The SCOM agreed to help, but stated that it would still pursue participation of each campus in the Penn State surveys as they are seen as superior for the following reasons:

- Includes students, staff and faculty
- Available now and inexpensive
- Part of nationwide sample
- Includes LGBT and other minority group questions specific to climate and harassment.

UCLA, UCI, UCR, and UCSC do plan to participate in the Penn State surveys. UCSSF and UCD will not. UCSD, UCSB, and UCB are undecided.

## ACTION

Pat Walsh from Irvine and Billy Curtis from Berkeley volunteered to summarize concerns regarding UC survey for UCOP Student Academic Services.

### G. Gender Identity and non Discrimination

At the October 28 meeting with the SCOM, Lubbe Levin announced that upon conferring with General Counsel, that the University would not be including Gender Identity in its non discrimination statement. Instead, she identified three remedies for gender or gender identity discrimination:

- Existing grievance procedures
- Ombudsman
- Mediation

UCLGBTIA stated that these approaches are reactive not proactive and that students, staff and academics who are transgender are experiencing problems within the UC system relate to records, health insurance and facilities.

## ACTION

UCLGBTIA asked UCOP to form a Systemwide Task Force on Transgender and Gender Identity issues. Shane Snowden from UCSF volunteered to follow-up on this issue with UCOP and possibly with UC Human Resources Directors at one of their Systemwide meetings.

### 3. UCLGBTIA Annual Conference and General Assembly at UCSB

Maurice Hudson provided the information that he had regarding planning for the

UCSD Conference. He asked for clarification on the origin, nature, and planning of the annual conferences. It was explained that each year a UC campus volunteers to host, organize and fund an annual conference for the UCLGBTIA membership. Emphasis is usually placed on student issues and workshops, but there have always been a variety of workshops and programs at the conferences. It is also the annual forum for the UCLGBTIA membership to gather and discuss current projects and interests and any potential changes to the organization. It is also an opportunity for the membership to learn about leadership opportunities within the organization.

## ACTION

Maurice Hudson explained that the student conference organizers would like assistance seeking financial support from UCOP for the conference. Chad Sanger volunteered to meet with Maurice and the student leaders at UCSB to review the budget request and justification. It was explained that UCLGBTIA itself does not have a budget, and historically it is up to the host campus to identify fund sources for the conference.

The Conference Co-Chairs are: Mary Watts [Uwatt00@umail.ucsb.edu](mailto:Uwatt00@umail.ucsb.edu) Daniel Okamura [Vanilla.spice@mindspring.com](mailto:Vanilla.spice@mindspring.com)

The conference Web site is: <http://orgs.sa.ucsb.edu/uclgbta2001/>

Pat Walsh from Irvine reviewed in some detail how UC Irvine organized and paid expenses for its UCLGBTIA conference.

## RECOMMENDATION/ACTION

It was recommended that the Santa Barbara Conference include in its schedule meeting times for the Steering Committee and student caucuses in addition to time for the General Assembly. It was recommended that a student advisory committee to the UCLGBTIA be established. The UCLGBTIA made a commitment to seek student input for each Steering Committee and the General Assembly.

### 4. Future Steering Committee Meetings

- Santa Barbara - Feb. 16 in conjunction with the Annual Conference
- U.C. Santa Cruz about May 1, 2001.

### 5. Campus Director Reports

Riverside - please see written reported handed out at meeting

Santa Cruz - announced new queer related student groups including Kids of

Queers group; field trips to Santa Cruz LGBT businesses in town; alumni chapter to be developed, priority to get students to UCLGBTIA conference and Queer Latino/Latina Conference at UCB; and received small community grant from Gay-Straight Alliance

San Diego - see written report

Irvine - see written report; announced development of new brochure, alumni work; course credit for volunteer work; and beginning of a strategic planning process.

San Francisco - working on implementation of DP housing; received and LGBT Community Award for community service; will work aggressively on LGBT health issues, graduate health education; looking for Federal research funding; looking to create premier LGBT health web site on the internet; and establishment of Lesbian Health Research Center.

Santa Barbara - LGBT presence as part of convocation; Hate Crimes Response Task Force; investigating and implementing non-gender specific public restrooms; implemented Safe Zone and Ally Program, scholarships and mentor program.

## 6. Steering Committee Wrap-Up

A. Decision to defer United Way item to Winter Steering Committee meeting in Santa Barbara

B. A request was made to organize the Agenda in a way that explains agenda items in greater detail and how items might apply to students

C. It was suggested that the Steering Committee develop a packet of information about UCLGBTIA and make it widely available

## D. ACTION ITEM

Chad Sanger from Santa Cruz volunteered to survey each campus regarding composition and funding for Chancellor Advisory Committees on LGBT issues and to research pots of money used to pay for student travel to LGBT conferences

E. The Steering Committee asked previously identified Steering Committee members who agreed to work on finance issues to reconvene and make a report at the Winter Steering Committee meeting (Pat Walsh, Ronni Sanlo, Nancy Tubbs, et. al.)

University of California Lesbian Gay Bisexual Transgender Intersex Association  
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F. Each campus was asked to advertise the UCLGBTIA conference and to work hard to see that students know about the conference in order that they can attend in Feb. 2001

G. The Steering Committee announced a goal to try to get at least one student for each campus delegation.

H. Shane Snowden from UCSF volunteered to serve as Acting Co-Chair with Chad Sanger until elections at the Annual Conference and General Assembly. Nominations remain open until that time.

Respectfully Submitted, John O. White [jwhite@ucsd.edu](mailto:jwhite@ucsd.edu) UCLGBTIA Secretary

## February 16, 2001 Minutes

UC Santa Barbara

### ATTENDING

UC Berkeley John J. Winters

UC Davis John Dixon Allison Subasic

UC Irvine Kathy Eiler Chris Browning Pat Walsh

UC Los Angeles Ronni Sanlo

UC Riverside Nancy Jean Tubbs

UC San Diego Sarah Archibald Angela Barrett John O. White

UC San Francisco Shane Snowdon, UCLGBTIA Vice-Chair

UC Santa Barbara Maurice Hudson (welcome remarks) Peter Russell

UC Santa Cruz Stuart Rosentein Chad Sanger, UCLGBTIA Chair

UCOP Emily Nalven

ABSENT: Lawrence Berkeley National Laboratory Lawrence Livermore National Laboratory Los Alamos National Laboratory

VISITOR Patrick Ryan, New York

Chad Sanger convened the Steering Committee (SCOM) meeting convened at 1:30 p.m.

WELCOME. Maurice Hudson and the Conference Organizers welcomed the SCOM to Santa Barbara.

OLD BUSINESS. Chad Sanger asked SCOM members to make sure to review action items and commitments made during the past two SCOM meetings.

HOUSING UPDATE

Sarah Archibald reported that UCSD has a new Housing Director: Mark Cunningham. Mr. Cunningham looks forward to working with the campus LGBT community to increase access to Housing for students with domestic partners. At San Diego, eligibility for family housing is based on two tiers: 1) married students with children; and 2) all others. One suggestion is to change existing policy from married students with children to students with children. A serious problem is long waiting lists for those students without children. At this time UCSD has not implemented a financial means test. A Student Advisory Group also provides input on LGBT issues to Housing.

Nancy Jean Tubbs reported that the UC Riverside Housing Director has drafted a policy that is inclusive of students with DPs, but he is waiting for Systemwide approval. The SCOM discussed that there is an ability to interpret policies locally.

Ronni Sanlo reported that UC Los Angeles would soon launch new Housing policies that will provide access to students and staff with DPs. There is a priority order for:

- Single students w/ children
- Student couples with children
- Couples without children

At this time, the proposed policies have received support from the Student Regent, UCLA Chancellor's Advisory Committee, and the UCLA GSA. Language for domestic partner would be included in Housing documents.

It appears that UC Davis has the least restrictive Housing policies, indicating eligibility for a single student and another person. This provides access that is self-defined.

#### Santa Barbara

The Housing criteria were changed internally to include self-defined family.

#### Berkeley

DP access is limited to certain facilities.

#### Irvine

Because of Irvine's past history with activism around the issues of DP housing, there has been less movement toward policy change. Graduate and family



housing requires that students be married (any age, grad or undergraduate) or a graduate student or undergraduate over the age of X? Currently, DP benefits are denied housing in Graduate and Family Housing despite the Housing Staff's desire to change the policy. UCI administration is waiting for guidance from UCOP to change the policy.

## EQUAL RETIREMENT BENEFITS

Shane Snowdon updated the SCOM by noting that she heard a presentation given by AVP Judith Boyette at a meeting of campus HR Directors and Affirmative Action Directors on February 15, 2001. In that presentation, Boyette described a proposed Relative Equity in Benefits package that would provide equal benefits to both same-sex and opposite-sex domestic partners. Boyette also said that the current thinking is for the Regents to be presented with this package, rather than with a proposal for same-sex DP retirement benefits alone, as previously envisioned. Boyette further indicated that the Governor may wish to see equal retirement benefits extended to the same-sex DPs of state workers (via legislation introduced by Assemblywoman Carole Migden) before the Regents are asked to extend these benefits to UC employees. The UCLGBTIA will work with AVP Boyette and Assemblywoman Migden to determine the most effective way to secure same-sex retirement benefits in a timely fashion, given this update

### 1. MORTGAGE ORIGINATION PROGRAM

There has been no improvement or progress on this issue to-date, although MOP benefits would presumably be extended to same-sex domestic partners if the Relative Equity in Benefits package were to be approved. Some members of the SCOM believe that it is back to square one with UCOP and The Regents. One SCOM member stated that in a sense UC is violating its own policy of non-discrimination by treating employees with same sex DPs differently than employees with a spouse as it relates to the MOP. A suggestion was made to collect cases and document as evidence that a hardship exists for same sex DPs.

### 2. FAMILY MEDICAL LEAVE ACT AND OTHER LEAVES

At the October SCOM meeting, Lubbe Levin indicated that General Counsel had approved extension of family medical leave for staff members in loco parentis, i.e., for care of a same-sex DP giving birth to or adopting a baby. But this information apparently has not been conveyed to campus H.R. and Benefits personnel. In addition, there has not yet been word from OP about extension of

family medical leave to staff members for care of an ill same-sex DP, which is clearly necessary. Furthermore, campus HR and benefits personnel do not seem to be consistently aware that sick and other leave may be taken for the care of a same-sex DP. The SCOM will raise all of these issues with Judy Boyette.

### 3. POLICY LANGUAGE CHANGES

It was stated that UCOP would need to make "Domestic Partners" benefits visible, and not simply rely on "Members of Household" to presumably include same sex DPs. The SCOM will continue to pursue this matter with UCOP H.R. The SCOM will recommend to UCOP that its HR web site search engine be adapted to include cross-references between "members of household" and "domestic partners".

### 4. GENDER IDENTITY

Shane Snowdon spoke to the campus H.R. and Affirmative Action Directors at their Oakland meeting on February 15, 2001. Shane suggested that OP be urged to form an informal transgender issues advisory group in the wake of her presentation. Lubbe Levin announced at the February 15 meeting that inclusion of "gender identity" and "gender expression" in the UC non-discrimination statement will be considered, and she indicated interest in reviewing coverage of transsexuals under UC health policies. A suggestion was made to brainstorm more on these issues with Judy Boyette. It was also noted that transgender students' issues must be a part of all discussions with OP.

### 5. DIVERSITY SURVEY

Participation in the Penn State Diversity/Climate Assessment Study YES Riverside - Spring 2001 PENDING -Expect Yes Irvine and Los Angelesú Spring 2001 Los Angeles NO San Diego Davis Santa Cruz San Francisco Berkeley Santa Barbara

It was suggested that the UC Student Affairs generated study (systemwide) might be problematic. Nonetheless, climate issues for LGBT students, staff, academics will need to be addressed. There are many pitfalls in such studies and the language used is critical. For example, questions should avoid labeling. It was mentioned that Senator Jackie Spear, has requested a UC Women Faculty Inequity study. Her office may have some information on this subject. It appears that the UC study will be administered by Academic Affairs at each campus. The SCOM repeated the request that climate surveys will need to assess students, staff and faculty perceptions and experiences. At the last SCOM meeting, Billie

Curtis from UCB had volunteered to look into the integrity of the diversity/climate surveys under consideration by U.C.

## 6. STUDENT ISSUES

Ronni Sanlo from UCLA, raised the issue of student aid, and there was a discussion about determination of financial "independence". It was stated that in some situations UC and the student could exercise a declaration of emergency aid. Apparently UC follows federal policy. A suggestion was made to ask debi fidler at UCB if she has knowledge of how best to help LGBT students who have experienced trouble getting financial aid when they are estranges from their family.

There is some interest in promoting UC wide student newsletter such as "Ten Percent". - Nancy Tubbs

Other student related issues/concerns

- Problem of affordability to attend meetings and conferences
- SCOM accountability
- Scheduling conflicts
- UCLGBTIA Workshop as a vehicle to communicate
- General Assembly Content
- Conduct outreach at all workshops
- UCLGBTIA Conference at UCB - Feb. 2002 (probably not President's Day weekend).

## 7. UNITED WAY AND THE BOY SCOUTS

Peter Russell from Santa Barbara/Eucalyptus Chancellor's LGBT Advisory Committee raised the issue of United Way providing funds to the Boy Scouts. The Boy Scouts discriminate against LGBT people. He reported that Santa Barbara representatives met with their local United Way Director who was not receptive to concerns. UCSB is pursuing a restricted gift proposal ú UCSB gifts will not go Boy Scouts.

Riverside - Can request that funds not go to Boy Scouts

Bay Area United Way refuses to give to money to Boy Scouts

**ACTION ITEM** - for each campus to research the local United Way agency to determine if funds are going to the Boy Scouts, as a designated beneficiary.

The Progressive Way Organization in the Bay Area was identified as an alternative.

It was noted that United Way policies and practices vary region to region.

UC Santa Cruz - provides information that includes "Commonly Asked Questions" regarding United Way, such as "Does the Santa Cruz County United Way give funding to the Boy Scouts?"

It was reported that the UC Davis Chancellor wrote a letter to the County United Way Agency regarding allocation of undesignated funds to United Way.

Follow-Up Requested

1) Need the name of Bay Area United Way Executive Director for assistance 2) Request a copy of UC Davis letter sent to local United Way 3) Suggest a letter from UCLGBTIA to Campuses 4) Empower subcommittee to work on issue, with letter drafted in time for Spring Committee Peter Russell Chris Browning Emily Nalven John Dixon

## 8. CAMPUS REPORTS

### UCOP

The downside of being officially recognized group includes implementation or restrictive policies regarding "political activity" in the work place. Emily Nalven distributed a UCOP HR Procedures Supplement with regulations governing the use of University Facilities and access to University Employees by employee organizations and their representatives.

### Riverside

- Has experienced some problems with vandalism (more than once).  
Chancellor's Advisory Committee will pursue.
  - Is revamping its web pages.
  - Possible student referendum to build Student Union space.
  - A Faculty Chair has submitted request for two new queer related courses.
- Los Angeles
- The Chancellor's Advisory Committee - had been inactive. Now it is revitalized, with new members appointed by Chancellor. The Committee will set up

#### Strategic Planning session in May 2001

- There are plans to increase resource center space significantly. There will be naming opportunities. The Resource Center is working on its Development program. Ronni Sanlo offered to share information individually.
  - Hate Crime reporting - 33 reports on hate incidents during fall . There are similar numbers for Winter quarter. There is anonymous reporting via the Web. The project may expand to include other groups.
  - The Center is helping to plan an LGBT Summit in Seattle.
- Santa Cruz reported a hate incident - Korean Student (Nov. 2000). Assaulting student was expelled. Chancellor's Advisory Committee wished to bring attention to hate crimes as more than Assault & Battery. The Committee will encourage campus task force and reporting system.

#### Irvine

- A Strategic Planning session process with students, staff, faculty and community is planned. The group will develop strategies for the next four years.
- The LGBT Center will apply for Council for the Advancement of Standards in Higher Education - NCRCO. For LGBT Resource Standards - best practices. Evaluates programs.
- Currently the campus offers LGBT scholarships from a \$70,000 endowment, with ability to award about 3% per year.
- Retirement Board - Ann Fink from UCI Human Resources will run for the UCRS Board.

#### UCSF

- A Bay Area gay men's health conference will be held in April, and a national lesbian health conference in June.
- A transgender employee support group is forming.
- The campus is updating its "Straight Talk" brochure for distribution to all students and staff.
- There are now three \$2000 Chancellor's Awards for LGBT Leadership.

#### UCSC

Conducts outreach to high school students, with funding from Gill foundation. Will form Gay component to Pre View Day.

#### DAVIS

An LGBT residential life program is proceeding.

## SAN DIEGO

- Has launched a new web site: <http://lgbtro.ucsd.edu/>
- Now has a permanent operating budget.
- A campus life referendum for Student Center Expansion is planned, and there may be some financial benefits for the Resource Office.

## SANTA BARBARA

- Has launched a Safe Zone Project
- Is conducting its own local climate survey
- Is developing a mentor program
- Is hosting the UCLGBTIA Conference
- Is discussing creation of an LGBT Minor
- Is proceeding with education related to Trans issues and is exploring housing and facility issues

## 9. ELECTION OF OFFICERS

Unanimous nomination for John White Secretary (Sanger/Barrett)

Unanimous nomination for Vice Chair Browning (Subasic/Sanlo)

Nominations for Vice Chair and Secretary remain open until after the General Assembly on Sunday, February 18, 2001. Elections will take place at the May Steering Committee meeting at UCSC.

Shane Snowden was elected Vice Chair (Sanger/Barrett). Unanimous except for one abstention (S. Snowdon).

10. The next UCLGBTIA Conference and General Assembly will take place at UC Berkeley during February 2002.

11. The next Steering Committee will take place at UC Santa Cruz, possibly May 5, 2001. Chad Sanger will poll SCOM members.

12. It was agreed to send forward a MOTION to the General Assembly to include Intersex in the UCLGBTIA title, constitution and mission.

Meeting adjourned at 4:30 p.m.

University of California Lesbian Gay Bisexual Transgender Intersex Association  
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Minutes taken by: John O. White, UC LGBTIA Secretary

## **April 28, 2001 Minutes**

UC Santa Cruz

Attending: Jonathan Winters, UC Berkeley debi fidler, UC Berkeley Bob Anderson, UC Berkeley Shawn DeMille, UC Berkeley Kathy Eiler, UC Irvine John White, UC Merced Shane Snowden, UC San Francisco Maurice Hudson, UC Santa Barbara Mary Watts, UC Santa Barbara Chad Sanger, UC Santa Cruz Deb Abbott, UC Santa Cruz Joe Sampson, UC Santa Cruz Robert Imada, UC Santa Cruz Qianya Martin, UC Santa Cruz Stuart Rosenstein, UC Santa Cruz Dylan Garner UC Santa Cruz Todd Bowser, UC Santa Cruz Sarah Archibald, UC San Diego

Absent: Lawrence Berkeley Laboratory Lawrence Livermore Laboratory UC Davis UC Los Angeles UC Office of the President UC Riverside

I. Welcome and Introductions

II. Review of Agenda: Add Boy Scouts and Financial Aid issues to Old business

III. Old Business

A. DP Student housing

Review and updates. Review of systemwide chart.

UCOP: There is a systemwide Housing Task Force being formed. That committee is about building new housing rather than policy. Until now our local approach has been via the Chancellors at each campus but the question was raised whether to participate in such a Task Force, and what to do about this now.

As an organization we can go to UCOP and advocate equity at all campuses. We will provide information to campuses about housing and housing director info on the web.

Representatives gave a summary of their local campus situation.

Berkeley: is ready to make changes. All couples will be eligible and will have access without proof of relationship. Pros and cons of proof were discussed. Students who are not in relationships may try to occupy housing vs. possible unfair burdens of proof for domestic partnerships relative to married couples.



Many affidavits are difficult for some DPs to produce. Several student groups at Cal, including the ACLU group want to take the housing issue to the Regents right now with a petition. Taking to the Regents directly at this time could backfire and hurt the DP housing issue. The plan by administration is to go later with a more supportive board but the question is what do they mean by later. Can Berkeley present their petition to just to the Chancellor rather than the Regents? Is there an effective way we use this movement to make the Chancellor move faster? How public will the Chancellor be? Shane, Shawn and Jonathan volunteered to talk to the Berkeley groups.

Irvine: students have distributed a petition, a copy of which was distributed by Kathy E. This will be presented to the Chancellor and is supported by the undergraduate student government.

Santa Barbara: UCSB has become accessible to DPs since the last meeting. Families are self-defined. In a memo from the Housing Director it is stated that this new policy provides opportunities for "non-traditional families" rather than DP. Priority is for families with children first and student families without children second.

San Diego: Despite very positive response from the new Director of Housing presented at the last meeting, there is some stall in implementation and no information. DPs are currently denied housing and marriage certificates are still required for residency. Pressure through UCOP, direct protest on campus, and approaching the Chancellor were recommended.

Action items:

Shane will provide information about housing. Chad will speak to Dennis Galligani about all campuses having equity Shane will ask for representation or input to housing task force.

## B. Gender Identity

Health Care issues:

Students: Health care and student health services. Those are administered locally and we should lobby these individually to withdraw the exclusion for trans health care.

Faculty and Staff: UCOP may include the benefits for staff in the next bid for a benefits package (this occurs every 2-4 years). Currently, trans related mental

health care, surgeries etc. are an exclusion in benefits. Judy Boyette indicated OP may be ready to add mental health benefits but the surgical and hormone benefits may be more problematic. Bob Anderson offered to present the issue to the faculty welfare committee. Shane has already provided the SF information regarding costs and policy to UCOP HR.

Transgender Education to campuses.

We can ask UCOP to send trainers out. Campuses can also set up their own training.

Suggestions: Following the spring meeting Judy B. could send a letter to each HR director. On the student side Dennis Galligani could send a similar letter about training and education to each campus.

Addition of gender identity to the non-discrimination statement.

Suggestions: Get the campus Chancellor Advisory Committees to write letters to UCOP. Student groups can write letters to both UCOP and Dennis Galligani. AB1649 (gender employment discrimination) may be relevant. Letters should be addressed to Judy Boyette.

Action items: Judy Boyette may meet with some trans staff this spring and we will request that Michelle French also be present. Each campus will need to have staff/faculty reps there. Email will be sent by Chad or Shane. Campus reps will contact trans staff and faculty.

### C. Campus Diversity Survey

Santa Cruz is doing the LGBT survey only, has begun this week with plans to finish within a month. They added a few questions and Sue Rankin will help analyze these. No changes at other campuses - see previous minutes.

Action item: Contact Dennis Galligani about the "other" survey to include queer issues.

### D. DP Retirement Benefits

Shane talked to Judy Boyette who says DP benefits for same and opposite sex couples may go to the Regents this year. UCLGBTIA is concerned that Senior VP Joe Mullinix and President Atkinson may not be enthusiastic. We should get some letters to Atkinson now about how this inequity is affecting people.

Other issues related to retirement: CALPERS is grappling with the same issue and there is less surplus now. The state budget is relevant and could affect the choice of the broadness of the program. We hope opposite-sex benefits don't hold up same-sex benefits. Jonathan passed out the fact sheet on DP benefits developed prior.

Action Items:

Bob will update the numbers on the current DP fact sheet and post. Kathy Eiler will circulate electronically the simpler version describing the inequities.

Bob Anderson will send his own letter and circulate this to the SCOM. Letters should go in the next 2-4 weeks.

Each campus should identify staff and faculty who could write.

E. FMLA Leave for care of DPs

DPs cannot take care of partners via FMLA. Judy is following up but it is apparently General Counsel that is concerned. A change could happen during the next year.

F. Financial aid & independent status:

For purposes of federal financial aid an applicant is not considered independent unless she/he can answer "yes" to any of the following questions on the 2001-2002 FAFSA (Free Application for Federal Student Aid):

1. Were you born before January 1, 1978? (i.e., student must be 24 years old)
2. Will you be working on a master's or doctorate program?
3. As of today, are you married? (federal definition of marriage, does not include domestic partners)
4. Do you have children who receive more than half of their support from you?
5. Do you have dependents (other than your children or spouse) who live with you and who receive more than half of their support from you, now and through June 30, 2002?
6. Are you an orphan or ward of the court or were you a ward of the court until age 18?
7. Are you a veteran of the U.S. Armed Forces?

If an applicant answers "no" to all of the above questions, then she/he must provide parental income and asset information along with a parental signature on the FAFSA. Campus financial aid offices may require additional supporting documentation, such as the parental tax return.

This is problematic for queer students estranged from their parents, but is federal law and not under UC control. However, each UC campus financial aid office has a student appeal process for adverse extenuating circumstances. Documentation requirements of the estrangement and extenuating circumstances are campus specific, but generally required are letters of support from a third party such as a social worker, clergy member, high school counselor, therapist, etc. Additionally, the student must demonstrate how she/he has been supporting her/himself since the estrangement. Based upon a review of the appeal and documentation, the aid administrator may exercise "professional judgment" to declare the student independent.

The original question brought to UCLGBTIA was about the ability to treat a dp relationship equal to marriage. The problem is one of federal law so it appears the appeal process is inevitable at this time. A student wishing to be declared independent due to a domestic partnership will need to provide income and asset information for her/his domestic partner for consideration in the student's financial aid calculation. The student will also need to prove that a domicile is shared and that the couple are legally registered domestic partners. The discussion then revolved around having financial aid staff be sensitive to this issue.

Recommendation: can we have all financial aid offices consider the appeal possibility in cases of estrangement in an equitable and fair manner. Appeal forms, documentation requirements, and decision-making are at the discretion of each campus financial aid office. Note the appeal form itself is not standard and a recommendation was to get these from each campus for review and possibly raise the issue with Dennis Galligani's office also.

#### G. Boy scouts

A letter regarding this issue from Peter (UCSB) was brought to the meeting, but was not acted upon. A subcommittee was formed last SCOM meeting but has not yet met. Chad will get this letter to the subcommittee and it is hoped a final letter for signature will be completed by fall for our approval.

It was mentioned the film "Scouts Honor" about a gay Eagle Scout is being shown nationally on June 19th. The scout's father is a UC member and is interested in the film being widely seen. May be available for showing during the fall on campus. Contact Shane for more info.

LUNCH: Circulated campus reports and campus highlights

#### IV. NEW Business

## A. Review of UCSB Conference

The conference ran in the black with some money left over, the final figures are pending. Total cost was around \$21,000. Speakers were by far the most expensive item with 10 plenary speakers costing >\$10,000. Conference producers received lots of constructive feedback from attendees, which they will pass along. Attendance was approximately 600.

## B. Upcoming Conference: UC Berkeley Feb 22-24, 2002

Berkeley representatives reported that venues are reserved. Conference committee is established and meeting regularly. They applied for ASUC funding but receive only \$150 so they are seeking sponsorships and other funding.

Looking into speakers, entertainment etc. Focus on graduate and faculty research going on at Cal as well as prominent bay area scholars. Request for proposals will be issued before the beginning of fall quarter/semester.

Conference committee is composed of volunteers and student chairs will be chosen. Staff and faculty are also participating. Billy Curtis is advising and will act as a liaison to administration.

## Other General Conference Issues

Alcohol and other drugs. What are our concerns and liabilities?

Agreement that we should work to make our conferences as safe as possible. There could be a general waiver as part of registration as well as language about safety. Some language and options were discussed. Student safety is important and everyone must take responsibility.

Workshops, announcements from the stage, proactive things, politically relevant topics, availability of substance free events, and attempts at safe transportation to events were discussed. There was also discussion of campus vs. UCLGBTIA, direction of conference leadership and content.

## C. UCLGBTIA and People of Color

This was a lengthy discussion not all recorded here. Many personal stories and feelings were shared and only some of the comments are listed here. See present members for details.

At the UCSB conference some students felt outside, or marginalized. How can we integrate rather than just add issues of color, disability etc.?

People would like to hear about different groups in the community and speakers.

Access to publication and travel needs to be considered.

Feelings of invisibility.

Issues around how events are scheduled and competing programs.

A wish for a conference more about talking to each other, more time to dialogue.

Recognize multiple identities, some felt forced to choose.

Date conflict with UCSA conference was unfortunate, unintended and difficult to rectify. One unfortunate outcome was attacking of conference planners.

Don't subsume queer issues of color. We need to be about these issues and be invested.

Some speakers were of a very conservative viewpoint or their politics weren't relevant to many queers of color.

UCSB conference committee did have people of color. The committee tried to be sensitive to and address these issues. They worked hard to be inclusive of the whole continuum.

UCLGBTIA's role: How can UCLGBTIA make itself more accessible and engaging? It's a process and dialogue and we should keep re-evaluating. A big part of the conference is social interaction. Shane suggested fall SCOM devote more time to this issue. It is a priority we can address within our organization.

We can learn from each other and need to reach out. Ideas need to be constructive and valued. We all have power to put things on the agenda. Need to restore the general assembly to a core of the conference.

## V. Election of UCLGBTIA Officers

Thanks to current chair Chad Sanger for all his hard work!!!

#### A. Vice Chair

Vice chair nominees Chris Browning and Maurice Hudson withdrew their nominations. Remaining vice chair nominees are Robert Imada and Chad Sanger. There were no other nominations from the floor.

Vote was held with campuses present and Robert Imada was elected as new Vice Chair.

(Note the Vice chair becomes Chair next spring and a new vice chair is elected; co-chair is a two-year term. If an office becomes vacant the SCOM can elect to fill the vacancy.)

#### B. Secretary

Nominee and current secretary John White withdrew his nomination. Jonathan Winters was nominated and motion seconded. There were no other nominations.

Unanimous vote for Jonathan Winters as new Secretary.

#### C. Bylaws change

Postponed until fall

Issue: given the student time frame could we have a one year stint in leadership positions? Consider this at next meeting but note any by laws need to be proposed in the fall to be voted on at the General Assembly in February.

#### VI. Location of next SCOM meeting

Next steering committee meeting is at Riverside in the Fall. Possibly the 20th or 27th of October. Chad will confirm date with UCR.

Thanks to Santa Cruz for hosting!

## October 22, 2001 Minutes

UC Riverside

Chair, Shane Snowdon, UCSF Vice-Chair, Robert Imada, UCSC Secretary, Jonathan Winters, UCB UCB: Billy Curtis, John Mendoza UCI: Kathy Eiler, Michael Houston, and Pat Walsh UCOP: Emily Nalven UCR: Nancyjean Tubbs, Natalie Newton, Toby Bartels, Derek Beving (Grad. Student group), David Martinez, Mike DeJohn, Zane Dzikonski. . UCSB: Stacey Shears, Mary Watts UCSC: Chad Sanger UCSD: Sarah Archibald, Shaun Travers UCSA/UCLA: Alain Dang, VP External Affairs Absent UCD; UCLA; LLBL; LLNL **Call to Order, Welcome, intros & distribution of minutes and written campus reports, Approval of Agenda** Meeting Called to Order approximately 10:10 am.

### Review of Dates/Places for Future Meetings

- Spring 2002 UCSD 4.27.02 (tentative)
- Fall 2002 UCSF/ UCD? (Date TBA)
- Feb 2003 UCR Conference 2/21-23/03
- Spring 2003?
- Fall 2003?
- Feb 2004 UCSD Conference

### Review of upcoming officer openings

Chair Snowdon made the announcement about officer openings in April. Because her term will end in spring, and Vice-Chair Imada had previously said he would only serve one year, there may be vacancies for both the Chair & Vice-Chair positions. Nominations were opened earlier than constitutionally mandated, but none were offered. Any nominations between Steering committee meetings may be made via email to Secretary Winters.

### Update on 13th Annual Conference, February 22-24, 2002 @ UC Berkeley

Conference website: <http://queer.berkeley.edu/conference>

Email for general inquiries/co-chairs [Conference@queer.berkeley.edu](mailto:Conference@queer.berkeley.edu)

John Mendoza, (Sr; Berkeley) Co-chair of the 2002 conference, presented the conference organizing plans & progress.

The conference planning process began in June. "Queer All Directions" is the theme for program.



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QAD program preliminary schedule :

- Fri: Academic focus; "LGBT immigrants & immigration issues"; evening Social event;
- (SCOM dinner mtg. to prep for General assembly).
- Sat: a.m. general assembly (rather than on Sunday); Youth panel--TBA (Youth Issues/speakers; high school age); workshops; evening--major speaker; Entertainment; Dance.
- Sun: workshops; major speaker-Susan Stryker.

Call for programs began to circulate two weeks ago. Mailings included all addresses found for college campuses; statewide, local. Especially community college, state universities and regional campuses

November 12: Registration will open on website. First campus to contract services that allow handling registration on the web & acceptance of credit cards.

Attendance fees are set at the following: Early Registration : Nov 12 - Dec 31:

- UC Students: \$25
  - UC Faculty/staff: \$45
  - Non-affiliated: \$50
  - Regular Registration Jan 1-Feb 21 \$30/\$50/\$55
  - Days of Conference/walk up registration: Feb 22-24 \$65 all categories
- Tracks: On Student Leadership, Community Development, Campus Organizing

Deadlines for committees:

The committee has some concerns about housing options and hotel costs. Committee working on cost arrangements with local hotels. Not sure if will be able to have shuttle service to make transportation easier to campus.

Questions from campus members:

Drug & alcohol issue @ conference. Various suggestions were made to promote responsible behavior on the part of conference attendees.

Vice Chair Imada suggested use of innovative methods to facilitate more democratic sharing, greater participation within the conference.

Shears, UCSB also suggested 'open space' models; open mic session as ideas.

Watts, UCSB: UCSB sessions tried to do this. Such spaces were hard to create when the conference has grown. Large total numbers make it difficult to even provide small spaces

Curtis, UCB: Committee is looking at the message we want, rather than celebrity speakers rejected big-cost speakers (Margaret Cho \$20,000; Urvashi Vaid \$7000).

### **Update on Transgender issues**

Chair Snowdon gave a general update on the struggle to add gender identity to UC non-discrimination statement. Some 20 employers nationwide, including universities, have prohibited gender identity discrimination.

It appears that UC may have separate staff/student non-discrimination policies; still trying to identify where to pursue this change in non-discrimination statement(s). Will continue to raise this with UCOP & campus HR departments.

Marilynn Schuyler, affirmative action staff person at UCOP

Dennis Galligani handles student academic affairs

Archibald, UCSD: David Saxon 1978 departing gesture to grant sexual orientation on his initiative. Would Atkinson do the same thing, if in the same situation?

Determine actual cases of discrimination where sex, sexual orientation didn't apply to Transgender/gender identity discrimination incidents.

Related issue: End health care benefits exclusion for transsexuals.

UCLGBTIA asks that mental/health care benefits for transsexual people be included when Insurance bid goes out Early 2002. UCOP may be willing to support mental health care, but may not be enthusiastic about covering sex reassignment surgery, hormones, and related treatment.

Student health coverage: bid upon by the local campus health service, not set at UCOP. Will need to raise that demand locally at each campus.

Also will continue Training & education for campus centers & administration.

Shears, UCSB announced: 2d annual Trans youth symposium Friday November 16, 2001 8-5, Hollywood Roosevelt Hotel; 7000 Hollywood Blvd.(cross/Labrea) LA, CA 90028 Free to attend; \$5.50 to park. Contact: Shelley; 323-913-3614

Ronni Sanlo, UCLA, sent announcement out on 10-17 to transbruins email list

Trans task force formed; Natalie and Nancy (UCR), Mary and Stacey (UCSB),

Robert (UCSC), Shane (UCSF)

### **Update on Family Housing**

Chair Snowdon, UCSA representative Dang & other campus reps are aware of a letter that Senior VP Mullinix is to send to campus housing departments, which will confirm that campus chancellors have local authority to determine housing eligibility.

This has been the position UCLGBTIA has asked UCOP to support for several years.

UCSA is expecting to see letter from UCOP, and hoping for broadest definition possible. Supports UCOP models giving students with children priority.

Other updates on local campus DP Housing situations:

- UCB has not seen progress that was promised as of the last meeting. Post-Docs are continuing to be qualified for assignments outside of general priorities. There is reluctance to implement w/o UCOP approval. Asst. Vice Chancellor LeGrande seems to be the roadblock.
- UCSD did finally get housing opened. Started use of check-off form for housing application, which allows a 'self defined' category for gender of partner applicants. State registry and other forms of proof accepted.
- UCR to implement proposal, crafted before school year started. Uses word 'partner'; family self-definition.
- UCI feeling like last to approve; has plan that will use state registry form.
- UCSF experience pushed effort ahead. Chair Snowdon distributed packet from their experience.

### **Update on DP Retirement Benefits & Family Medical Leave (FMLA)**

Chair Snowdon summed up situation of reduced pension for DPB's.

- Recent activities facilitated by UCSF campus :
- NCOD article in Synapse & UCSF Today campus publications, plus letter & petition from UCSF signed by some 350 faculty, staff & students who are frustrated over inaction and inequity.
- UCSF 21,000 strong campus; 20% estimated LGBT population; highest % of DP health benefit signups among campuses.
- SF Human rights commission sent letter to UCOP re: unequal pension benefits as a compliance issue.
- State legislators (Migden, Burton, Speier) & SF Supervisor Leno have been asked to write to UCOP regarding DP pension issue.
- OP is reluctant to move same-sex benefits forward without opposite-sex

- benefits; reluctance seems due to concern over complaint filed by opposite-sex DP. But Regents may have resistance to widening pool to include opposite-sex DPs (cost, political{family values/non-discrimination})
- Need to make our case to them directly, again. Also pursuing possibility of legal challenge.

Strategy for upcoming regents' meetings at UCSF:

Chair Snowdon and others to speak at November Regents' meeting during public comment regarding non-agenda items.

UCLGBTIA will mail packet to regents that includes the UCSF letters & Petition; and cover letter from UCLGBTIA. Press strategy to be tackled by UCSF. Will also seek support of other staff/faculty groups, CUCSA.

Also looking for So Cal campuses to organize to speak at the January 14 regents' meeting at UCLA. DPB's may be agenda discussion item for that meeting. Eiler, Walsh, UCI & Travers, UCSD, to be part of So Cal task force on the issue.

The SCOM supported Chair Snowdon's ability to speak on behalf of UCLGBTIA and authorized composition of a cover letter to attach when sending UCSF letter to Regents.

General timetable put forward by OP:

Discussion item at January meeting @ UCLA; Vote at March meeting @ UCSF No December, February or April Regents' meetings

## **LUNCH**

FMLA discussion during lunch:

Chair Snowdon gave an update on FMLA. New protections under AB 25 do not touch FMLA. AB 25 does specifically require employers to allow employees to take sick leave for care of a DP or a DP's child, just as for a spouse and a spouse's child. UCOP says that HR offices on every campus/lab will be notified of this in November, so that they will, supposedly, be up to speed on Jan 1, when the law takes effect. Lubbe Levin of UCOP has previously said that it is UC policy already to allow sick leave for care of a DP or a DP's relatives, but since this was never spelled out in the UC sick leave policy, many managers have denied sick leave in these situations, and employees only got it on appeal to OP.

The state and federal Family Medical Leave Acts are laws that protect employees taking sick, vacation or other leave (paid or unpaid) for (among other

things) pregnancy and care of an ill spouse or parent. The protection extends for 12 weeks from the start of the leave and primarily consists of two things: employers must give employees their same jobs back at the end of the leave, and employers must continue to provide health benefits during the leave under the same terms as before the leave. Lubbe says that she will send out to HR offices in November for comment a policy change whereby UC would voluntarily extend its family medical leave policies to permit UC employees to take the leave for care of an ill DP, as for a spouse.

## **UCSA items**

(Alain Dang, Graduate Students Association @ UCLA) UCSA chair: Ken Burch  
burch@physics.ucsd.edu

UCSA Agenda for this year, decided at July 2001 congress. Top UCSA issues for the year: Student Housing, admissions reform, divestment from prisons/invest in education.

UCSA Major events Calendar:

- Student of color conference set for February 15-17, 2002 @UCB
  - Women of color conference on April 5, 2002 @ UCSD
- Hate-crime incidents have increased at campuses noticeably since 9/11/01.

UCSA is trying to identify LGBT resources at each campus; reporting lines for hate crime incidents.

- UCB; SAAO & GenEq are resources for hate crimes. Uneven reporting of hate crimes, UCPD vs. BPD jurisdictional & political irregularities affect reporting & follow-up on incidents.
- UCR; number of incidents w/l UCR housing.  
<http://www.stophate.ucr.edu> resource website; safe-zone promotion;
- UCR held a public forum w/chancellor to promote the local resources.
- UCSD; no uniform way to report hate crime incidents, short of going to police.
- UCI: has specialists for training people on reporting hate crime incidents. Has shown problems in reporting through police. Orange county authorities work with the UCIPD to share reporting info.
- UCSB: office of student life personnel responsible for maintaining hate/bias data, along with title ix & affirmative-action officer. Training lacking. Environment of campus: Number of sexual assaults up by 4x; usually 2 incidents, but this semester was 8 reported instance
- UCSC: Task force planned, but has not met on hate crimes issue. "principles of community" promoted, but not apply to LGBT. Hesitance for campus

authorities to admit to problem around LGBT-related bias.  
Regents' September 11th response (from website) did not include LGBT or 'sexual orientation' in definition of protected groups & rubric of diversity.

Most campus chancellor's statements also omitted LGBT mention, though statements spoke of diversity.

Situation where condemnation of religious-based hate incidents are seen as not affecting LGBT folks. Who better to know about religion-fueled bigotry? What happened to 'modern' interpretations of real diversity, which included LGBTQ folks?

Training of staff; who is in charge is critical.

With war situation, not an issue of where one stands on the politics of the war, but that we need to be visible against the hate directed at us in this fray. Defend what is political as being 'out'.

Heroes/victims affected by September 11, no DP's recognized.

UCR: 36 min. video presentation; "Journey to a hate-free millennium". Ordinarily charge \$5000, But certified trainers can show film for free. Tubbs, UCR, is certified and will inquire on this film Good resource for campuses.

Asked about potential financial support by UCSA for the UCLGBTIA annual conference.

Similar to UCLGBTIA, UCSA events are funded by campuses, rather than UCOP or single-source.

### **Constitutional Amendment to Create Student Chair position**

Chair Snowdon Introduced proposal.

Proposal as written doesn't omit anything in the constitution regarding existing officers. Will define duties the same way as for the chair/vice-chair, and adds a 'student chair' who will serve a one-year term.

Proposal does not prohibit students from seeking the two-year vice-chair position, but lends more flexibility for students unable to fulfill a two-year commitment.

Chair Snowdon encouraged passage of this amendment as a way to strengthen student participation within the steering committee.

Proposal moved as written.

Chair Snowdon moved and Emily Nalven (member, UCOP) seconded.

Proposal passed unanimously. (appended below).

### **United Way & Boy Scouts of America update**

UCR updated this on their written campus report.

UCSB had success in amending campus/local BSA support.

UCI also still working on this issue.

### **Update on 14th Annual Conference, February 21-23, 2003 @ UC Riverside**

Informal organizing now; no theme or formal committee yet.

Assistance on grant-writing from faculty/staff & public giving.

Athletics depts. Training on diversity.

### **Update on Rankin survey**

UCR, UCLA, UCI, UCSC were the original participating UC campuses.

35 other campuses across country believed to have participated.

We are awaiting preliminary data.

UCI was planning to implement; the campus research group jettisoned cross-dept. support. Stalled permission response made campus miss deadline for launching survey on campus.

UCSC did run the LGBT component of the study. Written campus report included info on the stats.

UCR did run the LGBT component of the study. Got 75 responses.

UCLA did run the LGBT component of the study, but only implemented at the law school there.

Travers (UCSD) highlighted 'Catch-22' of bureaucracy that demands "quantitative analysis", but dismisses the results to deny programming/work on the issues.

UCOP may still initiate their own 'diversity' study. Versions of this proposed study, first shown to SCOM representatives in May, 2000, did not include sexual/orientation.

UCOP/other campuses initiating research should not overlook UCLGBTIA.

### **Proposal for intern for queer student outreach on every campus**

Vice-chair Imada presented on his work as a chancellor's intern and the general issue of "LGBTQ student outreach and retention". He asks the campuses & steering committee to raise the issue, and demand such a position to ensure a genuine effort is made.

All campuses are seeking a way to survey campuses on our population. The idea of a Check-off box for LGBT students on important applications can be helpful when done appropriately.

UCSC/Chancellor's undergraduate internship program (CUIP) & (SOAR) is a mechanism for promoting the idea of queer student outreach and retention.

What other outreach/retention efforts exist? How do we get \$\$ for such efforts at other campuses? There is also concern about program funds for the LGBT resources office.

- UCI: Center interns funded at \$1200/semester Their tasks:  
Admin/Web/leadership/ Academic VP in ASUCI leading issue of LGBTQ studies. Ex-officio officer to ASUC
- UCR: pres. Of queer alliance/outreach coordinator; student assistant worker; \$4000-5000 for all hired staff in a year. Academic credit for time worked.
- UCSD: doesn't have any such program.
- ASUCSD may fund an LGBT-person; would be part of an 'allies' program of some sort.
- UCB: GenEq restructured internship program; office manager & program interns with Billy, but duties are not just LGBT-related (other duties of such personnel include women's center & cross-cultural resources). Office has \$5000 total for stipends.
- UCSB: queerpeer internship program facilitates this. Student reps on CAC. Small stipends to students.
- UCSC: Needs leverage to gain \$\$ & programs for LGBT center, not so much for retention internship.

Can we access other sources for retention posts & \$\$ at other campuses?

Sees use for potential 'check-off box' on forms to I.D. as LGBTQ, but not advocating this per se.



Update chart from UCD to include categories of student retention

Possible workshop/roundtable on LGBT retention/outreach at UCLGBTIA conference leadership track.

## **New business**

### **Updated version of constitution**

UCOP rep Nalven distributed a constitution updated to reflect inclusion of "Intersex" designation where appropriate. Other grammatical changes made regarding the use of the word "shall". Copies distributed for review.

### **UC Davis**

Written report came to UCR center director Tubbs, from outgoing UCD center director Subasic, who is resigning next month for a position at Penn State University. UCD Center Position is to be posted.

Looking to reclass job at SAO IV; advocate for their own funds and expansion of programs. Campus CAC looking for stand-alone LGBT center. Current VC for Student Affairs opposes this, but is believed to be leaving his post soon.

Report includes concern over recent developments.

- Department organizational chart didn't include LGBT as stand-alone in cross cultural center;
- Omission of LGBT in report on cross-cultural center;
- Cross-cultural Center director supposed to be advocating for LGBT concerns. UCD CAC can be our contact for further information

Letter to Winnie Lanier of cross-cultural Center at UCD to highlight concerns about posting of position.

Meeting adjourned approximately 3:15pm

## **Text of Student Co-Chair Proposal**

### **MOTION**

That Sections B and E of Article VII of the UCLGBTIA Constitution be amended as follows (amendments in italics):

B. Composition of Steering Committee 7. Officers The Steering Committee elects

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the following officers: **Chair, Vice Chair, Student Chair** and a Recording Secretary. 8. Qualifications for Officers Steering Committee Officers must have been members of the UCLGBTIA, for at least one (1) academic period (defined as quarter or semester) and have attended at least one Steering Committee meeting prior to their election. **The Student Vice Chair must be an undergraduate or graduate UC student.** 9. Terms of Offices. Duties and Responsibilities of Officers Defined: a. Chair/Vice Chair/**Student Chair**- (referred to collectively as "co-chairs") are elected by the Steering Committee

E. Election of Steering Committee Officers 7. Duration of Term a. **The Chair and Vice Chair** shall serve two-year terms. **The Student Chair shall serve a one-year term.** Officers and workgroup chairs may serve for a maximum of 2 consecutive terms.

## February 22, 2002 Minutes

UC Berkeley

Present Berkeley: Debi Fidler; Bob Anderson; Jonathan Winters Davis: Tobias Wolfe Irvine: Michael Houston; Pat Walsh Los Angeles: Steve Leider Merced: John White Riverside: Nancyjean Tubbs; Natalie Newton San Diego: Sarah Archibald; Shaun Travers San Francisco: Shane Snowdon Santa Barbara: Stacey shears; Gary Reinecke; Steven Escobar; Claudio Dell'oca Santa Cruz: Deb Abbott; Robert Imada; Patrick Letellier; Chad Sanger UCOP: Emily Nalven LLBL: Ted Gartner

Meeting convened at 4:10 p.m.

### **Domestic Partner Pension & Transgender Health Benefit Update**

Chair Shane Snowdon summarized progress on these issues prior to presentation from UCOP representative AVP Judy Boyette.

January Regents' meeting was positive for progress on Domestic Partner (DP) pension issues. UCLGBTIA had asked for action item equalizing same-sex DP benefits at March Regents meeting; this is delayed now until May 2002.

Regents' May meeting set for May 15-16, 2002@ UCLA. UCLGBTIA will organize for March Regents meeting (March 13-14 @ UCSF), but our role will now be more limited as it won't occur when Regents action is taken; may not require as many speakers.

UCLGBTIA will continue to prepare for UCLA Regents meeting, organizing calls for speakers & talking points.

Action item expected from UCOP at May Regents meeting would equalize pensions for same-sex DPs & opposite-sex DPs over 62, in conformance with state DP registry. Possible retroactivity to as far back as January '02 for DPs registered with state. Unclear on how much retroactivity might be allowed. Not likely to apply to annuitants prior to 2002.

Issues to resolve: how UCOP & Benefits will document DP relationship; whether State registry document filing will become mandatory; and status of previous retirees.

UCOP has requested quotes on Transgender health benefits (currently explicitly excluded) from several UC health insurers. This is first step in long, politically sensitive process. Need to provide ongoing information and support to UCOP in

this area.

### **Presentation by UCOP AVP Judy Boyette**

Associate Vice President Boyette joined meeting at 4:50 p.m.

She confirmed Chair Snowdon's update about UCOP preparing Regents action item for May on same-sex DP benefits. Regents have asked her for analysis of the financial impact of UCOP's various equity benefits proposals.

Will consider retroactivity of equal same-sex DP benefits to those who were "in system" by March or January 2002, since had hoped for Regents vote in January or March

Might convene task force to advise on implementation of equal benefits; UCB representative Bob Anderson indicated interest in assisting with this.

On Trans health- believes that UC's insurers may be able to provide this coverage at manageable cost.

On systemwide supervisory training-now being developed by Ellie Shindleman, a consultant to Ms. Boyette's office: wants to include LGBT issues. Related an anecdote of a supervisor's gratitude for training on transgender issues provided to systemwide managers by Chair Snowdon.

Extended thanks to UCLGBTIA for this work and coordination with Assistant VP Lubbe Levin on FMLA and other leave issues.

Associate VP Boyette departed at approximately 5:15 p.m.

### **Housing**

UCOP Senior VP Mullinix has sent a letter to Chancellors and Regents modifying Family Housing Eligibility to permit same-sex DPs. Since his letter was sent, UCI and UCLA have modified housing policies to permit same-sex DPs.

UCB has yet to announce whether it will change policies.

Use of State registry as requisite may not be a concern. Semantical issues; does state form equate 'living together' with 'sharing common residence'?

Concern rose over the matter of out-of-state students coming to UC; may qualify as DPs but be coming from a state/municipality where they could not register as a couple.

Need to assist housing departments and assignments officers to coordinate the implementation.

### **UCOP Changes to FMLA & Holiday/sick leave/reasonable accommodation**

FMLA proposal from UCOP has been reviewed by campus HR departments and should be implemented in next months.

DPs will be added to policy on use of sick leave, per new state law (AB 25).

UCOP also announced this in memo proposed changes to 'reasonable accommodation' ADA guidelines and designation of UC's "spring holiday" as Cesar Chavez Day, observed on the last Friday in March.

### **UCD coordinator position**

UCD coordinator position revised upwards to Student Affairs Officer III (SAO III) after letter sent by UCLGBTIA. Job is still open; applications may be submitted through March 22.

UCD Law Professor Tobias Wolf gave update on this & UCD situation. UCD LGBTRC still housed under Cross-Cultural center. Discussion of structural reorganization to make LGBTRC separate unit, peer to Cross-Cultural Center.

Search committee for selecting Coordinator has been formed and had first meeting. Concerns of CAC fund at UCD; cut by 25%---more weight placed on LGBTRC.

### **General Assembly**

Constitutional Amendment will be voted on regarding the proposed Student Chair position.

There was a discussion about the need to groom candidates for the student chair position.

Post has been somewhat nebulous for Vice Chair Imada, who has been first student in a co-chair position.

Interested in seeing a "job description" that may include contacting student regent delegate; identifying the student issues; being in touch with the UCSA groups; developing student activism, etc.

John White from Merced asked future conference planning committees to try to

integrate Steering Committee meeting and General Assembly into the annual conference in an optimal way, i.e. timing, placement, priority, access and availability. Nancy Tubbs from UC Riverside stated that the Riverside conference planning committee would be sensitive to the issue.

**Feb. 21-23, 2003 14th Annual Conference "Coming Home Queer" at UC Riverside.**

<http://cominghomequeer.ucr.edu> Begun organizing to make their conference happen. Committee not yet convened, but website & preliminary work begun.

**Special Presentation**

Secretary Winters made a special presentation to current and former Chairs Snowdon, Imada & Sanger of a ceramic plate as a gift from the Domestic Partner of a UC Riverside Annuitant. Louis Pedrotti & Ed Traynor have been Domestic Partners for 43 years. The conference weekend coincided with Louis' 78th birthday.

The meeting was adjourned at 6:05 p.m.

## **February 23, 2002 (General Assembly) Minutes**

UC Berkeley

General Assembly was called to order at approximately 8:15 a.m.

Chair Shane Snowdon (UCSF) welcomed attendees and introduced officers Robert Imada, Vice-Chair (UCSC), and Jonathan Winters, Secretary (UCB).

Chair Snowdon recounted the current situation of UCLGBTIA in its pursuit of Domestic Partner pension benefits, domestic partner housing benefits, and transgender health benefits.

UCLGBTIA is preparing for a major mobilization at the May, 2002 Regents meeting at UCLA, where an action item is anticipated. (please see SCOM minutes for complete summary.)

Vice Chair Imada presented on the issue of a general lack of funding for Student LGBT resources at all campuses. He has worked on a project for retention of LGBT students at his campus.

### **Constitutional Amendment**

The Constitutional Amendment to include a Student Chair was presented to the General Assembly.

(Full text included below; changes regarding new post shown in Underscore).

Chair Snowdon spoke to the amendment's importance to reflect the views of students within the Steering Committee.

Vice Chair Imada spoke to the importance of such a position, in order to elevate the concerns of students and their effective advocacy within the organization. He was also interested in developing language of a 'job description' for the position, in order to give better direction to students who occupy the post. Such duties may include contacting student regent delegate; identifying the student issues; being in touch with the UCSA groups; developing student activism, etc.

SCOM Representative Nancyjean Tubbs (UCR) also spoke in support of the amendment, and amplified the importance of student concerns within UCLGBTIA and campus resource centers. She also gave a pitch for the 2003 conference, to be held at UC Riverside.

No other speakers for or against the proposal. Proposal moved to a vote.

Secretary Winters read from the UCLGBTIA constitution on rules regarding General Assembly votes, and of the 3/4ths vote required for passage of a 'special decision' to modify the Constitution, and the prohibition on proxy voting. (Please see UCLGBTIA Constitution, Article VI on General Assembly).

After a brief caucus, the question was called and campuses registered their votes.

The amendment passed by a vote of 28-0. (Full tally of campus votes included below.)

No other business was entertained and the General Assembly adjourned at approximately 9:05 a.m. **TEXT OF STUDENT CO-CHAIR PROPOSAL:**

**MOTION** before the General Assembly

Approved by Steering Committee for consideration at 10/01 meeting at UC Riverside.

Upon Ratification by the General Assembly, this proposal would take immediate effect and nominations for all officers are declared open and remain open until elections at the Spring Steering Committee meeting (set for April 27, 2002 at UCSD).

That Sections B and E of Article VII of the UCLGBTIA Constitution be amended as follows (amendments in italics):

B. Composition of Steering Committee 7. Officers The Steering Committee elects the following officers: **Chair, Vice Chair, Student Chair** and a Recording Secretary. 8. Qualifications for Officers Steering Committee Officers must have been members of the UCLGBTIA, for at least one (1) academic period (defined as quarter or semester) and have attended at least one Steering Committee meeting prior to their election. ***The Student Vice Chair must be an undergraduate or graduate UC student.*** 9. Terms of Offices. Duties and Responsibilities of Officers Defined: a. Chair/Vice Chair/***Student Chair***- (referred to collectively as "co-chairs") are elected by the Steering Committee

E. Election of Steering Committee Officers 7. Duration of Term a. ***The Chair and Vice Chair*** shall serve two-year terms. ***The Student Chair shall serve a one-year term.*** Officers and workgroup chairs may serve for a maximum of 2 consecutive terms.

Vote Tally of General Assembly, February 23, 2002: Campus Yea Nea



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UC Berkeley 1 UC Davis 4 UC Irvine 4 UC Los Angeles 2 UC Merced 1 UC  
Office of President 1 UC Riverside 2 UC San Diego 4 UC San Francisco 1 UC  
Santa Barbara 4 UC Santa Cruz 4 Not Present: LBNL LLNL LANL

Amendment passes 28-0

## April 27, 2002 Minutes

UC San Diego

10:00 a.m.

Berkeley: Robert Anderson, Billy Curtis, Jonathan Winters Davis: Brent Alsaker, Nathan Thomas Irvine: Kathy Eiler, Michael Houston, Pat Walsh Riverside: Sean Arayasirikul, Erik Ruggels, Gary Patton, Jason Chao, Toby Bartels, Natalie Newton, Nancy Jean Tubbs San Diego: Shaun Travers, Sarah Archibald, Barbara Estrada, Kimberly Merino, Joe Mora, Lisa Tully, Sean LaPerruque, Erica Lo San Francisco: Shane Snowdon Santa Barbara: Gary Reinecke UCOP: Emily Nalven Santa Cruz, LA, Merced, LLBL, LLNL: Absent/not represented

Meeting convened at approximately 10:02AM

**Welcome & Introductions** Current Chair Shane Snowdon will serve her second year-the seat will not be contested. Vice Chair Imada not present - Vice Chair post will be open for election. Student chair position will be open-first election for this post. 24 attendees; many new students. New focus on student issues. Approval of Previous Minutes No further revisions of 2/02 General Assembly / final version of SCOM minutes. Approved.

**Future SCOM Meetings** Fall 2002, UCSF October 19 (same weekend as Q-grad conference?) Winter 2003, UCR (at conference) Feb 21-23 Spring 2003-UCB (possibly at UCD?) April is best for 2003.

### **Benefit Issues (Retirement, AB 25, FMLA, Transgender health)**

Retirement

Co-chair Snowdon summarized situation w/pension benefits.

New situation after year of AB 25, dog mauling & Sept. 11-New consciousness on issue

4/26 mtg with Judy Boyette-Bob Anderson & Shane Snowdon

Proposal will come forward to May UCLA Regents' meeting- There will not be any retroactivity proposed. (orig. thought they could include back to January)

May be an approach to President allowing this (or claims by current annuitants).

Regents' Meeting on May 15-16 --

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15th: State of retirement fund; surplus is lower than previously, due to the decline in the stock market; however, the surplus remains large, and the cost of providing DP pension benefits is small in comparison.

16th: public comment period and proposal/vote. Speakers + support contingent in audience.

UCOP may bring 3 separate proposals-same-sex only; opposite sex; individuals w /single coverage (i.e., allow them to designate a beneficiary for a 'survivorship' benefit.)

UCOP feels the votes are there on same-sex proposal. We may need to do our own 'poll' to verify this assessment. Will coordinate through Chair Snowdon.

Chair Snowdon will coordinate 2d Mailing to all Regents-follow up to our January packet.

Call for new letters to go out - UCOP, Regents, bcc: to Snowdon by May 7.

Will circulate summary of suggested arguments to make in letters, statements.

UCLA also hosting LGBT corp. leaders on same week. They will attend Regents' meeting.

Questions: Does AB 25 have direct legal effect? Potential for claims; change of AB 25 affects public opinion and makes it difficult for case law to be different.

Documentation Required? Proposal delegates this to UCOP.

Question about operations budget "surplus" shortfall vs. retirement?

Operations distinct from retirement fund (UCRS & CalPERS) which remain well funded.

CAP benefit - retirement incentive may be offered during budgetary shortfall. (As in '90's)

Sick Leave - AB 25 applies; still not defined in UC.

Advisory promised within a month sent to HR depts. Within month to change website.

Concerned expressed that all campuses conform and properly implement.

FMLA - UCOP directive will be implemented regarding this; care for partner and

for child of DP. Leave will apply generally ; no longer discretionary.

State income tax-Imputed Tax still applies to Federal taxes.

Upon furnishing state DP registration, state tax can be waived on payroll notice.  
Corrected W-2's issued even if payroll stub doesn't reflect it properly.

Some guidance still needed on all campuses implementing uniformly, and  
deciding what proofs are needed.

Transsexual health- Currently still excluded under all health plans carried by UC.  
This is a common exclusion of many employer health insurance plans.

UC policy contracts renewed every 2 years; responses due in June. Proposals  
evaluated.

We've supplied data from City of SF on the real costs of such a change.

Will cost alone be the basis of a UCOP decision? How political will it be?

Costs are poised to go up anyway; how do we avoid being made a scapegoat for  
increase?

Unclear how much employee costs will go up. Pitting employees concerned  
about their out-of-pocket costs & overall benefit costs.

Unanswered Question: Intersex health issues also have coverage apply?

### **UCLGBTIA 14th Annual Conference--@ UC Riverside (February 21-23, 2003)**

- Presentation on 13th Annual Conference @ UC Berkeley - Billy
- Still wrapping up the details (budget, general evaluations) and recovering from effort. Beginning of June target for completion date.
- Attendance over 600 people. Cost-approx. \$40,000; didn't broach much of corporate world.
- UCB had a great Conference Committee that worked well together- Staff made an important commitment to the work; critical to have inner-circle of staff & other close allies on committee.
- Production of this conference puts incredible pressure on Center director, in addition to regular duties.
- Concerns on housing; ended up not being too much of a crunch; high cost of accommodations.
- Tried reaching out to faculty/research associates;
- Pleased w/diversity of programs/presentations. First on-line program

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submissions. contract for online registration; billing notation 'code' for credit-card bills sent to home/Mom& Dad.

- Unique situation of separate student-organization (QRC/QA) ú some negative impact on this organization with drawing resources/people to conference.
- Vital to keep purpose of conference in focus. Write down the 'why' of relevance each year. Brings us all together from different campuses; major speakers/presentations that individual campuses may not be able to bring/afford.
- Highlights the individual campus; promote local folks/gain political capital.
- Need to give support-consultation with other campus leaders was vital
- Work on \$\$--need to expand our base; pursue these locally & systemwide in grants.
- Even seed money (\$1000) can be a help.
- Flipside-important value to having gone through the experience. Student development: leadership skills; budget/fundraising; event planning. Political training & diplomacy skills.
- Building of political 'capital' with Student Life and other campus administrators
- Entertained questions on committee composition-One big committee at first and met through summer, broke into individual tasks by fall semester.
- Biggest budget line item was FOOD.
- Developed database to manage Volunteers list. No committee wrap-ups, but general summations by committee members.
- Program-combination of invited speakers and call for programs; 60 submissions for 50 slots.
- Presentation on UC Riverside conference-Nancy Jean
- Biggest issue is visibility; 10th anniversary of LGBT center
- Student committee has not yet been composed; waiting until new Fall semester.
- Trying to farm out parts of cost of events.
- Cultural Events paying for show; Margaret Cho performance downtown during conference.
- Housing; still have low-cost former Holiday Inn/Residence Hall spaces available to open; host housing also.
- General Assembly may happen at middle of the day; around lunch/caucusing.
- Arts focus: Faculty/staff may want to present their work.

Other comments on Conference experience:

- Need to pass on summary of experience to new campus.
- Informational resources, but games/fun too.
- Workshops in different size rooms. Difficult to assess; conflicts of important sessions.
- Outdoor venues in addition to classrooms/indoor facilities.
- Open Mic session. Karaoke. Market Day-open-air market/local

merchants/craftspeople.

- Nightlife in Riverside? 7 clubs in Riverside & coffeehouse and under 21y.o.
- Still looking into online registration; difficulty of collecting money.
- UCSD (2004)-committing to conference earlier gave them more publicity/ability to think through what the campus wants to do & how they'll do it.
- Thought of where to hold it in 2005; Nor Cal conference a likely candidate.(UCSC; UCD??)

### **Student Issues (Part I) \***

Ongoing projects:

Surveys: Snafu over UC Berkeley/UCOP organized survey emailed to 50,000 students at all campuses (password-protected; based on profiles of students from original student registration).

Questions not made relevant to LGBT experience (cite Joe Sampson's comments/emails of 4-26). Other student attendees also received survey invitations.

Housing: UC Berkeley situation: last campus yet to implement DP eligibility.

### **Lunch**

During Lunch there were student & staff/faculty caucuses held separately.

Written campus reports (UCR, UCOP) were distributed.

### **Student Issues (Part II) \***

New projects: retention, financial aid, athletics, queer studies, voting

Presentation by students: Report back from student caucus by Gary Reinecke

Transgender issues:

- Bridging the gap between Queer students & trans issues.
- Not feeling part of the community.
- Queer folks lack knowledge of Trans issues.
- Outreach to local community Trans orgs on the issues;
- Cross-campus communication on these issues; imbalance among campuses on programs for trans folks.
- Not just w/ UC, but external-other colleges (Community colleges). Very few resources available on these campuses.
- Trans issues exist on many levels-going to where Transfolk access services,

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not just how it applies within UC.

- How do non-trans queerfolks have authority to speak on the Trans issues-allies or supporters on their behalf, but not actually affected.
- Transsexual, transvestite, drag king/queen, Genderqueer, genderfuck, genderbending, intersex
- 40 city ordinances nationwide on Trans non-discrimination/health; SF was first, and many modeled on that. Some branching out of specific language.
- Health issues are most common question that transfolk bring to UCR LGBT centers.
- Trained health providers on each campus.
- Mental health issues just as much an issue as physical health.
- Psycho-social health resources are available some places;
- A big fear in counseling centers is that health professionals they deal with will not accept transitioning person.
- Burgeoning trans web info is available. [www.ucsf.edu/cge/lgbtr](http://www.ucsf.edu/cge/lgbtr)
- Student Health Advisory Committees on each campus.
- Student insurance committee-need to bring up trans issues to this committee.
- Also caps on coverage for hormones/HIV medications. Work to do this on each campus.
- Are people also aware of existing programs they have available?
- Do plans cover brand-name drugs (HIV, other chronic conditions).
- Planned parenthood part of STD's, pregnancy, HIV testing other resources.
- Variation among Health Promotion offices at each campus;
- May want to develop a checklist of health issues for campuses.
- State programs for general health of international students/part-time/undocumented.

Queer Students of Color.

- Queer youth of color conference May 4, 2002 @ UCSD.  
<http://Lgbtro.uscd.edu/genq> One of two POC/Queer conferences.
- Bridging the cultural gaps among & within the ethnicity/culture and queer identity (losing face; machismo)
- Dynamics of being the first within their family to attend college in US.
- How coming out impacts their family.

Scholarship:

Donald Strauss foundation scholarship: \$10,000 community based project at a UC campus.

Safe-space programs awards.

Outreach:

Outreaching to all cultural orgs, but also to academic sections (Chicano/A-A studies)

Spiritual communities on campus

Retention/recruitment & Allies/Peer-mentoring program:

Recruitment/retention centers or positions? Appears available, but uneven among campuses. (UCSD; money available//UCR; began project.

Queer development program for general public---mentorship/peer mentorship.

Allies:

- Finding allies within campus organizations to take LGBTQ message back to their own groups about how to be stronger allies.
- Campus ethnic orgs reach back to LGBT center for allies training. Tried to use students of that background present for that presentation.
- Allies attendance/participation in each of the Queers of Color conferences; differences between the rubric of 'colors' of students.
- Make sure that allies program talk about 'privileges'-to Queers that means hetero-privilege.

Financial Aid:

- Scholarships-fund for LGBTQ students - status of funds from each campus.
  - Matrix of sources from where funds can be tapped.
- Retention committees may be involved - loss of an under-represented student needs to be made present to these officers.

## **Trans Issues**

- Non-discrimination policy change-6 other universities are now doing this. (U of Iowa, U of Maryland, Rutgers, Boise State)
- Ways to make the effort-Directly to UCOP & at grassroots.
- On campuses: activist research on how we made the change on sexual orientation
- Campus education-needed before & after any non-discrimination statement enacted.
- Grant for Youth Gender Project; bring them to campuses to meet with important figures & administrators on Trans issues. Systematic approach to bringing issue forward. Work with & through Residential Life; Student affairs; Health administrators.

## **Officer Nominations & Elections**



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Call for other nominations for Vice Chair; Nancy Jean only nominee.

Declared vice-chair by acclamation.

Nominations for Student chair(3): Nathan Thomas-UCD; Sean Arayasirikul-UCR; Gary Reinecke--UCSB

Chair Snowdon & Secretary Winters raised concerns about not losing the enthusiasm & energy of all nominees, even though there was only one seat available. Secretary Winters read section of constitution pertaining to elections.

Each candidate made statements about their qualifications/goals, of up to 5 minutes.

Campuses caucused for approximately 10 minutes prior to voting. Vote was by secret ballot. Chair Snowdon & Secretary Winters counted ballots, with Rep. Bob Anderson witnessing the count.

Sean Arayasirikul was elected .

### **New Business**

No other new business was raised.

### **Adjourn**

Meeting adjourned approximately 4:10pm

## November 2, 2002 Minutes

UC Berkeley

In Attendance Berkeley: Bob Anderson; Billy Curtis; Jonathan Winters Davis; Daniel Bayless; Sharon McDonell; Tobias Wolff Merced: John White Riverside: Nancy Jean Tubbs; Erik Ruggels; Christina Gonzalez; Vianey Ramirez San Diego: Sarah Archibald; Barbara Estrada; Sean LaPerruque; Erica Lo; Shaun Travers Santa Cruz: Ioo; Gill Keller; Beth Rees; Tam Welch Office of the President: Emily Nalven

Absent Irvine; Los Angeles; San Francisco; Santa Barbara; LANL; LBNL; LLNL; Meeting was called to order at 10:25am

### Introductions

**Approval of minutes**— Minutes from the spring meeting were circulated via listserv and all changes were incorporated. Minutes were approved without additional comment. Minutes from April 2002 are now on website.  
<http://www2.ucsc.edu/uclgbtia>

### Appointment of Officers

Resignations were received from both Chair & Student Chair.

The Constitution for the Association makes provisions for Officer vacancies (Art.VII Sec.E.6) and allows the SCOM to appoint replacements. Process for appointment: Opened nominations for both positions.

Chair—Shaun Travers (UCSD) was nominated by Secretary Winters and seconded by Sarah Archibald. Shaun agreed to serve the remainder of Shane Snowdon's term. There were no other nominees. Shaun was named by acclamation in a voice vote.

Student Chair—The issue of this appointment was tabled until afternoon session in order for students present to consider nominees. Previous nominees from 4.02 SCOM Meeting were not available or interested. Nominees made personal statements to their qualifications and interest in serving.

Daniel Bayless (UCD) and Sean LaPerreque (UCSD) self nominated. Both were granted several minutes to make a statement to the SCOM.

Vice Chair Tubbs raised a procedural question about allowing both nominees to serve as Joint chairs. Secretary Winters cited that a revision to the process would require General Assembly approval before acting upon it. The current definition

assumed an individual would fill the post.

The Secretary read the Constitutional provisions regarding elections. The vote was conducted by secret ballot. Campuses caucused for approximately 10 minutes prior to submission of ballots.

Ballots were counted by Billy Curtis (UCB) and certified by the Secretary.

Daniel Bayless was elected the new student chair.

Concerns were raised about deferring appointment and not having student input.

Question about funds to meetings—not currently funded; home campus would attempt to assist in travel.

A motion was introduced, thanking Shane Snowdon (in abstentia) for her leadership and hard work as Chair on behalf of the UCLGBTIA. Shane steered progress on an incredible number of issues. Her relationship with the Office of the President was highlighted as an exemplary success. Among her many significant accomplishments, was her work to educate university Regents, and to coordinate the systemwide effort to equalize retirement benefits for domestic partners of UC employees. The UC Regents approved this proposal in May of 2002.

Shane also planted the seeds of many other important issues, including: the removal of the transsexual exclusion in UC health plan options; the inclusion of staff domestic partners in FMLA; and the strengthening of the student presence within UCLGBTIA, which culminated in the resolution adopted at the 2002 General Assembly to create a Student chair position among officers of the UCLGBTIA. For all these things, and many more, Shane Snowdon is commended and appreciated by the Steering Committee.

The motion passed by acclamation.

### **Gender-neutral forms**

Issue of changing application forms to gender/family neutral terminology. Currently there is no change on forms' use of gender terms; still taking awhile to implement DP terminology systemwide.

Programs such as the Mortgage Origination Program (MOP), which have approved DP revisions, have taken a long time to revise old terminology to include DP's.

UCSC students are already conducting petition campaign on changing forms, particularly for undergraduate admission. Petition was shared. Still not clear who controls content of admissions forms.

General questions apply to assessing usefulness of specific forms, such as: What is demography information used for? (i.e., admissions vs. healthcare.) Who has authority to make change in specific cases? Local or systemwide forms? (e.g. campus department or chancellor vs. UCOP/regents). Also exceptions? (e.g. Federal forms may not be revised, such as financial aid.)

Any change in forms start with UCOP/systemwide level. After feedback they consult with other campuses before implementation. Two subcommittees were formed:

Subcommittee: Tobias, Emily, Sarah (general authority of systemwide vs. local campus forms) Applications issue: Loo, Erica, and Beth

### **UC Davis LGBT Coordinator position**

UC Davis Assistant Vice Chancellor Jan Gong was invited to speak on the current status of the UCD LGBT Coordinator position. She stated that UCD would list the new position in time to promote it at the NGLTF Creating Change conference in Portland during November 2002. The Campus Chancellor's Advisory Committee will consider new job descriptions at Tuesday November 5th meeting.

AVC Gong recounted the history of the position and recruitment plan to date. Prior to departure, the Resource Center coordinator Allison Subasic had staffed fulltime for 3-4 years at SAO II level. When opened LGBT center was partnered with Multicultural Center for organizational not just cost reasons. Members of the Davis campus community and the SCOM were concerned about parity issues and wanted to include director title.

The center has remained open with interns. The management intern (Sharon McDonell) is filling the directors' post at an SAO II level, although the new director's position will be listed at an SAO III level. Daniel Bayless and Nathan Thomas are also intern staff at the center .

The campus conducted a national search for this position in 2001. For a variety of reasons UCD was not able to select a candidate from that applicant pool. The Davis campus used the time to reshape the position, examine the reporting structure, and work on a strategic plan.

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A process began which included intensive retreats with campus Chancellors' Advisory Committee to craft an appropriate vision statement and implementation plan, based on the campus Principles of Community.

Main item: Re-assessed connection with MCC, yet the collaborative effort has yielded fruit. Able to address multiple identities and connections were positive aspects of relationship. Despite 'vision' work, administration is now concerned with providing FTE staff during budget cuts.

UCD will be recruiting for two positions: 1) Director of Cross Cultural and LGBT Programs and Resource centers (an overall MCC director), 2) Director of LGBT programs and resource center.

Reclassified Director of LGBT Programs and Resource to SAO III will report to Assistant Vice Chancellor Gong.

Search to open in November '02, but position not to begin until July '03. Sharon will be extended through at least June '03. Search committee has been selected and has co-chairs; Greg Coya, current MCC director, main person leading committee.

Questions to AVC Jan Gong: Comment: At UCB, pool for director of Gen Equity Center was surprisingly small. Same phenomena may be true this time around for UCD position.

Question: Where do funds come from? Do LGBTs have place at table (to map new direction)? AVC Gong—A: Position is funded through student registration fees. Supplemental donor funds; UCD registration fee committee is majority student run, but isn't assured annually.

A student fee initiative vote is due this quarter, outcome is not certain. There are new rules on fees passed, that a review board must be formed to advise the Campus Administration on spending.

Multiple part initiative: Part A—NCAA move to 1-A division from 2, Renovation of coffeehouse. Renovation Of Unitrans bus service, intramural sports, and "Principles of community" center—which will provide additional space for LGBT center. Part B—Health center proposal; Fee would be implemented prior to construction; planning & architect.

Per capita cost if these fees pass: \$102/\$63.

Part A will allow for additional space and administrative support for LGBT center director, if passed.

Budgets between MCC and LGBT would be separated. Advocating for additional funds, and hopeful to receive them.

Nancy, UCR—comment that pleased the process has evolved. But negative experience from prior search effort occurred with no contact and no information conduit to other resource center directors or UCLGBTIA.

**14th Annual UCLGBTIA Coming Home Queer Conference & General Assembly** February 21-23, 2003 <http://cominghomequeer.ucr.edu>

Call for Programs open through November 22, 2002. Early registration open through January 17, 2003. Registration for conference is now open. Early registration closes Jan 17. Now accepts intercampus transfer of funds, in addition to credit cards and checks.

SCOM meeting at conference will be held 4-6pm, Friday February 21, 2003.

- Conference update—Nancy Jean, Christina, Eric, and Vianey were present to report on efforts to date.
- Conference budget is \$7000 to date, including \$2500 from ASUCR.
- Waiting to hear from California Endowment about \$10,000 grant application.
- Coordination with UCSA—they are aware of dates of Coming Home Queer / no conflicts for their events (i.e., annual People of Color conference)/funded our conference for \$400.
- HRC/NGLTF support—co-chairs did attend conference-planning session with HRC. Plan to approach them for ad revenues. Did not yet approach either for speakers.
- Working on: representative speakers; scholarship announcement; Sunday films and filmmakers program.
- Talent show for Saturday night, rather than ‘professional performers’;
- Want to allow attendance at General Assembly (GA) to be free/ not required to register to attend GA.
- Main programming day is Saturday. Time is set for GA—Sat. 1-3pm.; agenda and format still up for discussion. SCOM meeting at conference will be 4-6pm, Friday 2/21/03. The UCLGBTIA General Assembly is scheduled for a 2-hour block with no issue to be voted upon.
- Ideas for GA: Dialogue on general brainstorming for issues  
Transgender issues/gender identity issues/ model workshop  
Involve people in session  
Give them something to take back to their campuses  
Directive for the year/ UCSA defines 3 issues to work on each year  
Develop action plan based on focused issues.  
Getting info into hands of everyone; clear on why they are participating.

Relevant to UCLGBTIA 101 presentation

Solicit suggestions at workshops; prior to GA (need to have tabulation during session)

What's political & what's social? Political ones will attend if they know.

Commitment by SCOM members to attend wrap-up

Ideal: Put out to GA prior to the conference.

Have discussion/debate at GA. Sorted out at follow-up session. Commit one or two reps from each campus to attend follow-up sessions and combine with brunch. What kind of working groups will be formed? To be decided day of, or planned in advance?

- Proposal for UCR outreach to high schools. --\$100K for such outreach. Specific workshops at conference directed to H.S. students. Facilitating genuine dialogue folks w/o talking down to younger students.
- H.S. GSA groups wanting to present.

### **Benefits Updates**

Pension benefits in place since July 2002; mailing went out to all employees w/o spouses.

Two ways to Register: Use state form OR register with UC only. (Important to register with UC now, unable to do so after death! State Domestic Partner registry is filed separately.)

An FAQ Info Sheet compiled on DP Pension issues by Bob Anderson, will be posted to the Association's website.

There is a retroactivity issue for previously retired DP annuitants. Precedent for UCOP is that those who accepted lower pension "never" get improvements retroactively; but this was correcting inequity, rather than an improvement.

State Tax issues: AB 25 removed state tax on DP benefits. 2002 is first tax year this applies. UC-paid health benefits are reported as imputed tax to IRS/federal tax, but will cease for the State of California. Federal tax on this income still applies. State tax relief only applies to those registered with the State of California.

Exact amount saved depends on income-tax level and premiums. Tax break can yield up to \$250/person per year.

Typically, premiums paid for self are out of pre-tax dollars (along w/primary/403b retirement dollars).

DP plus child benefits are included as taxable dollars. 9.3% is top level for State tax; apply percentage to total income to figure imputed income amount. Imputed

income state tax exclusion will be reflected on paychecks. Should reduce income by amount of premium you pay by a % of what UC pays for plan.

TIP program---premium paid by employee for plans also should qualify for state tax exemption. Get people to call local benefits to raise the TIP issue. Not sure legislation is needed to remedy.

Faculty tuition remission—Issue has come up from faculty w/DP's at UCLA and UCD. Under Regents' Standing Order # 110.1, All UC campuses provide tuition remission for faculty spouses/children. Policy as shown on websites for several campuses & UCOP still doesn't include DP's.

UCD Provost was rebuffed when looking into current policy. Investigating whether this is applied differently at each campus.

The SCOM must determine how to bring this matter forward to OP/Regents. May entertain issue at UCFW. For advocating at campus level and at UCOP, we should look for allies within Admissions office or VC of Student Affairs

For advocating at campus level and at UCOP, we should look for allies within Admissions office or VC of Student Academic Affairs may be a place to bring this up. Ellen Switkes from UCOP Human Resources may be a contact person. May be a legislative issue, or be complicated by other legislation.

### **Transgender & Gender Identity issues**

Systemwide coordination of campus' education on trans and intersex was discussed. Info is same, even though the resources are different (locally).

Campuses face inadequacy regarding bathroom privacy issues. This issue is often a starting point for recognition of problems on campus.

- UCSD CAC pushing its campus administration forward on this issue. Other campuses that already have genderless bathrooms?: UCSC (4 yrs);
- Cost of signs for unisex bathrooms.(what kind of materials; stickers/plastic).?
- UCB—plans meeting w/ MSO's regarding all campus facilities. Wonder if ADA applies to providing single-stall restrooms.
- UCR –new construction and retrofitting may not have considered this.
- UCB –ADA provisions do NOT apply to requirements for single-person bathrooms, but access for handicapped individuals.

Drag performance without a place to raise Trans presentation. Focus on what we don't have/are not, instead of what we are/have.

Disposable Boy Toys did shows, also did workshops on basis of drag kings.



Other performers: Jackson Katz—tough guise; Heda –Intersex; Thea Hilman;  
Lydia Sosa Important to have identifiable community to reinforce education;  
Difficult to raise issue in a vacuum.

### **Dues—deferred issue**

Wants to visit issue/was waiting to collect more information from colleague organizations. Dependent upon UCOP for support of UCOP branch; wanted to create independent source of funds.

Issue also applies to systemwide organization.

Issues to consider on dues:

- Does levying dues affect status of member campuses?
- UCSA—funded through associated student government dues from each campus.
- National Consortium—pays voluntary dues.
- Suggestion to take up further grant-writing

### **Future Meetings**

- Feb. 21, 2003 conference SCOM meeting / UCR
- April 5, 2003 spring SCOM meeting /UCD
- Fall 2003?
- UCSD for 2004 conference
- (UCI for 2005 conference?)

Prior to adjournment, a number of informal updates came up from campus representatives.

- UCR-leather/alt. Lifestyle groups; Library volumes; Nov. 20 transgender memorial Center issues: Center space improvements will increase total square footage
- UCLA-New center space under construction; selling name rights as way to generate program endowment.
- UCSC- Fred Phelps threatening to come to campus; response being planned. \$2000 matching funds
- UCB- Also organizing vs. Fred Phelps threat to come to Berkeley.
- UCD- Pride week events: Danny Roberts/400 people; workshops;

Meeting adjourned at 3:55pm

## **Officer Elections**

Chair Travers explained process of elections and positions. Nominations are open until elections at April 5, 2003 SCOM meeting @ UC Davis. Additional call for nominations will be made at the General Assembly. Three officer positions will be open for election: Vice Chair, Student Chair & Secretary. Current Vice-Chair Nancy Jean Tubbs will rotate to become Chair, as proscribed in Constitution.

## **Future Meeting Calendar**

- Spring '03 SCOM, Sat April 5, 2002 at UC Davis
- Fall '03 SCOM @ UC Irvine. (Date TBA)
- UCLGBTIA 15th Annual Conference & General Assembly, February 20-22, 2004 @ UC San Diego
- Spring '04 SCOM @ UC San Francisco. (Date TBA)

## **2005 Conference**

No Location yet for 16th Annual conference in 2005. Discussion about that conference. Many concerns expressed about impact of budget cuts on the ability to have conference at any campus.

Suggestions: scale back for a 'lite' general assembly would soften the cost to campus. Encourage a West Coast conference hosted at another campus (CSU; private), not hosted by us but allows us to have space for our internal meetings.

- UCI (8 yrs.) & UCSC (7 yrs.) have had the longest gap since last hosting the conference
- UCI will have major construction beginning in 2005 and through 2006, which will affect LGBT center and largest venues.
- UCSC is concerned about budget, as it cannot afford the campaign a conference would require
- UCLA will consider hosting only a scaled-down conference in Feb 2005
- UC Merced potential future SCOM—early as 2005; will eventually host conference as a Northern campus.

## **General Assembly Plans**

Discussion with Lecia Brooks, who will facilitate the two sessions: Setting the Student Agenda (Saturday) and Strategizing the Student Agenda (Sunday).

Lecia –trained facilitator; asked questions of specific student SCOM reps, what their views were.

Process will be tables of 10 people reporting their campus and issue. Some will be all from one campus. Brainstorm at tables; summarize issues. Bring back an

analysis to the Sunday event. Make sure it is clear students are welcome.

Student empowerment theme will help highlight student issues// What is important to students and what they want to get out of the UCLGBTIA. Frame discussion for keying in on student-focused outcomes.

Some opinions were given about what were perceived to be the major issues on specific campuses:

DP's not necessarily a student issue per se.

Major general issues:

- Campus safety// Hate Crimes
- Attendance at LGBTQ campus events
- Level of collaboration on each campus.
- Suicide
- Coming Out on Campus
- Queer studies programs - UCSD (and others) have classes, not a minor program.
- Gender-neutral bathrooms

Concerns regarding the SCOM were also raised: Difficulty in getting to SCOM meetings at other times. What are student expectations of SCOM? How do they define success? Success through events, building a queer presence on campus.

Long-time SCOM representatives pointed out a similar exercise was performed at the '97 & 2000 General Assembly sessions. At the time issues such as LGBT centers on each campus, and then DP family housing eligibility.

### **Report backs on Gender Issues**

Subcommittee did not meet on the issues November last SCOM meeting.

Bathroom issues - UCSD surveyed single-stall bathrooms for gender markings. Currently identified in several different ways. Labeled as any of: Men/women/bathroom/restroom; also circle/triangle markings. Wrote to VC on campus to change signage on existing single bathrooms. Some "family" bathroom - diaper/changing table/parent & child; open to gender neutral. "Restroom" is desired signage. No symbols if possible.

ADA/Accessibility issues - no requirement on single-stall facility to which we can refer. May have requirements on signage. (Triangle/circle; Braille lettering.)

Gender Neutral forms - No progress/ no report on this. UCSC petition effort did

not yield results.

### **In-state Tuition Waiver for Faculty Member & their DPs.**

Tuition waivers currently given to spouses of faculty as incentive, but not for DP's. Case at UCD went to UC general counsel. General Counsel ruled this is a Regents' issue. Unclear when issue will surface on Regents' calendar.

Question was raised regarding cases of student w/ DP & tuition reduction Opposite sex couples that marry immediately qualify for in-state tuition (one partner is a state resident). Students w/ DP from out of state are not eligible. UC counsel office not willing to offer help.

Student is not looking for Waiver, but in-state tuition (vs. out-of-state tuition).

Regents' standing order 110.2 defines matters of who is a resident. Additional Federal laws apply to financial aid and tax dependent status of students, as well as citizenship & immigration.

Potential objection regents will have is that there will be fraud to qualify for saving tuition \$\$.

Assembly bill this session to equalize DP registry to marriage. Possibly legislators could put the pressure to bear on this issue. ACLU letter to UCOP? Dennis Galligani is VP whom we would work through on this matter. Subcommittee to work on the issue was empowered.

### **Additional Old Business**

Retirement - retroactive benefits for current retirees Student Health Benefits - negotiated by local campuses; separately from faculty/staff. Student Health committees can ask for Transgender inclusion; surgery & hormones. UCSF is moving ahead to enact this. UCSD Guardian—editorialized on the issue. Opposed it.

### **Welcome Statement from Judy Boyette, UCOP**

Judy's statement was mostly a welcome and summation of improvements to benefits, but there were a number of questions regarding the paragraph on transgender coverage.

Inclusion of benefits is a surprise to SCOM members. During presentations at individual campuses, benefits officials have flatly denied availability of coverage for hormones, surgery & mental health services for Transgender people.

It was agreed that a letter from SCOM officers to Judy Boyette would be sent to seek clarification. But despite any outstanding questions, the statement would be read in its entirety, without alteration, at the General Assembly

### **Announcements**

Kathy Elsberry attended from LANL. First time an affiliate from Los Alamos has attended SCOM.

Situation there is difficult; heightened security issues and potential change in management may affect DPB's offered through UC. University of Texas has been mentioned as potential new academic relationship.

Un-named women of UC Riverside issued copies of a leaflet and a letter from a UCR Professor Piya, presented them to SCOM members. The statements condemned a personnel inquiry that was conducted by Tobias Wolff (UC Davis), who was retained as a consultant.

Notes submitted by UCLGBTIA Secretary Jonathan Winters.

## **April 5, 2003 Minutes**

UC Davis

### **Attendees:**

Berkeley: Billy Curtis, Shawn DeMille, Jonathan Winters Davis: Daniel Bayless, Sharon McDonnell, Nathan Thomas Irvine: Charmaine Chan, Sigifredo "Freddie" Diaz, Andrew Leung, Dustin Utt Office of President: Emily Nalven Riverside: Mike Atienza, Jesse Balderas, Christina Gonzalez, Lupe Lopez, Vianey Ramirez, Erik Ruggels, Tatiana Svolopoulos, Nancy Jean Tubbs, Jocelyn Wong, Frank Woo San Diego; Sarah Archibald, Shaun Travers Santa Barbara: Michael Aires, Kyle Richards, Peter Russell

Los Angeles, Merced, San Francisco, Santa Cruz, LLBL, LLNL & LANL Reps not in attendance.

Meeting convened at 10:05am

### **Introductions**

**Welcome** by Jan Gong, Asst. Vice Chancellor, UC Davis

### **Approval of Minutes**

Minutes approved as written. Motion to approve made by Sarah Archibald, seconded by Daniel Bayless.

### **Upcoming UCLGBTIA meetings**

- Fall 2003 Meeting @ UC Irvine, October 25, 2003
- Winter 2004 Conference & General Assembly @ UC San Diego, February 20-22, 2003
- Spring 2004 Meeting @ UC San Francisco
- Fall 2004 Meeting @ UC Santa Barbara

### **UCOP Presentation - New DP Benefits Booklet**

Kay Miller of UCOP presented on a draft DP Benefits booklet. Encourages us to review content and contact if any concerns. Booklet was produced with assistance from SCOM members Shane Snowdon & Bob Anderson. Summary of benefit processes, not re-elaborating what benefits. Explanations of how benefits apply to Registered/non-registered DP's. Draft doesn't include forms.

Revision to plan eligibility - eliminate 6 months residency requirement; synonymous with retirement benefits.

UCOP reps will continue making presentations to campuses on benefits and willing to travel to campuses for this (UCSF & UCLA have had presentations). No cost to campuses for requesting this presentation. Kay, Lily Pang is in charge of road-show presentations. Contact them to schedule.

No longer requiring documentation up-front, only upon an audit. Booklet and forms will be available online. Simplifying forms; all references to "spouse or DP".

For non-registered DP's, survivorship benefits may be proven with other proofs ahead of time. State Registry is the comprehensive standard; no other proof is needed. If registered only with local or county, other proofs & UPAY form also required. UPAY 250 form being eliminated; will use UPAY 850.

Tax-savings on Insurance Premiums account (TIP) info state income taxes were corrected in this draft. Info sent at open enrollment was an error.

Hardcopy distribution planned through HR & Benefits. Suggested distribution at new employee orientations and LGBT centers at each campus. Document will be on the web as a \*.pdf document.

### **UCOP Presentation - Transgender Health Benefits Chart**

Distributed spreadsheet that was revised. Doctors' office visits clarified.

Surgery for gender reassignment not covered by any plan. Only some hormone therapy.

Rates still too high to provide for reassignment surgery coverage. Will continue to negotiate such benefits.

Judy Boyette's office had some concern that increased overall costs would be attributed to Transgender benefit inclusion, rather than general high cost increases.

Transgender Health not included with DP benefits booklet, since it is a stand-alone issue.

Each campus has a health care facilitator to handle complicated individual cases. They will be responsible for questions regarding Trans benefits coverage.

## **DP Equity Issues**

Review of meeting with student regent-designate, Matt Murray. Matt introduced himself. He attends UC Berkeley and will serve on the Board as student regent for 2003-04. He worked with campus and Northern California ACLU chapter and is interested in civil rights issues. Will assist us with our remaining equity issues.

Regents may agendize retroactivity of pension survivorship benefit this year. Plan is to adjust pension benefits to current levels for members who retired prior to July 2002.

Prepare to mobilize for Regents' meeting. Tactics - prepared to sign up for discussion item. CRENO & student fees - Financial aid issues still a problem.

## **UCR Conference Summation**

Distributed information on attendee demographics, plus review of budget and summary survey of opinions from General Assembly, "Setting the student agenda".

Most complete demographics assembled. 400 people gave suggestions for future speakers; 24 pages of comments. 31 pages of presenter summations; Budget overview - surplus generated.

California Endowment gave \$7000. UCSA also gave \$400. Presenting to their meeting on Sunday.

External affairs item in ASUCR \$\$\$ for student/other travel to meetings.

UCSD 2004 conference - \$22000 in grant writing already begun.

Develop online survey. Use demographics to target groups for participation (trans, CSU students, etc.)

Articles & pictures of UCR conference are posted on campus pride.net  
. <http://www.campuspride.net/UCRComingHomeQueer.asp>

CSU conference meeting occurred at UCR - run by Johnnie Owen. 6 schools represented, 27 people from CSU San Bernardino **Lunch Break 12:30pm - Two small group discussion.**

Lunchtime caucus issues -



### **UC Davis coordinator position**

Listed as SAO III; Nationwide search. Selection committee has 1 faculty, 4 staff and 2 students.

3 finalists for mid-May interviews. Will hire to start July 1.

Principles of Community building initiative begun, 'culture-blind' center.

### **Gender non-discrimination statement**

AB 196 introduced by Mark Leno, to amend state code to include gender identity as a protected status against discrimination. If becomes law will likely be adopted by UC systemwide.

AB 537 Safe Schools law is currently only possible protection. Depends upon interpretation.

### **Student Specific Issues**

Campus climate on UC's & coalition-building/attending events other than "our own."

Include attending CSU schools. Role of student chair to include: need to bridge norcal/socal.

Listserves for student systemwide. Website add-on for message board.

Education: contacting LGBT-friendly professors for programs on campuses that don't have them.

### **Presentation on Military Recruiters - Ryan Weber, UCSC**

UCSC Career Center doesn't allow employers to recruit who discriminate on basis of Sex. Orientation.

S.O. not a protected class under federal law, even though state/local laws exist.

Solomon amendment (1996) inhibited campus ability to limit military recruiting on any campus.

Money from Federal government to UCSC = 11% of total, or \$55 million.

Recent interpretation of Solomon Amendment to withdraw funds from University, when an individual school (i.e., Law) bars military recruiters.

A number of law schools are collaborating in a campaign against the Solomon restrictions. They advocate implementation of ameliorative measures—short of losing federal funds.

Uphold non-discrimination statement; not prevent ROTC on campus. -Keep career center upholding non-discrimination; able to not host military recruiters. - Disclaimers on all events for military recruiters or organizations that discriminate.

Recruiting for military on (or near) campus vs. ROTC program on campus. Investigate how are different UC schools being impacted by this?

April 8 protest at UCSC during ROTC recruiting. Will highlight “Stop-loss policy” towards LGBT.

Resources: <http://www.gaymilitary.ucsb.edu/> and <http://www.saltlaw.org/solomon/>

### **Gender-neutral restroom update**

UCSD successfully approached AVC of Business Affairs/Facilities to compile list of rooms & did it.

Inventoried single- & multi-stall facilities. Offered to change signs for single stall rooms; put identified list of restrooms on web. Also proposing more single-stall units within future buildings.

Single-stall bathrooms were often in areas with security

Approach to AVC's at other campuses; may also be willing to comply.

Contacts for Design & Construction service at UCOP: Asst. Director Michael Wester—SoCal; Asst. Director Michael Bade--NorCal Facilities Management at UCOP: Director Johnny Torres Campus Architects--Campus Standards are defined locally

Signage - Want to avoid any gender definition. circle & triangle symbols seen as gender-defining (like stick-man/dress figures). Prefer use of word 'restroom' or picture of a toilet.

## **Upcoming Meeting Schedule-see above**

### **February Conference in 2005**

Shaun - "Western Regional" conference idea for 2005. Host campus doesn't have to do it all.

Midwest conference organized 1500 attendees. Will be in Iowa next year.

Power of 'speaking in one voice,' regional organizing.

Western regional conference not a bad idea, but logistics are difficult. Bigger event at time of fewer means.

Already had offer for scaled-back event at UCLA. Option for General Assembly only event or no event.

### **Officer Elections**

Nominations opened at General Assembly and concluded at meeting.

Student Chairs made statements on why they wanted to serve.

Student Chair: Jocelyn Wong (UCR); Michael Aires (UCSB) Vice Chair: Shawn Demille (UCB) - named by acclamation. Secretary: Kyle Richards (UCSB) - named by acclamation

New officers - Results Nancy Jean Tubbs - chair (UCR) Shawn DeMille - vice-chair (UCB) Jocelyn Wong - student chair (UCR) Kyle Richards - secretary (UCSB)

### **New Business**

Discussion on budget issues.

Facing cuts at all campuses

UCB—already had to give up a Directorship through Gender Equity. Now closed one day a week.

What is baseline of support level? Each campus needs to determine where they

are vulnerable.

Be careful how the position or FTE is dealt with at each campus.

Principles of budget cuts. Looking at 20% max cuts. But still don't want to eliminate programs.

Students need to be vigilant of what's happening. Staff often deal with issues students are not even aware.

Continue to advocate for expansion of services. Fight against the scarcity of resources.

### **Announcement**

Women of color conference April 26-27 at UCR; limited free registration. <http://womynofcolor.ucr.edu/>

Meeting adjourned at 4:05pm

Notes submitted by UCLGBTIA Secretary Jonathan Winters.

## October 25, 2003 Minutes

UC Irvine

### Attendees:

UC Berkeley: Shawn DeMille; Matthew Royal UC Davis: Maureen Gatt UC Irvine: Elisabeth Aulwurm; Gabe Ayala; Chris Browning; Charmaine Chan; Sigifredo Diaz; Kathy Eiler; Michael Houston; Nolan Kubota; Christina Polovina; Sara Sheikh; Dustin Utt; Pat Walsh UC Los Angeles: Kian Bolori; Bryan Rone UC Riverside: Kristina Avila; Janean Hinrichs; Teri Joaquin; Donovan Jones; Zach Ledbetter; F. Curtis Lubbe; Christina Marable; Matthew Nelson; Bryon Nuttall; Eric Peterson; Tatiana Svolopoulos; Nancy Jean Tubbs; Jonathan Washington; William Wescott; Jocelyn Wong; Frank Woo UC San Diego: Max Harrington; Colin Schwartz UC San Francisco: Shane Snowdon UC Santa Barbara: Rebecca Chapman; Kylan deVries; Erin Pullin; Kyle Richards UCOP: Emily Nalven Not present: UC Merced, UC Santa Cruz, LANL, LBNL, LLNL, Guest: Judith Boyette, Associate Vice President

Meeting was called to order at 10:05am

Shane Snowdon announced that we would be joined by Judy Boyette in the afternoon. Shane nominated Judy for a national LGBT workplace award for her work on LGBT issues at UC ("Out & Equal Champion Award"). Judy received the award at the Gala Dinner in Minneapolis two weeks ago (October 3).

### Introductions

### Approval of Minutes

Minutes from 04/2003 meeting were discussed. Previously made available on the UCLGBTIA website ([www.uclgbtia.org](http://www.uclgbtia.org)). Moved by Shawn DeMille and seconded by Emily Nalven to approve without further revision.

### Secretary Elections

Kyle Richards will be taking a leave of absence from his responsibilities as UCLGBTIA Secretary while he is away on Semester at Sea (January-April 2004). Eric Peterson (UCR) agreed to serve as Acting Secretary for the Winter Quarter Conference and SCOM at UCSD. Kyle will resume as Secretary at the Spring '04 meeting, tentatively scheduled for May at UCSF.

### Gender-Free Restrooms

Erin Pullin (UCSB) brought information from their student group PISSAR (People

in Search of Safe and Accessible Restrooms). Erin reported that students from PISSAR had submitted an article for publication in an upcoming book.

As a follow up to the Spring '03 SCOM, we discussed the importance of mandating gender-free restrooms in future buildings by including them into campus planning standards. The campus architect for each campus is the person who sets the standards, within certain guidelines that are established by OP. We agreed that there should be a coordinated effort by UCLGBTIA to contact the campus architects regarding this concern. In addition, Pat Walsh (UCI) suggested that a workshop be planned for the upcoming conference in February.

Action: Nancy Tubbs (UCR) will include information about the issue onto our website. She will be in touch with PISSAR from UCSB. Action: Letter to Campus Architects regarding gender-free bathrooms for new buildings (Nancy Tubbs will draft). Action: Letter to facilities management encouraging them to retrofit current restrooms to include gender-free (Nancy Tubbs will draft). Action: Maureen Gatt (UCD) will share what they have done on the listserv.

### **UCSD Conference Update**

Max Harrington and Colin Schwartz presented an update of the February conference: "Through the Looking Glass". They shared a tentative schedule of the conference with the group.

Registration will begin on Friday from 5-7pm. It was suggested that our quarterly Steering Committee Meeting (SCOM) also be scheduled concurrently, with a volunteer devoted to registering participants of the SCOM.

Questions were posed regarding under-21 options for evening activities on Friday and Saturday nights.

Jocelyn Wong (UCR) suggested that committee organizers make efforts to gain co-sponsorship from the UC Students Association (UCSA). They will be meeting November 15-16 at UCB. This is important not only monetarily in terms of financial sponsorship, but it is also a good idea to work collaboratively with this group.

A suggestion was made to alter the budget to include complimentary registrations for workshop presenters as well as gifts for major presenters.

Registration for the conference will be available online (web-based, with checks being sent in separately) or can be printed as a pdf and sent in the mail.

Program proposal deadline is set for November 21 (may be pushed back). Early registration deadline is set for February 13, 2004.

### **Issues to Discuss with Judy Boyette**

Shane Snowden (UCSF) brought up 4 specific issues that we would like to bring up with Judy Boyette when she joins us later this afternoon:

- Adding Gender Identity to UC non-discrimination policy. We need to clarify how the non-discrimination policy is changed (UCOP discretion? Is a Regents vote required?)
- Employee retirement benefits—equity between DPs and heterosexual spouses.
- In-state tuition for DPs of UC students. Currently, out-of-state heterosexual spouses are eligible for in-state tuition, while domestic partners are not. UC Student Regent Matt Murray has written a letter to President Atkinson and the UCSA has passed a resolution in support changing this.
- Transgender (SRS) benefits for UC employees. Employee health plans currently cover a range of therapy and hormone treatments, but fall short of covering sexual reassignment surgery (SRS).

### **UC Davis Discrimination Case**

Officer Chang was fired from his position. He was within 97% of his probationary time. He allegedly was let go because of a 4-month old reckless driving incident. He is widely distributing information to various listservs and the University community that he believes he was let go because he is Asian-American and also gay.

We discussed this situation as a personnel issue. Because it is a personnel issue, the details of the incident are kept confidential. We acknowledged that there are always more sides to the situation, and we do not know the complete details of the case.

However, this case continues to bring up the issues around campus climate concerns and our struggle for equality.

Action: We will draft a letter to the UCD Police (cc: UCOP) indicating our awareness of this concern, and that we will continue to monitor this situation and find ways that we can be supportive.

**Judy Boyette, Associate Vice President, University of California**

GENDER IDENTITY NON-DISCRIMINATION

OP has circulated to the campus Diversity/EEO offices, for official comment, a

proposal to add “gender identity” to UC’s non-discrimination statement. Barring negative feedback, which is not expected (the proposal follows newly enacted state law AB 196, and 30+ other colleges and universities have added “gender identity” to their non-discrimination policies), the implementation date will be January 1, 2004.

Action: You may want to contact your campus EEO/Diversity office to indicate your strong support for this ground-breaking and important proposal.

#### EXPANSION OF TRANSGENDER HEALTH BENEFITS

AVP Boyette indicated that OP is continuing to look into expanding the transgender health benefits offered to employees (student health benefits are determined at the campus level) to include surgery and related costs. We are planning a meeting with trans employees and relevant OP staff so that, when bids are solicited from UC’s insurers for this expanded coverage beginning in January, the OP staff will have met affected employees and be up-to-speed on their needs and concerns.

Action: In addition to arranging the meeting, we will need to continue to press for expanded coverage, which would add only very, very slightly to employee health costs.

#### EQUALIZATION OF BENEFITS FOR EMPLOYEES WHO RETIRED BEFORE JULY 1, 2002

As you may remember, the equalization of retirement benefits approved by the Regents last year did not affect employees with DPs who retired prior to July 1, 2002, so they continue to have their premiums reduced more than married retirees if they wish to provide continuation benefits for their DPs. This glaring inequity for people who are on fixed incomes, most of whom never enjoyed DP benefits while working for UC, is something we really need to change. AVP Boyette indicated that the passage of AB 205, which further narrows the gap between DPs and married couples, may be helpful in changing the situation.

Action: We and affected retirees will need to continue to press OP on this matter—details on this to come.

#### TUITION INEQUITIES FOR DPs VS. SPOUSES

Regents Standing Order 110.2 waives nonresident tuition for faculty spouses, waives tuition for spouses of police and firefighters killed on duty, waives fees for spouses of National Guard members killed or disabled on duty, and grants “financial independence” to married students, making it easier for them to claim



in-state residency. Needless to say, no such provisions are made for DPs, as opposed to spouses—another glaring inequity. This matter does not fall within AVP Boyette's area, but she suggested we continue to be in close touch with Academic Affairs Provost Jud King and budget analyst Pat Romero at OP. The costs involved would be trivial, and the inequity is completely unacceptable.

Action: Student Regent Matt Murray was in touch with then-Pres. Atkinson and Provost King about this situation, and we will need to join him in contacting OP about taking to the Regents an amendment to their Standing Order that would provide equal treatment to DPs, following newly enacted state law AB 205.

### **Sexual Reassignment Surgery (SRS) Health Coverage**

Kylan deVries (UCSB) spoke on the importance of including SRS as part of health benefit coverage. Right now UC health plans cover therapy and hormone treatment, but not SRS. Kylan shared a brochure of information regarding transgender healthcare at UC. Student health coverage (undergrads and grads) is determined campus-by-campus.

Action: Nancy Jean Tubbs will post the Kylan's hand-out of trans health benefits information on the UCLGBTIA website.

### **Break-Out Session Reports**

Students:

- Identified & discussed issues going on at each campus—Work on intersecting identities, outreach (1st year students), invisible communities (bi, trans, intersex) UC-wide issues: workshops & training (panels, outreach programs)
- Outreach programming (speaker's bureau, workshops, guess the straight person)
- Freshman Outreach
- Contact list, resource sharing
- Understanding variances of coming out across cultures
- Solidarity in UC programs (esp for national events)
- North/South interactions

Staff:

- LGBTIQ Minor—staff group discussed the administrative aspects of the minor (approval process, faculty/administrative support, etc.)
- Chancellor's Advisory Committees—how they are structured, our relationship to them

### **UCLGBTIA Website**

University of California Lesbian Gay Bisexual Transgender Intersex Association  
UCLGBTIA Minutes 1995-2006

Emily Nalven has agreed to be the new “web goddess” to continue the efforts of previous web manager (Tchad Sanger). New website has been transferred to the new web server ([www.uclgbtia.org](http://www.uclgbtia.org)), including minutes, agendas, upcoming meetings, conference, etc. Adding informational pages on current issues discussed by UCLGBTIA: blood drives, Boy Scouts, United Way, gender-free restrooms, trans health benefits, domestic partner benefits, etc.

### **Future Meeting Calendar**

- UCLGBTIA 15th Annual Conference & General Assembly, February 20-22, 2004 @ UC San Diego
- Spring '04 SCOM @ UC San Francisco. (Date TBA—May?)
- Fall '04 SCOM @ UCSB (Date TBA)

### **Announcements**

None.

Meeting adjourned at 3:59pm.

Notes submitted by UCLGBTIA Secretary Kyle Richards.

## February 20, 2004 Minutes

UC San Diego

### Attendees:

UC Berkeley: Debi Fidler, Virginia Nelson, Jonathan Winters UC Davis: Sheri Atkinson UC Irvine: Emil Vincent Alonzo, Jonathan Bernal, Dustin Utt, Pat Walsh UC Los Angeles: Kian Bolori, Jason Fasi, Roy Samaan, Ronni Sanlo UC Merced: John White UC Riverside: Lizz Green, Bryon Nuttall, Eric Peterson, Tatiana Svolopoulos, Nancy Jean Tubbs, Jocelyn Wong UC San Diego: Sarah Archibald, Max Harrington UC San Francisco: Shane Snowdon UC Santa Barbara: Josue Avelar, Kylan deVries, Sabrina T. Kwist, Tanya Paperny, Erin Pullin UC Santa Cruz: Deb Abbot, Tam Welch UCOP: Emily Nalven LANL: Kathy Elsberry Not present: LBNL, LLNL

Meeting was called to order at 5:05pm.

### Introductions.

### Approval of Minutes

Approval of 10-25-03 SCOM minutes. Minute discussed. Jonathan Winters moved to approve as written. Sarah Archibald seconded.

### UCOP Updates

- DP Tuition Equity—Currently, only opposite-sex spouses may receive out-of-state tuition and fee waivers under UC policies. When AB 205, California Domestic Partner Rights and Responsibilities Act of 2003 goes into effect January 1, 2005, UCOP will implement changes under Standing Order of the Regents 110.2.
- Report on all DP Inequities After AB 205—Committee will make a list of other DP inequities that will go into effect. UCOP hopes to have the answers to these questions at the next SCOM meeting.
- Retirement Benefits Retroactivity—We are awaiting a final opinion from the Office of the General Council and will take appropriate action to conform to the general law. Shane Snowdon adds that retirees who experienced discrimination in regard to their retirement benefits may need to speak at the Regents meetings in Spring. The group agreed that UC needs to move forward with this point. Shane plans to put out talking points to UCLGBTIA SCOM if they contact her. The Regents meetings are in April and May, 2004.
- UC Nondiscrimination Statement (gender expression/identity inclusion)-- Nancy

Tubbs announced the good news that “gender identity” was added to the UC nondiscrimination statement as of January 1, 2004.

- Trans Health Benefits—Some trans health benefits have been added for UC staff. Those staff benefits include counseling and hormone therapy, but do not yet include sex reassignment surgery (SRS). Kylan de Vries apprised UCOP that the American Medical Association regards SRS as a necessary trans health benefit, but has received no response. Insurance companies have presented exorbitant estimates of health insurance costs to UC and UC has been holding to reasonable estimates for the real costs to UC employees. Perhaps SCOM will speak again to Judy Boyette around this topic in May. UCLA, UCSF, and UCSB currently offer students counseling and hormone therapy. Decisions on hormone therapy and counseling are made on a campus-by-campus basis.

Action Item: Meet with Judy Boyette in May to follow-up on UCOP progress on these issues.

### **Gender Neutral Restrooms**

UCLA and UCSD list single stall restrooms on web maps. UC Riverside has a few single stall restrooms, but police will be concerned with lockable single restrooms. Sarah Archibald reports UCSD has most gendered signs removed on single stall restrooms. There’s a link on the UCLGBTIA website about the restroom issue.

A UCLA student mentioned that gender identity is strictly enforced in gendered residence hall restrooms. The group agreed that UCLGBTIA should create talking points and/or a resolution emphasizing the importance of gender neutral restrooms. The talking points would be designed for approaching various departments on various campuses where gender neutral restrooms are needed.

Standards for retrofitting and updating buildings on campus and protocol for building gendered restrooms can be found in section 413.0 of CA Plumbing Code. Sarah Archibald brought up the possibility of including male, female, and gender neutral restrooms in these buildings. Regarding new buildings, campus standards is a separate area of concern; we want to make sure that gender neutral restrooms are included in the building process.

Family restrooms and disability access restrooms are also a concern to be addressed in a UCLGBTIA resolution. UCSD students brought up the concern that perhaps there should be powered doors for campus members with disabilities. Kian, Jason, Roy, and Emily agreed to help Nancy with the resolution at the Saturday 10:30 am conference workshop.

Matt Murray and Jocelyn Wong spoke after the last SCOM meeting with Joseph Mullinix, Senior Vice President of Business and Finance, about the costs of family restrooms and gender neutral restrooms on UC campuses.

Action Item: Create a Resolution to use as an educational tool on each campus and with UCOP.

Addendum Note: The Resolution was presented at the General Assembly, but a formal vote could not be validated under the UCLGBTIA constitution due to lack of notice and lack of time for caucusing. The Resolution will be taken up again at the Spring 2004 Steering Committee meeting.

### **Campus Climate Issues**

Nancy Tubbs updated us about UC Davis police officer Chang, who had been reinstated (after having been dismissed) since the last SCOM meeting at UCI. Sheri Atkinson of UCD mentioned that UC Davis is doing outreach to LGBTI individuals by posting a list of places that folks could apply for jobs. Golden State Peace Officers Association (GSPOA) may be a good liaison for this type of issue.

Nancy Tubbs of UC Riverside brought up the need for reporting hate incidents/crimes online to UC campuses. Berkeley is also in the process of creating this type of website to report incidents anonymously and the task force includes the dean of students, student health, and students from the resource center and student activists.

Sheri used anonymous reports to ask police to patrol certain areas of campus more effectively. She also suggested that faculty use student journals to gather data about anti-gay activities going on around campus.

Discussion around campus climate followed. Shane brought up surveymonkey.com as a very helpful website in this area. UCR is repeating after three years a campus climate survey specifically geared to UCR and aimed at learning LGBTI and allies' experiences. The formal survey will be funded by the Chancellor's Advisory Committee and contains forty questions.

Action Item: Nancy Tubbs will create a link on the UCLGBTIA website around these issues so that different campuses may access this information to improve campus climate surveys in this area. The UCLGBTIA website is [www.uclgbtia.org](http://www.uclgbtia.org).

### **NEW ITEMS**

#### **CUCSA Report**

John White, Capital Planning Director at UC Merced, described the Council of UC Staff Assemblies (CUCSA). This group meets quarterly with UCOP administrators. There are delegates from each campus and lab, plus the Office of the President. This group has access to senior UCOP administrators and members of The Regents on a frequent basis. CUCSA creates an annual report focused on staff issues. There are many opportunities for coalition building with students and faculty. John White is one of two delegates from UC Merced.

This year in particular CUCSA has a number of workgroups to address staff housing, faculty/staff partnerships, people management, diversity, and mentoring. Please look at the website for CUCSA and contact campus CUCSA representatives to learn about CUCSA meetings. Chairs of CUCSA attend Regents Meetings, an important venue for raising UCLGBTIA issues. The website is: <http://www.ucop.edu/cucsa/>

The website is: [www.ucop.edu/cucsa/](http://www.ucop.edu/cucsa/)

### **UC-wide Journal of Queer-related Art and Writing**

Tanya Paperny of UC Santa Barbara announced the possible establishment of a creative/political UC-wide journal to further communication and self-expression between and among UC campuses. A proposal was submitted to SCOM and a signup sheet passed around. Contact information: [tpaperny@umail.ucsb.edu](mailto:tpaperny@umail.ucsb.edu)

The intention is to circulate and distribute the magazine through resource centers at the various campuses. Shane suggested producing the journal online and linking it to all UC campus resource centers. Discussion continued around the difficulties of producing a magazine digitally and of sustaining archived publications.

Dustin, an editor of a campus production at UCI, expressed a concern around whether the magazine could receive funding from a particular campus when it also accepts submissions from students at other campuses. Likewise, Dustin suggested going through the department of alternative media on your campus. Jonathan Winters of UC Berkeley raised the concern that a release may be needed from authors to publish works in this type of publication.

### **Resource Center Space**

UCLA opened a new center in Fall 2003, with extensively increased space. UC Riverside will have double its current center space when the new Commons opens in about three years. UC San Diego will have a new space in 2 years, and so will UC Irvine. UC Santa Barbara will move to a new space in two years that is smaller than its current space.

## **LGBTI Issues and the UC Laboratory Contracts**

Kathy Elsberry of LANL raised concerns about health care benefits and survivor benefits for LGBTI laboratory employees now that UC is considering not bidding on lab contracts. The SCOM may consider writing letters to statewide office holders on behalf of affected employees.

Action Item: Determine who might receive letters and ask LANL members to draft a letter for SCOM consideration.

## **LGBT Theme Housing & Roommate Issues**

New UC Riverside student group Students for the Equality of Queers (SEQs) are meeting with Housing to discuss the creation of a LGBT theme hall. SEQs is soliciting any information that will help them push this process forwards. UCLA students are also looking into this process but have had some difficulties so far regarding roommate conflicts.

UCI has created a successful theme hall by combining LGBT, Women's Studies, and Art Studio continuing students. Dustin of UCI recommends building support by speaking with directors of Housing as well as Resident Directors of each individual building.

Sarah Archibald of UCSD reports that UCSD is trying to include a question on housing intake forms in order to match up students more effectively with other LGBTQ students or with allies. UCLA housing forms include gender identity, but the campus has not determined who has the authority on campus to make theme halls.

UC Santa Cruz has an LGBT interest hall, but has difficulty retaining LGBT students because allies claim so many of the spots.

Dustin suggested that UCLGBTIA consider creating a workshop on LGBT theme halls to present at Southern and Northern Resident Advisors conferences (RAP), since so many housing employees gather in one place there.

Sabrina Kwist of UCSB brought up the issue of transgender room assignments. Nancy Tubbs suggested taking caucus space at the UCLGBTIA Conference and on the UCLGBTIA website to discuss this topic. Shane suggested getting housing directors together to discuss this topic at regional or statewide meetings,

Action Item: Add LGBT Theme Housing to the UCLGBTIA web site at [www.uclgbtia.org](http://www.uclgbtia.org) Action Item: Learn more about RAP meetings and other regional conferences to develop possible workshops on LGBT Housing issues.

## **Preparing for General Assembly**

Because only 20 minutes are available at the General Assembly, each campus was asked to choose one highlight from the written campus reports for sharing at the assembly. The complete "State of the UC" report will be added to the website.

Matt Murray will be recognized with a plaque from UCLGBTIA for his work as an ally on concerns raised by the association.

A Restrooms Resolution will be presented at the assembly.

Addendum Note: The Resolution was presented at the General Assembly, but a formal vote could not be validated under the UCLGBTIA constitution due to lack of notice and lack of time for caucusing. The Resolution will be taken up again at the Spring 2004 Steering Committee meeting.

## **Upcoming UCLGBTIA SCOM Meetings**

- Spring 2004: UCSF – May 8, 2004
- Fall 2004: UCSB
- Winter 2005: UC Davis – West LGBTIA College Conference
- Spring 2005: UCLA

Meeting adjourned at 7:05pm.

Minutes submitted by Erin Pullin, with the assistance of Eric Peterson.



## May 8, 2004 Minutes

UC San Francisco

### Attendees:

UC Berkeley: Shawn DeMille (Vice Chair), Jonathan Winters UC Davis: Sheri Atkinson, Gabriela Jiménez, Mauricio Kindell, Jeff Lagasca, Diego Luna, Ed'd Luna, Aldrich Tan, Nathan Thomas, Deirdre Williams UC Merced: John White UC Riverside: Clare Gmur, F. Curtis Lubbe, Christina Marable, Bryon Nuttall, Tatiana Svolopoulos, Nancy Jean Tubbs (Chair), Jocelyn Wong (Student Chair) UC San Diego: Sarah Archibald, Shaun Travers UC San Francisco: David Bell, Shane Snowdon UC Santa Barbara: Kyle Richards (Secretary) UC Santa Cruz: Deb Abbott Not present: UCI, UCLA, LANL, LBNL, LLNL, UCOP Guest: Judith Boyette, Associate Vice President for Human Resources & Benefits, University of California

9:35am **Meeting is called to order.**

9:35am **Welcome & Introductions**

9:38am **Review agenda**

9:41am **Approval of the minutes**, Shawn DeMille moves, John White seconds, Approved by acclimation.

9:42am **Discussion on Judy Boyette's visit**

- Some policies have changed to benefit LGBT students, staff, & employees, but procedures may not have been updated to comply
- Need HR, Student Affairs, and other units to train staff on policies as they are updated
- Misinformation is prevalent (e.g., Nancy told partner had to be IRS tax dependent & Shaun told partner had to live with him one year before eligible for DP benefits)
- Websites have wrong information
- OP Survey for Regents Report: Documents inequitable treatment of DPs & married spouses. How will findings be corrected?
- Trans benefits (except surgical) for employees, but not for students (must be extended campus by campus)—need organizing plan to get coverage for students
- Sex Reassignment Surgery (SRS) health benefits for employees (SF City & County do it now)
- Retired DP's used to have to pay for death benefits provided for free to married

couples

- Health benefits not available to opposite-sex domestic partners (only to same-sex DPs)
- AB205 (effective Jan '05) Domestic Partners Rights & Responsibilities
- AB196 (effective Jan '04) "Gender Identity" Nondiscrimination in Employment & Fair Housing

9:58am **Conference Report (Shaun Travers)**

- Conference surveys
- Student response: "I went through my looking glass, and I found my Alice"
- Week before conference, capped at 500 due to facilities limitations – wait list of participants, some turned away at the door
- Pre-registration: people want to be able to pay with credit cards next year
- Food: mostly good, some hated it. Snacks between sessions were popular. Did not fully meet the needs of vegans
- Parking: Fine
- Staff & Volunteers: good comments, except for the registration difficulties and people being turned away
- Keynote speaker Friday night (Message: do not live in fear) mixed reactions
- Cal State Summit: few comments, many did not know it was happening
- Chancellor gave a welcome
- Dred – performer got all positive remarks
- Films: cost a lot, and people did not attend
- Dance: overall great remarks (but not enough water)
- Pat Washington: great remarks (but "too political")
- Budget: came in at budget. Funded fully through grants & registration (& \$4000 from UCSD Rainbow Center budget)
- John White: host a roundtable discussion at next year's conference to advise UC Merced student life/ housing staff on LGBTQI programming needs

10:20am **Guest Judy Boyette arrives**

- Welcome to Judy
- Picture available from fall meeting: [Atyourservice.ucop.edu](http://Atyourservice.ucop.edu)
- Need more resources of people who understand issues and can help make sure they are doing the right thing – dedicated fellowship, someone dedicated to help her work on these issues
- System-wide audit of discrepancies between DPs and spouses – many examples still exist
- Idea: Set up regular audits of various programs – follow up with changes
- Idea: Combine T sensitivity training with sexual harassment training
- Supervisory training (proposal has been in the works for years) not just training on rules, but also on sensitivity and understanding of rationale of policies as well (purpose: to treat people equally)

- Make this training a pilot module for supervisor training
- Judy: Strategize with MRC Greenwood – new Provost of UC – to get a commitment to work on student tuition & financial aid concerns (and student health insurance)
- Shane: UCLA and UCB student health insurance plans include limited trans health benefits
- Including SRS into health benefit plans for employees – waiting for information back from health insurance carriers; suggest revisiting issue in June (when quotes due back)
- Shane: Starting July 1, city & county of San Francisco will include SRS in its health insurance policies
- Judy: Kaiser patients did not know that Kaiser provided Trans-knowledgeable providers
- Shane: Cal Endow providing \$\$ for state-wide summit (March 2005) of all medical schools in CA, including the 5 UC schools
- UC benefits booklets erroneously say transsexualism is still excluded from health benefits (Blue Cross/ Blue Shield & Western Health Advantage). Letter to all employees at health insurers' cost will correct this misinformation
- Idea: Make a video? documenting incidents of misinformation
- Shaun: MSAP (Management Supervisory Program) week-long program. Does not include diversity training. It needs to.
- Labs: concerns about losing DP benefits if UC brings in an outside partner. If this happens, they will still use UC policies in terms of HR decisions.

11:36am **Restroom resolution & officer election procedures**

- Editorial changes made in the language of the resolution

12:14pm **Description of officer positions**

12:18pm **Lunch/ Caucuses**

2:40pm **Reports from Caucuses**

**Student Caucus Report:**

**Action Agenda Items**

- Establish LGBTQI Studies Program on every UC campus
- Mentorship Programs for LGBTQI students
- QPOC recruitment & retention

**Directives:**

- Compile resources from campus ally programs

- Address high AP/Disqualification of LGBTQI students

**Organizational Considerations:**

- Monthly conference calls using [www.freeconference.com](http://www.freeconference.com) on first Sunday of the month at 6pm (next one on June 6)
- Pre-SCOM meeting campus student reports

**Faculty/Staff Caucus Report:**

- Trans inclusion in student health insurance. A campus-by-campus issue that UCLGBTIA can address as an association.
- Trans housing issues. Educate the SCOM with perspectives of Trans students. Go to meetings of housing administrators to strategize and educate. A campus-by-campus issue that UCLGBTIA can address as an association.
- Climate for LGB and Trans students in housing, including roommate matching policies.
- Create better academic links between UCLGBTIA and faculty. Need greater faculty participation. Missed opportunity to shape new Academic Senate language on diversity to include LGBT issues. Look at state of LGBT studies and curriculum inclusion.
- Intersex issues. Address how medical schools train.
- Campus climate, safety, and hate incident response. Some resources on UCLGBTIA web site. Learn about results of 2002 UC-wide student survey, which had one LGBT-related question.
- Health issues and the need for UCOP to train campuses to handle claims for care.
- Marriage equality issue. UCLGBTIA role in educating how marriage and domestic partnerships affect same-sex partners. Clear that we advocate for equity and full equality. Address at next SCOM meeting whether UCLGBTIA should pass a resolution.
- Directors of LGBT resource centers losing funding, staffing, and a voice with new administrative reorganizations. Watch out for the Lavender Ceiling. Need for funding to continue training and provide educational materials.
- Directors will meet in Summer 2004 to strategize these issues before the academic year.

**Discussion of Caucuses:**

- Appreciate student caucus space, but need to integrate student issues more into the overall organization.
- Feeling a lack of student issues and student voice in the organization
- Encourage participation in online conference calls
- Encouraged students to make sure their issues get on the next SCOM agenda when the call for agenda items is announced

3:02pm **Officer Elections**

**Student Chair Nominations** Jeff Lagasca (Ed'd Luna nominates, Dierdre Williams seconds) accepts Ed'd Luna (Tatiana Svolopoulos nominates, Jocelyn Wong seconds) declines Clare Gmur (Jocelyn Wong nominates, Christina Marable seconds) accepts

**Vice Chair Nominations** Nancy Jean Tubbs (Shane Snowdon nominates, Sarah Archibald seconds) accepts Bryon Nuttall (Bryon Nuttall nominates, Christina Marable seconds) accepts Aldrich Tan (Jeffrey Lagasca nominates, Dierdre Williams seconds) accepts

3:08pm **Jonathan Winters moves to close nominations**, Kyle Richards seconds, Approved by acclamation.

3:08pm **Candidates give statements on their qualifications**

3:25 **Upcoming Meetings**

Fall 2004 October 23 @ UCSB Winter 2005 February 18 @ UC Davis Spring 2005 Date TBA @ UCLA Fall 2005 Date TBA @ UC Santa Cruz

3:28pm **Revised Gender Neutral Resolution is read to the group**

- Jonathan Winters moves to accept by acclamation, Sarah Archibald seconds
- Resolution is approved.

3:23pm **Campus caucuses on voting**

3:49pm **Announcement of the election results**

- New Student Chair: Jeff Lagasca
- New Vice Chair: Nancy Jean Tubbs

3:52pm **Discussion on Marriage Issue**

1. Equity and equality issue
2. Jocelyn: we could write a resolution opposing the Federal Marriage Amendment (UCR resolution)
3. Shaun: actions to encourage LGBTQIA people to vote
4. Deb: include candidates' stands on marriage issue on websites? Without endorsing a particular candidate
5. Links to national LGBT groups; websites. Go there to look for more information
6. Voter registration drives/ links to website
7. Include voter registration information at 1st year welcome events

3:58pm **Jocelyn moved to have co-chairs initiate email dialogue regarding the marriage issue** (Dierdre seconded). Approved by acclamation.

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3:59pm **Reports:**

- UCSB LGBTQ Studies minor approved last quarter
- UC Davis: Under the Rainbow event conference fundraiser

4:01pm **Jonathan Winters moves to adjourn meeting.** Kyle Richards seconds.  
Approved by acclamation.

Minutes submitted by Kyle Richards.

## October 23, 2004 Minutes

### D R A F T

UC Santa Barbara

#### Attendees:

UC Berkeley: Shawn DeMille (Chair) UC Davis: Jeff Lagasca (Student Chair) UC Riverside: Marlene Felix, Clare Gmur, Teri Joaquin, Bryon Nuttall, Tatiana Svoloopoulos, Nancy Jean Tubbs (Vice Chair), Catalina Vallejos, Jocelyn Wong UC San Diego: Sean La Perruque, Shaun Travers UC San Francisco: David Bell, Shane Snowdon UC Santa Barbara: Kiko Almanza, Ted Burnes, Tanya Danel, Kiely Hosmon, Katie Joaquin, Rodolfo (Rudy) Lopez, Miguelito Mendoza, Kyle Richards (Secretary) UC Santa Cruz: James Sheldon Not present: UCI, UCLA, UCM, LANL, LBNL, LLNL, UCOP

9:48am **Meeting is called to order.**

10:02am **Approval of the minutes** (Emily Nalven moves, Shawn DeMille seconds)

10:03am **Review agenda**

10:05am **Welcome & Introductions** (Nancy Jean Tubbs)

10:10am **Shane Snowdon**

Shane Snowdon is now 50% UCOP fellow for LGBTI equity; 2-year fellowship to work system-wide on LGBTIA issues

#### Trans Health Benefits

- UC employees... trans hormones and therapy now covered, surgery intended to be covered beginning July 1
- Students... undergrads & grads covered by GSHIP or USHIP, student health advisory committee on each campus votes on coverage; not consistent from campus to campus or from provider to provider (may be able to find sympathetic physicians)
- Two approaches for trans health benefit inclusion:
  - Go to each campus health committee and advocate for trans coverage. Contracts generally reviewed annually, sometimes biannually. Some Southern CA campuses bundle their policies. Strategy: secure

student allies (AS, student leaders, etc.) to join in advocacy.

Possibility exists that the new state-wide gender identity non-discrimination law (AB 196) may require trans health benefits (but some trans activists don't want to push it too far for fear of a backlash from employers throughout the state)

- Current trans health benefit providers: City & County of San Francisco, State of MN, University of MN; however, none have examples of "model" health benefits package; UCOP is trying to write a truly good policy, with guidance from trans employees and physicians.
- Clare: Create step-by-step guide for each campus to tackle this issue (Shane, Jocelyn, Clare, Shawn volunteer to work on this)
- Provide competency training to folks in counseling centers—Dr. Lori Kohler at UCSF willing to travel to other campuses; also, Dr. Carol Scherffenberger at Kaiser (SoCal)
- Strategies will vary campus-by-campus—e.g., loud and visible vs. quiet; first ask, and see what resistance there is and where it comes from

### **AB 205 & Financial Aid**

- AB 205 takes effect January 1, 2005 – gives state-registered DP couples most of the rights of married couples
- Students who have registered DP will automatically become independent from parents (same as married students).... Financial aid will be based on the income of you and your DP, not your parents' income.
- Will vote at Regents meeting at UCLA November 17-18; need students to speak in support of student equality
- Caveat.... Students whose custodial parents has a registered DP will now have that DP's income considered in the calculation of their financial need
- Federal government does not recognize same-sex couples; therefore, UC aid and Cal Grants may be needed to give DPs the aid they would be entitled to if married; this will require DP to fill out form and file it with campus financial office along with FAFSA
- Regents will also vote to extend in-state tuition and tuition waivers/reductions to registered DPs students as to married students

### **Student Family Housing**

2 yrs ago President of UC mandated that all "married" and "family" student housing be opened not only to students' spouses but also to their "dependent family members"; under AB 205, new policy likely to be issued clarifying that students' DPs (as well as spouses and dependent family members) are eligible for family housing

### **Retiree Benefits**



Retirees prior to July 2002 will now retroactively have their benefits equalized (with some exceptions)

### **Gender Neutral Restrooms & Housing**

- Shane Snowdon met with Provost MRC Greenwood and AVP Dennis Galligani to provide education about this and other trans student issues
  - Two weeks ago, restroom conversion was raised at the regular meeting of the Vice Chancellors for Administration system-wide, and they were encouraged to convert at least 50% of existing single-stall restrooms to unisex, based on campus inventory
  - Campus training is needed, e.g., for housing staff, registrar (and others) who record sex/gender of students, other front-line staff
  - Center directors should lead the efforts on each campus to do education
  - Office of the President sending a letter responding to letter from Student Regent regarding gender-neutral restrooms; it will suggest: inventory campus single-stall restrooms; converting 50% of single-stall to gender-neutral restrooms (by ??); and increasing gender-neutral restrooms in new construction and construction in progress
  - Nancy Jean Tubbs will write a letter on behalf of SCOM to OP on this issue
- 11:30am **Jeff Lagasca: Conference Update**

- This year's goals:
  - Workshop solicitation went out last month (goal: 40 submissions by Nov 19)
  - 10-12 caucus sessions throughout the day
  - 62-70 workshop presentations
- Only 4 submissions so far. How can we solicit more? Extend the deadline?
- Suggestion to consider ending the conference sooner—Sunday afternoon will lose many people who are anxious to get home soon. Also consider moving up closing speaker (Lani Ka'ahumanu)... possibly to noon
- Registration capped at 850
- Group registration by number... names are not necessary for group registration
- John White (UC Merced) had made a suggestion about a program idea.... We should follow up with him to invite him to present a program at the conference
- Budget: around \$40,000

### **Student Caucus**

- UCLA, UCSD, UCSB – funding being taken away from LGBT resource centers; affecting staffing and programming
- Student Agenda: Haven't been able to meet frequently enough to address the issues; would like to have more frequent meetings (monthly conference)

- calls – first sat of month; November 6 @ 5pm)
- Goals of next conference call:
  - Compile list of ally programs & QPOC programs
  - Send to Jeff Lagasca by November 6
  - Discuss what works and what doesn't work
  - Nancy can compile and post on the UCLGBTIA website
- Have a student section of the website
- Contact campuses that were not represented today to include them in the conference calls
- Trans health benefits – students want to advocate on this issue, but don't know how to

### **LGBT Studies**

- Establishing Queer/Gender/Sexuality Requirement at UCSB – first want to come to a consensus of how to proceed
- Establishing queer studies programs (minors or majors) – publicize suggested strategies of how to get them at each campus.
- Nancy: George Haggerty's advice:
  - Use existing courses
  - No new money to create initially

### **Mentorship program**

- UCI & UCLA peer mentorship
- UCSB mentorship program through Counseling & Career Services
- UCSD peer support program advised by staff member (in Res Life)
- Davis starting peer educator program this year by LGBTRC
- No program at UCR
- Berkeley has alumni mentorship program, run through GALA (Gay & Lesbian Alumni Association)

### **QPOC Recruitment & Retention**

- Q-Camp at UCSD – run through LGBTRC; 47 students, over \_ are students of color; sends out one-page ad to all incoming students; tables at every orientation event over summer; advertise during welcome week (week before classes)
- High school conference at UCSD – organized by students (partially funded by Student Outreach) and coordinated with high school GSAs
- UCR – return of API discussion group (Downe Time)
- UCR – Que Onda Queers Latin@ groups, DOWNEtime API group
- UC Davis – API Queers
- UC Davis – La Familia
- UCSB – QPOC Intern in LGBT Resource Center
- Womyn of Color Conference @ UCSB April 8-10

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- USSA QPOC Summit January 15-17 around QPOC organizing on college campuses; Columbus, OH

3:05pm **Restrooms**

- Emily moves to present Safe & Accessible Restrooms Resolution to the General Assembly in February, seconded by Jeff Lagasca
- Nancy will put a link to the resolution on the conference website
- Jeff will present the resolution to the other students on the conference call on November 6
- Include resolution into the program of the Western Regional Conference – share with others what we are doing

3:13pm **Conference Suggestion:** presentation at the conference of each campus's accomplishments over the past year. Suggestion to include a slide show of images from each campus during General Assembly, instead of verbal or written reports.

3:15pm **Summer Directors Meeting** - Nancy Tubbs reported back

- Directors attended from UC Berkeley, UC Davis, UC San Diego, UC Santa Barbara, UC Santa Cruz, UC Riverside, UC San Francisco, Cal Poly SLO, Stanford
  - Staffing & budgeting issues
  - Creative fundraising and alumni development
  - Sharing of common issues and how we have addressed them
  - Lunch with UCSB Housing office – tour of Rainbow House
  - Discussion with UCSB Housing regarding transgender housing issues
  - Transgender video project
- 3:20pm **Funding:** Discussion of funding issues and ways to get funding

- Registration-fee funded offices
- Student lock-in fees – student body votes to increase their fees for a specific program (UCSB)

**Upcoming Meetings**

8. Winter SCOM @ UC Davis; Friday, February 18; 5-7pm

9. General Assembly Meeting Saturday, February 19; Noon-1pm

10. Spring 2005 SCOM @ UCLA (try not conflict with UCSA meeting) in April?

11. Fall 2005 SCOM – Santa Cruz (or UCOP?) possibly first weekend in November?

3:55pm **Leadership Development in UCLGBTIA**

- Encourage a model of student involvement from local to global issues
- High turnover is a reality

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- How can we better market meetings to students?
- Flyer at Conference... Top Ten Reasons to come to the May SCOM? (“cute & perky”)

4:02pm Shaun Travers moves to adjourn, Sean La Perruque seconds. Meeting adjourned.

Minutes submitted by Kyle Richards.

## November 5, 2005 Minutes

UC Santa Barbara

**Attendees:** UC Davis: Sheri Atkinson (Vice Chair), CJF, Steve Cha, Natacha Foo Kune, Rachel Messer UC Irvine: Gaiane Azatian, Marci Chala, Stephanie Chang, Blake Cohen, Julie Enomoto, Crystal Flores, Narinda Heng, Julie Ho, Phillip Naslun, Pat Walsh UC Riverside: Raquel Bernaldo (Student Chair), Marlene Felix, Chris Glover, Jami Grosser UC San Diego: Peper Anan, Ryan Ferrell UC Santa Barbara: Stephanie Lee, Kyle Richards, Joel Rodriguez-Flores UC Santa Cruz: Ruey-Kas Tsay UCOP: Emily Nalven, Michael Russell Not present: UCB, UCLA, UCM, UCSF, LANL, LBNL, LLNL

**Attachment:** Notes from People of Color Caucus, submitted by Narinda Heng Notes from White People Caucus, submitted by Emily Nalven Notes from Student Caucus, submitted by Narinda Heng Notes from Staff Caucus, submitted by Jami Grosser

**Amendment to attached Notes:** Please note that comments do not reflect a consensus of all caucus members, but rather record what individuals shared within the caucus spaces.

10:17am **Meeting called to order** (Sheri Atkinson) Welcome & Introductions

10:25am **Break-outs: Discussions on creating an anti-racist LGBTQI movement** Broke into two groups: people of color & white people

11:40am **Report back/ De-brief** (discussed over lunch)

12:25pm **Broke out again into two groups:** students & staff/faculty

1:59pm **Report back/ De-brief**

2:20pm **Discussion:** Can/should we devote time at every SCOM for discussions on being anti-racist? CJF: On the agenda at every SOM meeting -- How are POC recruited, retained, supported, trained, and mentored (students, faculty, & staff)? This would address the isolation of QPOC (staff) Yes, it should be on the agenda for the future. How much time?

2:35pm Motion (presented by Rachel Messer, Emily Nalven seconds)

- Include as part of the SCOM campus report, a discussion of anti-racist efforts
- Include a two-hour period in the beginning of each SCOM a discussion of anti-racist effort, QPOC issues, and creating safe spaces

**Discussion** Natacha Foo Kune: friendly amendment to the original motion

(Steve Cha seconds) Take concrete suggestions out of today's conversation and that these topics are discussed at our next meeting Two groups: people of color and white people Issue to discuss: talk about the concrete suggestions

2:55pm Agreed upon by voice consensus

#### 2:56pm **Use of Robert's Rules of Order**

- Confusion about using Robert's Rules of Order
  - Next meeting bring a cheat sheet on Robert's Rules
  - Add to next SCOM agenda on whether or not to use Robert's Rules
- 3:02pm Jami Grosser moves to accept the minutes Joel Rodriguez-Flores seconds

Action item: (from last month's minutes) Share resources regarding resources for **suicide prevention**

**Report on "Racism in Queer Community"** instead of "Queer People of Color Issues"

3:05pm **Upcoming SCOM meetings** No campus hosting UCLGBTIA in 2006, and none yet chosen for 2007

3:33pm Next SCOM meeting

- No conference in Winter Quarter (usually place of Winter SCOM & general assembly)
- SOC conference – at UCI. April 7-8
- WOC conference – no one has agreed to host it yet
- UCSC and UCSD can host SCOM
- UCSD Jan 28 or Feb 25 [Apr 22, or May 20]
- General assembly — at UCI on April 7 (confirm with UCI & UCSA) check with UCSA first to collaborate
- Winter SCOM – hold at UCSC to balance a north campus with Irvine; sometime in January?
- January 21 or 28? Ask Deb Abbott

#### 3:47pm **Transgender updates**

- Printed material available on the web
- Facility directors are conducting a survey of single-staff restrooms (which could be converted to gender-neutral)
- Trans health benefits for students? Campus-by-campus issue
- Transgeneration movie is great! By Sundance Channel

3:52pm **Political activism**

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- How to get everyone involved – find a point of activism that affects everyone (Is marriage equality an issue that we can all rally around? If not, is there a better issue? Queer students not going to college – especially QPOCs, suicide rates, etc.) Marriage can potentially be a divisive issue.
  - Agenda item for next meeting: What is a good issue that we can rally around?
- Motion to adjourn meeting: Narinda Heng & Ruey-Kas Tsay **Meeting adjourned** at 4:02

Minutes submitted by Kyle Richards

## May 14, 2005 Minutes

UC Los Angeles

**Attendees:** UC Berkeley: Billy Curtis UC Davis: Sheri Atkinson, Jeff Lagasca (Student Chair) Ed'd Luna, Rachel Messer UCLA: Sean Arayasirikul, Ronni Sanlo UC Riverside: Raquel Bernaldo, Marlene Felix, Alex Garcia, Chris Glover, Clare Gmur, Jami Grosser, Tannam Nguyen, Bryon Nuttall, Tiffany Rockett, Tatiana Svolopoulos, Nancy Jean Tubbs (Vice Chair) UC San Diego: Peper Anan, Joshua Danakian, Sean B. LaPerruque, Shaun Travers UC Santa Barbara: Kyle Richards (Secretary) Not present: UCI, UCM, UCOP, UCSC, LANL, LBNL, LLNL

10:28 **Meeting called to order** (Nancy Jean Tubbs) Welcome & Introductions

10:33 **Review of Minutes** from February 18, 2005 SCOM Approval of February 18 Steering Committee Meeting Minutes, with one clarification. Shaun moved to approve, Clare seconded. Unanimous approval.

### 10:38 **Campus Reports**

UC Santa Barbara:

- Campus Climate Survey – campus-wide survey of all faculty/staff and about \_ of students
- David Bohnett CyerCenter – Grand Opening on May 26
- Academic Senate proposal to ban military recruiters on campus (vote was scheduled for yesterday, but was postponed due to lack of quorum)
- Funding for full-time Assistant Director for next year

UC Davis:

- Work on Trans issues – Trans action Week (November), SA Roundtable on meeting the needs of Trans students † getting gender-neutral restrooms into campus bldg. Stds; converting single-staff restrooms to be gender neutral; creating a website with map of gender-neutral restrooms
- 2nd annual Intersex Awareness Week two weeks ago; considering adding the “I” to the LGBT Resource Center
- Creating a new building to house the LGBTRC – 5-7 year plan; campus-wide surveys
- Masculinity forum (project of Ed'd) targeted at masculine men (eg. Fraternities, etc.)



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UC Riverside:

- Increased influence in Graduate Students Association
- National Day of Silence – Very successful this year. 50 at silent rally, which turned into a spontaneous parade; 300 participated in some way (wearing black, a button, etc.)
- Rankin's Campus Climate Survey – forum next Tuesday to let campus know of results; first survey was done in 2001
- Stonewall Hall has 9 students signed up. Opening this fall
- Gender-neutral also opening in Fall; 17 students signed up
- Pride Week – Drag Ball; raised \$1100; screening of movie Kinsey; Queer Fashion Show

11:00 **Break** for Lunch; move to private dining room

11:45 **Resume campus updates**

UC San Diego:

- 4th Annual National Day of Silence – T-shirts for 350 people (“Can you hear the silent screaming?”); rally of about 300;
- Grant from David Bohnett Foundation – 10 laptops
- Out & Proud Week – 4-year of “High T” discussion on trans issues; film “Tarnation” & discussion on mental health issues; coincided with Take Back the Night Week – partnered; David Sedaris; Gavin Newsom spoke on Marriage equality
- Gail Ruben speaking in two weeks; from U of MI
- AS is in the red, student organization funds are hard to come by

UC Los Angeles:

- Started academic year with challenges – new LGBT Resource Center was attacked (three windows were vandalized by rocks & bricks); windows installed with “bullet-proof plastic”
- Three suicides week before Thanksgiving – one was woman who hung herself in residence hall (today is her birthday; she would have been 20)
- Resource Center does not do programming (mostly done by student orgs)
- First David Bohnett CyberCenter Grant – had grand opening in January
- Grad student case study competition (40 participating, 600 in audience)
- Grant from Liberty Hill Foundation to fund a librarian to catalogue library
- 8th Annual Lavender Graduation on June 18

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- March was 10th Anniversary of the Center; Celebration to happen in October
  - Ronni is teaching a course called “LGBT is not a Sandwich” about queer issues in America; class max is 20 and fills up
- UC Irvine:

- Will be announcing their new Queer Studies Minor soon
- UC San Francisco:

Hormones & psychotherapy have been added as health benefits for graduate students (GSHIP)

UC Merced:

- Opening this Fall with about 1,000 students
  - Shane met with VC of Student Affairs
  - Almost no student services (including an LGBT Resource Center)
  - Suggestion of staff/students from other UC schools visit Merced to help with training
  - Hiring Student Affairs “fellows” – recent graduates work for 10-11 months in residence halls & student affairs in exchange for room/board & stipend
- 11:49 **Review of Western Regional Conference** (Sheri Atkinson, Jeff Lagasca, & Ed'd Luna)
- 780 participants
  - Many people appreciated the space that was made for people of color – may have been challenging to some (white) students
  - 84 % were students; 41 male; 41% female; rest were “other” including 30 different gender identities
  - 24% multiethnic; 9% white; 4% asian; 3% chican@; rest were among 50 “other” categories
  - UCD will provide a more detailed “report” of the numbers later
  - Many agreed that conference organizers did an amazing job. Kudos!
  - Good idea to have the campuses helping out in other ways – took load off of Davis (Thanks to Riverside & San Diego)
  - Suggestion for next year: provide special coordination for a scholarship, fee waiver, & home-stay programs
  - Aftermath – created dialogue around several issues; encouraging to see the community come together, and the development of new student leaders
- 11:58 **Future Western Regional Conference**

- Limited responses to call for 2006 conference
- AZ State & OR State have both agreed to host a conference at some point, but not next year
- They will talk to each other to see who will host in 2007
- NGLTF Creating Change Conference will be in Oakland November 9-13—has a youth track

#### 12:00 **Future General Assembly Meetings**

- SCOM every quarter; GA in Winter (according to Constitution has to be once a year)
- Coordinate General Assembly meeting with other UC-wide conference
- Encourage students to attend other UC conferences (Student of Color Conference, Womyn of Color Conference) – will help building alliances with other communities and address multi-issue topics
- Nancy will contact UCSA leadership; congress in August—encourage UCLGBTIA members to attend
- Have separate SCOM and General Assembly meetings? Yes. The SCOM should be kept a business meeting, and the GA meeting can be a dialogue
- SCOM at Creating Change Conference? Expensive – low-income student rate is \$150; may be too expensive for many students Scheduling is difficult—when would we hold the meeting? Would people come? Conversations with NGLTF about low-income rate
- Options for Fall: 1. If there is a SOCC in Fall, then have the SCOM there 2. Have SCOM at Creating Change 3. Have SCOM at UCSC at some other date
- Wait & see if & when the SOCC will be
- Have discussion on the UCLGBTIA listserv to determine Fall SCOM

#### 12:56 **Gender Neutral Restrooms**

- Letter to UCLGBTIA from Senior Vice President dated May 11, 2005
- Changes in law do not require them to ensure gender neutral restrooms
- Numbers of gender neutral restrooms do not seem to add up—maybe they include residence halls? Or maybe they do not include all of campus (Student Affairs offices?)
- Go back to our campuses to meet with our Facilities administrators about these numbers.
- Utilize Chancellor Advisory Committees. Publicize lists on the web

#### 1:10 **Policy on nondiscrimination** (Nancy Jean Tubbs)

12. Proposed change in policy to allow discrimination among student groups, but with the forfeit of University funds
13. Trend across country of religious student groups bringing suits against universities based on their nondiscrimination policies (they feel they should be able to discriminate based on their religious freedom)

1:14 **Suicide Prevention** (Ronni Sanlo)

- Student organization (“Mandi’s Team”) supported by student government
- Examining issues of mental health, depression, & bi-polar disorder among college students
- Educational program series (first one called “Depression Unplugged”)
- Targeted toward students who may be concerned with a friend—create a supportive community environment to be able to address the issue
- Information to be included in all new student organization packets
- Targeted training for Student Affairs professionals
- Concerns with psychotropic drugs, and why students may not use them
- Problem with counseling services – waits are often very long to make appointment
- Peer Counseling program at Irvine may be a useful model for other campuses
- UCSD Queer Peer Support
- UCLA Peer Help Line through Counseling Center
- Berkeley – not a peer program, through Counseling Center
- Action item: Have campuses report back at next SCOM about what resources they have or ideas to share

1:45 **Meeting moved** to the LGBT Resource Center

1:55 **Discussion on Queer People of Color Issues**

3:24 **Nominations for Executive Officers**

Vice Chair: Sheri Atkinson was nominated by Jeff Lagasca Bryon Nuttall was nominated by Clare Gmur

Student Chair: Raquel Bernaldo was nominated by Peper Anan Ed’d Luna was nominated by Jeff Lagasca; Ed’d withdrew his nomination. Sean Arayasirikul self-nominated

Secretary Billy Curtis self-nominated Sean LaPerruque was nominated by Peper Anan

**3:35 Speeches & campus caucuses**

Each candidate made a short speech After speeches were made, Ed'd Luna withdrew his nomination

**4:00 Election results** Vice Chair – Sheri Atkinson Student Chair – Raquel Bernaldo Secretary – Billy Curtis

**Upcoming Meetings** 1. NGLTF Creating Change Conference – Oakland; Nov 9-13, 2005 2. SCOM Fall 2005 TBD 3. General Assembly 2005-06 TBD 4. SCOM Spring 2006 @ UCSC (tentative) 5. Possible conference hosts for 2007 include Arizona State or Oregon State. 6. Upcoming sites of future meetings include Riverside, Santa Cruz, & Irvine

4:01 Clare moved to **adjourn the meeting**. Rachel seconded. Consensus approval.

Minutes submitted by Kyle Richards.

## February 18, 2005 Minutes

UC Davis

**Attendees:** UC Berkeley: Shawn DeMille (Chair), Debi Fidler UC Davis: Sheri Atkinson, Steve Cha, Jeff Lagasca (Student Chair), Ed'd Luna, Rachel Messer UC Riverside: Marlenne Felix, Clare Gmur, Jami Grosser, Tatiana Svolopoulos, Nancy Jean Tubbs (Vice Chair), Jocelyn Wong UC San Diego: Sarah Archibald UC Merced: John White UC Santa Barbara: Rodolfo (Rudy) Lopez, Kyle Richards (Secretary) UC Santa Cruz: Tam Welch UCOP: Emily Nalven Not present: UCI, UCLA, UCSF, LANL, LBNL, LLNL Guest: Adam Rosenthal – Student Regent Designate

5:05pm **Meeting called to order (Nancy Tubbs)** Welcome and introductions

5:09pm **Approval of 10-23-04 SCOM Minutes** with corrections (Sarah Archibald moves, Shawn DeMille seconds)

5:13pm **Student Suicide Rate at UC** - Student Regent Designate Adam Rosenthal

- Appointed to Board of Regents in September (gets to vote July 1)
- A lot of campuses have been affected this year by student suicide
- LGBTQI community is statistically more affected (2-3 times more likely)
- UCLA – 3 student suicides this year among LGBTQIA people
- Staff team creating information brochure and programming about the issue
- Related to mental health issues
- UCR – Counseling Center doing training & awareness (e.g. warning signs, what to do high risk groups)
- Other universities (NYU & Cornell) have good programs identifying high-risk students early on
- Wider issue of mental health issues
- Re-evaluate registration fee (reg fee) which is where the money for counseling centers comes from (as opposed to ed fee)
- Data on QPOC suicide rates? What about people who aren't out? – Difficult to know (for one, not easy to even identify whether or not a death is a suicide vs. accident)
- LGBT students may be reluctant to talk to a counselor about relationship problems if they don't feel the staff is supportive
- Correlation to pressures faced by students – graduate in 4 years, jobs, number of units, etc.

5:32pm **Agenda for General Assembly**

- Welcome by officers

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- Welcome by Student Regent Designate
- Reading of Resolution – Restrooms
- Caucus/Vote on Resolution
- Announcements from floor / Counting of Votes
- Vote Results
- Reminder of Spring SCOM and Elections
- Other? New ideas or initiatives?
- Resolution is either approved or not – cannot be amended during GA meeting
- Thank you to Nancy from John White about the website – gives history & context of the conference
- Give cards for people to identify top issue(s) that they'd like the SCOM to deal with
- Facilitators for caucuses? Delegation leader(s)? – SCOM will help to facilitate the caucuses, or at least identify members from the delegation who can facilitate (Emily Nalven will contact UCLA, and John White will contact UCI)
- Caucuses will be given 10 minutes, which can be extended by 5 minutes if requested.

6:00pm **CUCSA and staff participation on Regents Committees** (John White)

- Counsel of UC Staff Assemblies – 2 delegates from each site that meet once per quarter
- Leadership has limited access to Regents
- Ward Connerly sponsored resolutions to have staff give formal input the Regents in some way – pilot project for 2 years (chair and former chair will have a seat on 2 committees)
- Two Regents committees will include staff advisors
- Chair of the Regents & President of the University will choose which 2 committees
- Lots of work and decisions happen at the Committee level

6:03pm **Gender Neutral Restrooms**

- Adam Rosenthal announces March 3rd meeting at UCOP – “major players” (including Stan Kowalksi – Director in Human Resources & Benefits under Judy Boyette)
- General survey of each campus – how many facilities will be affected?
- Johnny Torres – Director of Facilities Management at OP is a good person to contact

6:11pm **Financial Aid DP Equity**

- Issue is now on UCOP website
- No students have yet registered

6:14pm **Trans Health Benefits**

- Two issues: Employees & Student Health Insurance
- Chart from OP – what's covered and what's not
- Student – campus by campus issue (Student Health Insurance Committees)
- Which strategy to take? – push first or work behind the scenes?
- Shane Snowdon is in process of training staff of health centers (& counseling centers)

#### 6:17pm **Military Recruitment on Campus**

- UC Policy – no illegal discrimination (dated July 27, 1984)
- Recent legal decision in Philadelphia Court of Appeals – does not apply to California
- Student groups have more leeway to protest against military recruiters than staff
- Peace Corps discriminates against same-sex couples (doesn't recognize same-sex couples as married)
- USSA making up a fact sheet for military recruitment
- Create a resolution around this issue for the Spring Meeting?
- Find out if anyone else on our campuses is working on resolutions (UCSB, UCSD?)
- Build coalitions: with peace activism & POC

#### **QPOC Retreat**

- Sometime before the next SCOM? Jeff Lagasca, Ed'd Luna, Rigo (San Diego)
- Faculty/Staff QPOC organizing?
- Institutionalize a space for QPOC issues – create a position, caucus, etc.

#### 6:40pm **Upcoming Meetings**

- SCOM Spring 2005 @ UCLA – May 14
- SCOM Fall 2005 @ Oakland / NGLTF Creating Change Conference – Nov 9-13, 2005
- UCOP; Tentative Date: Saturday, November 12
- General Assembly Winter 2005 @ Conference or UC?
- Conference host bids may include the University of Utah and Oregon State
- UC Merced? John White will contact Student Affairs to see if they will host
- Riverside would be willing to host also
- SCOM Spring 2006 @ UCSC

#### 6:48pm **2006 conference**

- What is this conference doing for the non-UC?
- Where is it hosted in the future? (U of UT & Oregon State)

#### 6:50pm **How LGBT people are counted (or not)?**

14. Housing forms – do you want to be housed with someone queer-friendly?



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15. Riverside – LGBT & Gender-Neutral theme hall next year
  - Not an opportunity for a homophobe to refuse a gay roommate
  - Do not ask similar questions around race & religion
  - What does LGBT-friendly mean? What about trans people? Gender non-conformity?
  - Decided not to include it on the form
  - Housing forms ask gender: male, female, self-identify (specify)
16. Include self-identification of LGBT for newly-hired staff?
17. “Would you be interested in using LGBT resources on campus?” instead of asking identity on UCI climate survey

7:00pm Sarah Archibald moves to adjourn meeting; Clare seconds. **Meeting adjourned.**

Minutes submitted by Kyle Richards.

## 2006 General Assembly Minutes

April 8, 2006 Students of Color Conference University of California, Irvine

### I. Introductions and Invitation

A. Nancy Tubbs, Chair B. Raquel Bernaldo, Student Chair C. Sheri Atkinson, Vice Chair D. Announcements

1. Handout with reference materials 2. Upcoming elections in Fall 2006

a. Vice Chair b. Student Chair

3. Steering Committee meetings

a. Take place once a quarter at different UC campuses b. Students are invited to attend and run for positions on the Steering Committee c. SOC may be disconnected from LGBT Centers

i. Ed'd Luna voiced concern that students may not be comfortable going into campus queer centers ii. Raquel commented further on this issue of disconnect of students of color iii. A student brought up the issue of funding for students to attend SCOM – queer SOC are especially under-funded iv. Another student brought up utilizing relationships with University Student Associations as a source of funding for travel, etc.

d. Where do students find means to attend

i. Raquel said in response that SCOM meetings move around to reach more students and help make them accessible ii. Nancy spoke more about working with UCLGBTIA to help more students attend

### II.. Brainstorming Time

1. Students added informational topics for brainstorming sessions

a. HS Outreach b. Gender/Sexuality Education Exploration/Disability and Able-ism c. Space for openness and ideas d. Recruitment and retention of QPOC staff and students along with Queer Centers staff and student leadership

2. Decision made to simply break up into groups around issues and initiate discussion and networking as time is getting short

3. Topics discussed

a. Racism in Queer Community b. Blood Donors c. Gender/Sexuality Education/Exploration in Breadth Requirement d. United Students Against Sweatshops (USAS) e. Disability Access Now! f. High School Outreach g. Suicide h. Expanding Beyond Educational Institutions

4. Nancy Tubbs asked the groups to gather email addresses and meeting notes would be sent and posted on the UCLGBTIA website. Also, email addresses would be typed up and sent to the attendees of each group.

General Assembly notes contributed by Rachel Messer

### **Notes below submitted from break-out groups.**

#### **Issue: Racism in the Queer Community**

How could groups, organizations, and communities work in coalition to address this issue?

- Spread awareness, discuss it!
- Physical paper list ways to respect others in spaces, acknowledge it exists
- Recognize it's OK to call it out, not get offended
- Have an intern: having it as a job to bring it up
- Make sure not to tokenize QPOC as outreach organization 4 that issue

How could UCLGBTIA promote work around this issue?

- Have this org known more in university – advertising
- Make website user friendly & prevalent – advertising
- Message board on website
- Ideas on getting money for conferences & issues
- Spread info @ campus
- Making a “diversity” job specifically
- Elect someone to deal w/ issues on committee per year
- Staff attendance is more consistent, maybe one person per

#### **Issue: Blood Donors**

How could groups, organizations, and communities work in coalition to address this issue?

- Distributing an informational pamphlet – having the blood banks distribute the pamphlets
- A protest to gain publicity

How could UCLGBTIA promote work around this issue?

- Creating an educational pamphlet for other UCs to use.

### **Issue: Gender/Sexuality Education/Exploration in Breadth Requirement**

How could groups, organizations, and communities work in coalition to address this issue?

- Issues/assumptions about gender/sex need to be addressed & discussed – especially in trans community
  - Check internal assumptions/internalized sexism, identify the problem
- How could UCLGBTIA promote work around this issue?

- Make this an action agenda item to be worked toward

### **Issue: United Students Against Sweatshops**

How could groups, organizations, and communities work in coalition to address this issue?

- Greater networking (action strategies, funding, organizing coalition building, outreach, campus chapters)
- Email exchange

How could UCLGBTIA promote work around this issue?

- No chapters in many UCs

### **Issue: Disability Access Now!**

How could groups, organizations, and communities work in coalition to address this issue?

- Re-frame recruitment & retention (R&R) to include people w/ DA & deaf people
- Start R&R orgs for ppl w/ DA & deaf ppl

How could UCLGBTIA promote work around this issue?

- Access by ppl w/ dis-abilities to UCLGBTIA conference:
- Outreaching to ppl w/DA to attend the conference
- Providing sight assistance, ASL interpreters, mobility assistance w/ golf carts
- Insuring building access & room access to ppl w/ DA
- Having ppl w/ DA workshops
- Forming campaign coalitions w/ gender neutral restrooms

### **Issues: High School Outreach**

How could groups, organizations, and communities work in coalition to address this issue?

- Outreach referendum
- Funding gone, looking to adding funds

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- Academic preparation instead of outreach
  - GSAs shut down by conservative student boards
- How could UCLGBTIA promote work around this issue?

18. Fund raise, drag ball
19. Propose a referendum in order to acquire funding
20. Helping create GSAs on campus, strengthening leadership
21. Educate high school administrations, prepare pamphlets
22. College student efforts will help get past conservative school boards
23. Outreach with a combination of college preparation
24. Encourage admissions to pay attention to queer students so they are aware of safe space
25. Work with other groups who receive funding, work with their outreach
26. UCSB outreach summer program
27. Shared curriculum on UCLGBTIA website

**Issue: Suicide**

How could groups, organizations, and communities work in coalition to address this issue?

- Start talking
  - Workshops @ conferences
  - Pro-active support from staff/faculty
- How could UCLGBTIA promote work around this issue?

- Promote queer peer mentoring
- Promote workshops @ UC conferences
- What are you willing to do?

**Issue: Expanding Beyond Educational Institutions** (bring in multiple communities & people that belong to multiple communities)

How could groups, organizations, and communities work in coalition to address this issue?

- Get in contact with local industries (clubs coffee shops, LGBT-owned and/or operated businesses, or businesses that directly affect the gay community, etc.). It is not only about raising awareness but giving people a chance to ask their own questions about LGBT issues & other issues (immigration, globalization, equal rights, etc.). Foster curiosity & the attitude of wanting to find out more about various issues. "A journey of a thousand miles begins with a single step."

How could UCLGBTIA promote work around this issue?

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- Focus primarily on advertisements (spread the word) and dialogues, rallies, media presentations, etc. that is NOT limited only to educational (hs & college) institutions. For example: media presentation or rally about immigration or gender inequality to bring in non-student community members at a place like VIP or Back To The Grind (Riverside businesses). Fundraisers (for upcoming queer conference) can also raise awareness about various issues.

## April 7, 2006 Minutes

UC Irvine

**Attendees:** UC Davis: Sheri Atkinson (Vice Chair), Rachel Messer, CJF UC Irvine: Chris Browning, Stephanie Chang, Joe Crespo, Norenda Heng, Daniel Kang, Lena Nguyen, Lia Sperka, Pat Walsh UC Riverside: Raquel Bernaldo (Student Chair), Matthew Davis, Caitlin Eubanks, Marlene Felix, Jami Grosser, Lenie Lim, Bryon Nuttall, Tai Rockett, Nancy Tubbs (Chair) UC San Diego: Pepper Anan Not present: UC Berkeley, UC Los Angeles, UC Berkeley, UC Merced, UC San Francisco, UC Santa Barbara, UC Santa Cruz, UCOP

**Meeting started at 5:06P**

### Introductions

**Review/Approval of Minutes** o Missing sections of minutes from breakout groups o If minutes approved it is assumed that the one's from Santa Cruz breakout groups will be included. o Will have separate document that also have notes on special discussions with introduction to put in context o We will pullout the recommendations from the caucus notes and add them to the official minutes and discuss them at the next SCOM, we will also add the special caucus minutes from special breakout groups from SB and they will be available on the web o Put suggestions in minutes also and have and discuss about them at Merced o Motion to approve the minutes by Norenda o Minutes approved

**Suggestions for future meetings:** o Have breakout session at end of SCOM meetings to discuss triggers and such o Ask during introductions what pronoun people want to use

### Some Concerns & Additional Discussions continued from Santa Cruz

- Some recommendations were not being heard and it was consistent that the same people who were not being heard and the same people were not hearing; Brought up that folks in SC still weren't being heard even when brought it up in SB
- Automatically say "white allies" and think all are allies (not true)
- Labeling as "QPOC issues" aren't accurate, should be everyone's issues instead
- Interesting that conversations continued from Santa Barbara up until now
- How do you raise concerns about comments being made; No clear way to address or call out triggers: ok doing and ok hearing?, when do you call it

out?

**Ideas:** o Possibly have conversation on triggers?; Triggers can be addressed during a meeting or after o Campuses should raise consciousness before the meeting to avoid problems during meetings o Do own homework and discuss privilege and social justice in general and how they intersect: do consciousness raising on own campus before arriving o We shouldn't be too PC because it just affects the productivity of the meeting; Need to understand that no one's perfect, no need to be PC so that we can get real stuff out

**Fall Fall 2006 SCOM @ UC Merced (Date, Elections)** o Tentatively November 4th Week 5 or October 21st Week 1 o November 4th (Yes 9 No 0 Abstains 11) o November 4th approved

**Elections at Merced** o Chair position: 2 year, currently enrolled undergrad/grad student, staff, faculty, attended 1 meeting before o Student chair (undergrad or grad): 1 year, currently enrolled

**Western Regional Conference, 2007 at UC Riverside (Feb16-Feb18, 2007)** o Possible speakers are Cho, Adelina Anthony performance, Loraine Hutchins, Mr. Sulu (Star Trek) o Planning on asking Outfest o How do UCR students feel about hosting the conference? o UCR students are in favor of hosting the conference o Took schedule from last time Riverside hosted to forecast event o Might rain but think have it covered o Last minute suggestion to host at Riverside so not that much money o UC's will pitch in for some things as well: keynotes, etc. o Maybe no Sunday brunch due to money issues? We'll see... o It'll be advertised for non-UC's as well to attend o Suggestions to UCR

- More culturally diverse workshops
- Gender neutral restrooms
- More mobility (golf carts)
- Don't make people choose (bisexual caucus vs. qpoc caucus)
- Advertise in all the states and Cal States
- Lots of anti-racism and culture, evaluations said negative and positive, love / hate relationship
- Disabilities not considered: mobility issues for some
- Making space for everyone o Ex: bisexual person of color and only bisexual caucus and people of color caucus, etc. o Need multi-racial spaces as well
- Can't please everyone anyway and don't take it personally

**General Assembly @ Students of Color Conference** o Saturday: noon to 1pm o Humanities Trailers (HICF 100K) o How want to facilitate / do it? Ideas?



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- Nothing to vote on
- What is the Student Agenda?
- Networking and sharing ideas
- Dialogues / breakouts
- Racial issues
- Queer-phobia in communities of color: working with communities of color organizations
- 1st part general dialogue, 2nd part networking
- Leadership roles in different communities
- Having posters with topics and/or questions to consider
- What can UCLGBTIA do for the community?
- What we've done in the past and what we can do in the future
- Handouts with what UCLGBTIA is about
- The state of campus communities at different schools
- If working on similar campaigns, connect through meeting
- Need to advertise for the meeting to entice students to come to the General Assembly
- Need evaluations
- Giving an introduction to the SCOM for students of color conference attendees
- Breakouts dialogues
- Other updates of things that have happened on campuses?

### **CAMPUS UPDATES**

**UC Irvine** Blood Drive Initiative, o educating those who give blood, student government; o Planning an action against it: hopefully passing legislation o On-going o UCSB doing something also? o Info also on UCLGBTIA website with action suggestions: education; Ex: Comp time if give blood but if queer can't, so no access to that element Having dance: "Club Q" o Next Wednesday o \$5 o Drag performance Military are allowed to come onto campuses even though they discriminate against queers o Hastings court ruling o Fed law: if campus not allow military then not get federal funding o More info on UCLGBTIA website Religious organizations on-campus and can hold values against queers and prevent them from participating o Allowed to discriminate o Privileging of allowing some to come onto campus and some not

**UC Riverside** Transgender health benefits o USHIP: controlled by health advisory committee o GSHIP: controlled by graduate student committee o Both asking during bids for how much cost to add transgender surgery for all campuses o Fear if only one campus then they suffer cost if all trans go to that

school o Money and political issue Gender neutral restrooms o Recognizing them on campus Suicides / attempted suicide / mental health on-campus o NOTE: at meeting at SB, voted to have as an Action Item at Santa Cruz but didn't happen; : look at ways to address suicide prevention and response o Will make into Action Item in Merced United Students Against Sweatshop Campaign Posters around campus that heighten awareness about queer community QPOC posters Opening a David Bohnett Cyber center

**UC San Diego** QPOC high school conference @ UCSD Dances 9PM-1AM New Space: David Bohnett Cybercenter (10 labtops), 2700 sq. ft. Grand Opening: May 6th, 10:30-12pm Intern for Anti-Racism program this quarter: Judy Helfand presenting (she was at NGLTF conference), April 24th, "Who's Community: Understanding Whiteness / Unraveling Racism in the Queer Community" Day of Silence Committee: one of the largest contingency in the nation, 400 participants this year (by T-shirt count...usually 200 more who didn't get t-shirts but participate anyway) LGBTQIA Dances: April 22nd and May 6th Note: Has a sign that fits federal and campus codes: ask Shaun to share the Gender neutral bathroom sign with listerv, can we host a SCOM meeting in new space?

**UC Davis** 3rd annual intersex awareness week Planning Trans-Action week (November) Rise Up – come up with topics such as image, cultural appropriation, what does it mean, cha cha's and doing the nasty, didn't they teach you not to talk about that and host a bring your own lunch thing; Appropriation within queer community, Open to staff, faculty, students, Dialogue / workshop Queer heroes Survivors Everywhere Campaign o Childhood sexual assault awareness o Safe space for growth and healing o Brown ribbon campaign: sexual assault awareness (Teal is for sexual assault victims of all kinds) If you need anything, posters, ribbon templates let UC Davis know

**ADJOURN**

## January 21, 2006 Minutes

UC Santa Cruz

**Attendees:** UC Berkeley: Billy Curtis, Marisa Boyce UC Davis: Sheri Atkinson (Vice Chair), C J-F, Ed'd Luna, Rachel Messer UC Irvine: Stephanie Change, Pat Walsh UC Merced: Enrique Guzman UC Riverside: Caitlin Eubanks, Chris Glover, Jami Grosser, Thai Rockett, Nancy Tubbs (Chair) UC San Diego: Jan Estrellado, Will Gorham UC Santa Barbara: Stephanie Lee, Kyle Richardson UC Santa Cruz: Deb Abbott, Tam Welch, Tim Fessenden, Kevin Call, Jenni Romano, Abel Murillo UCOP: Emily Nalven Not present: UCLA, UCSF, LANL, LBNL, LLNL

**Meeting Called to Order:** 10:30AM

### Welcome and Introductions, Distribution of Fall `05 Minutes

**Announcement:** The Fall `06 Meeting – Possibility of meeting at UC Merced, where SCOM attendees might meet with staff and administrators at Merced.

**Discussion:** Concerns about the content of the minutes from the Fall `05 meeting were discussed. Some present during the fall meeting discussed discomfort with names of attendees being attached to statements they might have made where the statements might be misunderstood because they were documented out of the context and tone of the actual meeting. There was a call for clarification of the minutes, particularly as they related to the discussions around race relations among queer folk.

**Action:** A motion was made, seconded and passed for the fall minutes to reflect the business part of the SCOM meeting and the information garnered during the caucus discussions on race issues within the queer community.

**Action:** A motion was made, seconded and passed to accept the changes to the minutes of the Fall `05 meeting.

**Discussion:** The UCLGBTIA General Assembly will be held during the UC Student of Color Conference, April 7-9, 2006 at UCI. Three options for when the General Assembly could be held during this conference a) Friday April 7, b) Saturday April 8 11:50am – 1pm or c) Sunday April 9, 2006 at 3pm. There was consensus that option A was good for SCOM & option B for the General Assembly. There was also a call to find a student facilitator for the general assembly. Details about registration for the conference were shared although hotels had not yet been identified.

**Discussion:** Moving UCLGBTIA elections to Fall `06 meeting

**Action:** A motion to move the UCLGBTIA election to Fall `06 at UC Merced was made, seconded and unanimously passed.

**Special Session:** Continuation of discussion regarding issues of race relations within the LGBTIQ community (campus, UC wide, UCLGBTIA, and beyond). Two groups were formed, those who identified as persons of color/historically marginalized racial identity and those who did not have the racial identity and/or racial experiences of the former group. The groups first met separately to discuss their collective experiences within the UC and beyond. After lunch, we convened the entire SCOM body, shared what was discussed in each of the separate groups and discussed some of the findings/issues. Copious notes separate from these minutes were recorded and will be used later to better inform our work on our campuses as well as our work as an association.

**Announcements:**

**UCOP** Handout Highlights – There is a new facilities director at UCOP (George Getgen), National Coming Out Day Brown Bag Lunch held – topic Intersex issues, No updates regarding Gender Neutral Restroom, continued great support from the OP Director of HR as well as the ED of Diversity and Human Relations.

**UCB** Discussions initiated at UCB regarding prescription protocols for transgender students

**UCSB** Queer Summer Camp for state high school juniors and seniors will be held July 16-27, 2006. \$40,000 was raised to realize this program and the UCSB staff will be forwarding a call for summer camp resident assistants/counselors. Please contact them if you have any questions.

**UCSD** GenQ is happening, the date has not yet been set The staff there will soon be in their new office/center location The Center has a vacancy and will be hiring a AAll/Office Manager

**UCD** Please check out the new Center website – [lgbtcenter.ucdavis.edu](http://lgbtcenter.ucdavis.edu)

**Action:** A motion was made, seconded and unanimously passed to adjourn at 4:00 pm

Minutes submitted by Billy Curtis.

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