

# The UC San Diego LGBT Resource Center Annual Report



2010-2011 Academic Year

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## *Mission*

*The LGBT Resource Center at UC San Diego is a diverse, open and public space for all members of the university community to explore issues relating to sexual and gender identities, practices and politics.*

*It develops student leadership, builds workplace equity, promotes academic research, and provides resources. The Center challenges existing definitions of variant genders and sexualities by engaging in community building on- and off-campus. This Center sustains and develops visibility, sense of community, and knowledge of diverse queer people.*

The UC San Diego LGBT Resource Center experienced a powerful year of change and development in 2010-2011. This report highlights many of key metrics, pictures and stories that capture moments of our work.

### People

The year began with the hiring of two new professional staff members.

Michelle Strange began as the Operations Coordinator on July 12, 2010. A critical member of the professional staff leadership team, Michelle brings two years of experience in intern positions here at the Resource Center, as well as her experiences in the NASPA Undergraduate Fellows Program. A recent graduate, Michelle was active in a number of student organizations on our campus, most notably Queer Womyn of Color. She joined our team with a deep understanding of who the UCSD LGBT community and the LGBT Resource Center are and where we have been.



Michelle began five days before the San Diego LGBT Pride Parade. Significant portions of the UC San Diego's participation in Pride are organized by the Operations Coordinator, and Michelle was able to train and orient quickly, as well as fully experience Pride. Her transition continued through the late summer.

Vanidy Bailey began as the new Assistant Director for Education at UC San Diego's LGBT Resource Center on August 2, 2010. Vanidy received her bachelor's degree from Denison University in Ohio and her graduate degree at The Ohio State University. She most recently worked at the California State University, Northridge as the Senior Community Director and Area Manager with Student Housing, and has worked extensively with the inclusive residential living learning communities for LGBT residents on CSUN's campus. Vanidy brought a significant amount of experience and expertise in student leadership development, multicultural affairs, and mentoring. Vanidy joined our community as a key member of the LGBT Resource Center's professional staff team. Her passionate and enthusiastic leadership has moved our community forward in new and significant ways.



Like Michelle, Vanidy also hit the proverbial ground running. Although there was a little more lead time before the education and training of our incoming undergraduate interns, Vanidy, too, was able to quickly orient, and was training the entire Residential Life undergraduate staff within two weeks of her first day. Over the 2010-2011 year, both new staff members have brought new energy, new ideas and a fresh perspective to the work of the LGBT Resource Center.

Shaun Travers, the Director of the UC San Diego LGBT Resource Center also reached a milestone this year. On May 29<sup>th</sup>, 2012 he passed the ten year mark of service to the LGBT community through his work as Director of the Center. Major highlights of the past decade included a significant expansion in size, staff and budget for the LGBT Resource Center. The decade also brought forth the solidification of the Campus Community Centers (the organizational unit that is comprised of the LGBT Resource Center, Women's Center and Cross-Cultural Center). LGBT issues have diffused throughout University, as evidenced by the Director's concurrent title as a Campus Diversity Officer, and his service on both the UC San Diego Campus Council on Climate, Equity and Inclusion as well as the LGBT Working Group of the President's Advisory Council on Campus Climate, Culture, and Inclusion.



### **Intern transitions**

*The year began with a full complement of eight undergraduate interns, a graduate intern from the USD School of Education Master's Program in Higher Education, an Upward Bound intern and two Preuss School interns. As is typical, each quarter we work with two new Preuss School interns, for a total of six over the school year. In the first week of the Winter Quarter the intern responsible for the weekly newsletter unexpectedly resigned the position creating a significant stress upon both the professional staff and undergraduate intern team. Over the course of the next five weeks, a former intern from the 09-10 year was able to rejoin the team, Jamez Ahmad. His orientation to the new team and training on the logistics of the Rainbow Newsletter were quick. This speaks to the professionalism of his direct supervisor, Micelle Strange as well as the support of the entire team.*

### **Undergraduate Interns**

#### **Speaker's Bureau Intern**

*This year, the speaker's bureau intern's programmatic focus was to recruit and retain queer people of color as panelist and facilitators. He also added much critical critique to the nature of "queer inquires" panels. While he did not remove the panel as an option, he suggested its removal for the 2011-2012 academic year.*

#### **The Audre Lorde Intern for Liberation and Healing**

*Albert organized and facilitated six programs, two programs per quarter. Those program titles included: WTF Happened Last Year and What Was the Big Deal?, Marriage, the Sexual Orientation Board Game, What is Love?, Family Day and Allyship. Albert's focus was on providing space for queer and LGBT students to discuss issues that involved both pain and joy. He started the fall quarter in an in-depth community discussion regarding the events of the Compton Cookout and its impact on the campus community. Albert utilized creativity and group discussions to create dynamic programs that challenged traditional notions of diversity.*



#### **The Bayard Rustin Intern for Education and Activism**

*Charlie organized and facilitated six programs, two programs per quarter. Those programs included: Panorama: Gender Blindness and Attraction, The World Stage: Examining Gender Performance and our Gendered Present, Intricate Intersections: Exploring Complex Intersections of Identity, Eye on Icons, Coming Together?: Examining Cross-Cultural Attitudes of Sex and Gender, GAYming 101. As a genderqueer individual, Charlie's program often focused on the intersections of gender and sexuality with differing world perspectives. Charlie's unique lived experiences and perspectives added to the diverse programming in the space.*

#### **The Sylvia Rivera Intern for Politics and Human Rights**

*Cary organized and facilitated six programs, two programs per quarter. Those programs included: Changing Places, Education and Us, Global Activism, Our Beautiful Bodies, Oppression of Our Identities: Hate Crimes and Suicide, Combating Violence: Cisgender Privilege. Cary organized thoughtful and provoking programs, which engaged program members to have discussions about their various intersecting identities. His interests included dialogue about the disparities in the United*

*States' education system. He utilized passive and active programming strategies to engage community members in and outside of the space.*

#### **Library Intern**

*The library intern focused on buying media that represents the diversity of the LGBT community with the purchase of such materials as: B- Magazine, Candy, and Original Plumbing Zine. The intern also expanded the community art section within the library to display more creativity, improve the visual look of the library, and create a more welcoming environment in the Resource Center.*

#### **Rainbow Newsletter Intern**

*The Rainbow Newsletter intern manages one of the LGBT Resource Center's largest forms of outreach, with over 200 readers that include students, staff, faculty, and alumni. This year, the newsletter intern created many new sections to the newsletter to make the newsletter more visually appealing as well as increase the likelihood of people reading it. Up in Arts is a new section that highlights the new art in the space along the Family Wall, Conference Room Wall, and Gallery Wall. Currently, the newsletter is switching systems from Mailchimp to Constant Contact. With this new change, we hope the newsletter will run more smoothly and be more visually appealing. Every edition of the newsletter is archived on our website at <http://lgbt.ucsd.edu/Newsletter.asp>.*

#### **Web & Graphics Design Intern**

*The Web & Graphics Design intern helped to change the visual look of the Resource Center through advice and expertise on the renovation of the space. The intern also challenged the space with more visually striking and artistic expression through the RC welcome board outside, the décor of the space, and the art along the walls.*

#### **Trent Lawley Volunteer Program Intern**

*The Trent Lawley Volunteer Program intern coordinated the volunteer program through a social justice lens this year. The intern trained volunteers to work with the Resource Center through our mission and values, with reflection on power, privilege, and oppression. The intern also used this framework to create the Q-Class list of all of the undergraduate courses dealing with sexual orientation and gender.*

#### **Graduate intern**

*Laura Sabin, a graduate intern from the USD School of Education Master's Program in Higher Education, joined the team this year, and contributed significantly to the understanding of how our students continued to be impacted by the Compton Cookout. Through a series of targeted interviews, Laura researched the continued stress associated with being a queer student of color on UC San Diego's cams, and documented the resiliency of many of our students. Laura's collaborative and congenial demeanor increased her ability to gently guide the team through the stresses brought about by staff transitions.*



#### **Preuss School Interns**

*The LGBT Resource Center partners with the Preuss School to offer internships to graduating high school seniors. The Preuss School is a charter middle and high school dedicated to providing a rigorous college prep education for motivated low-income students who will become the first in their families to graduate from college. The interns have worked closely with us around staffing the front desk, committing to powerful art projects, creating video projects, and learning about the many struggles and victories of the LGBT community. Each quarter the LGBT Resource Center hosts two interns. The 2010-2011 Preuss School interns were: Bruce Alvarez, Alexis Montes, Daniela Cervantes, Adriana Moreno, Rachel Mack, and Jose Galvan.*

*In the Fall Quarter, the interns collaborated on a video project that introduced the Resource Center and student organizations to new community members. The video was a documentary presented in a program. Other interns and community members were featured in the film to help talk about the Resource Center and student organizations.*



*In the Winter Quarter, the interns worked on an art piece called "Queer High School Fashion." It was displayed on the Family Wall and consisted of pictures of queer high school students along with responses to interview questions about their fashion choices, gender expression, and identities.*

*In the Spring Quarter, the interns created a collage called "Big Names, Better World." The Preuss School interns interviewed the other 8 undergraduate interns about their inspirations, what gives them energy, and their heroes. This Family Wall display promoted a self-care, health, and well-being.*



**Volunteers**

*We have a very active volunteer program, coordinated by the Trent Lawley Volunteer Intern. This year's volunteers consisted of 30 trained and dedicated students who staffed the front desk, helped run LGBT Resource Center signature events, UCSD events, and assisted in LGBT Resource Center projects like the coordination of the Think & Ink board and integrating books into our online database called Library Thing. Each quarter the Volunteer intern trains new volunteers. So each quarter new volunteers are added to the group, while some very dedicated volunteers serve with us throughout multiple quarters. Below are annual statistics of 2010-2011's volunteers.*

<i>Quarter</i>	<i># of Volunteers</i>	<i>Hours</i>
<b>Fall</b>	18	95
<b>Winter</b>	12	85
<b>Spring</b>	28	302.5
		<i>482.5 Total Volunteer Hours</i>

**Upward Bound Intern**

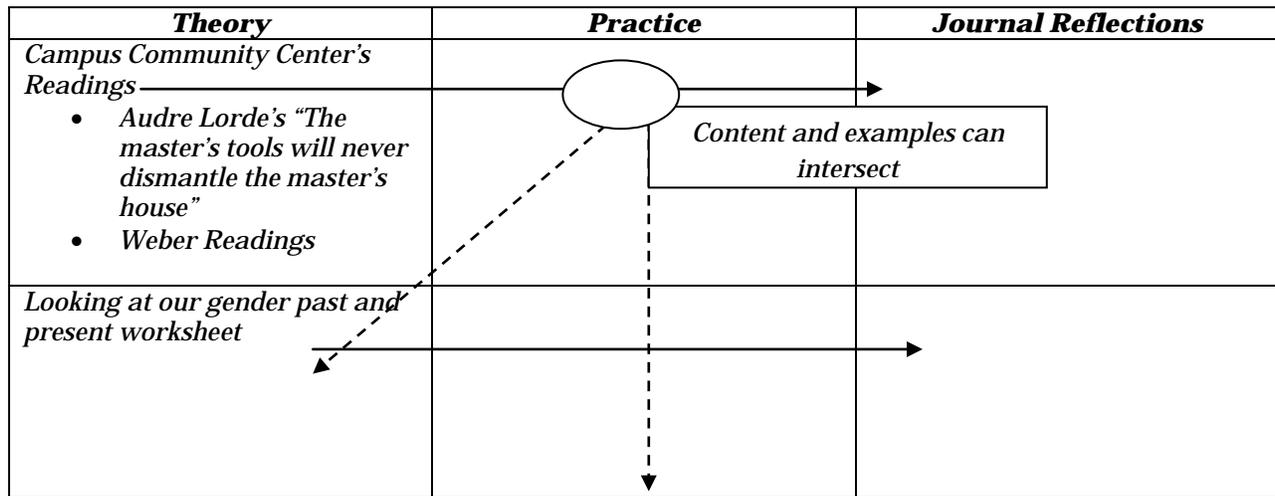
*The Upward Bound program works with high school students and its mission is to develop personal and academic success strategies within low income and first generation college-bound students who will successfully complete high school, enroll in postsecondary institutions and increase the diversity of higher education.*

*The Upward Bound internship is the Resource Center's newest position. The intern assisted the Resource Center in front desk work around customer service as well as project-oriented work around San Diego Pride. The intern worked on the artistic components of the Pride parade through designing and sketching. The intern used the philosophy of the theme to create images for the Pride parade that will have a lasting effect on the Resource Center.*

**Academic Integration Program, Queer Student Action Projects and Critical Gender Studies**

In cooperation with Critical Gender Studies and the Academic Internship program, the LGBT Resource Center, along with the Women’s Center and Cross-Cultural, were able to offer academic credit for the undergraduate internships through the Centers. Interns earned 4 units of academic credit through the Academic Internship Program (AIP) in the fall quarter, enrolled in a 2 unit Social Justice Practicum through Critical Gender Studies (CGS) course for the winter and spring quarter, and completed a Queer Student Action Project (QSAP).

Interns were trained regarding the theoretical and philosophical underpinnings of all three Centers during fall training, prior to the commencement of the academic quarter. Interns then engaged in weekly discussions regarding these theoretical and philosophical underpinnings of the work, and were encouraged to journal using a template that connected the theory to practice through reflection, as graphed below.



The fall schedule indicates the content and reflection of each week.

Week 1	Handout of concepts of gendered past and present, continued journaling ➤ Focus on praxis of building community and focused work related to theories learned in training
Week 2	Reviewing the continuum of sex and gender, ➤ One hour of journaling and reflection, one hour of showing your film on Fridays
Week 3	Reviewing the completed hand out. Hand out Cycle of Socialization ➤ 1/2 hour read and review cycle, one ½ hours of Advisory Board
Week 4	Review Cycle of Socialization in staff meeting, hand out cycle of liberation ➤ 1/2 hour to review cycle of liberation, ½ to journal, one hour of tabling for Campus Community Centers)
Week 5	Review Cycle of Liberation in staff meeting, hand out Audre Lorde’s piece. ➤ 2 hours of writing your initial draft of the paper (based on previous journaling work)
Week 6	Initial draft of AIP paper completed, and turned in to a partner for review ➤ 1 hour of reviewing your partner’s paper
Week 7	Receive feedback from your AIP partner ➤ one hour of chatting with your partner about your feedback
Week 8	AIP Paper due ➤ 1/2 hour of reviewing Audre Lorde piece, 1 hour of showing your film
Week 9	Review Audre Lorde’s piece in staff meeting
Week 10	Reflect on entire quarter’s praxis and the connection of practice and theory in staff meeting

*At the completion of the quarter, the interns wrote a paper reflecting on the theoretical concepts discussed during fall and continuing training, the quarter's internship experience, and how the concepts and practice were interconnected through the course of the quarter.*

*For the winter and spring, interns enrolled in a 2 unit Critical Gender Studies (CGS) 98/198 Social Justice Practicum. This practicum was led by Critical Gender Studies faculty member Patrick Anderson, whose home department is in Communications. The professional staff of the Campus Community Centers also participated in pieces of the practicum in cooperation with the faculty lead. This offering was required from the interns at all three Campus Community Center: the Cross-Cultural Center, LGBT Resource Center and Women's Center. In practice, some interns were unable to attend due to scheduling conflicts and prior restrictions based on number of units for graduation seniors. By joining the Social Justice Practicum with peer interns from all three Centers, concepts of intersectionality, community and cross-issue organizing were further explored through reflections on the events of winter and spring 2010.*

*Concurrently in the winter and spring, the LGBT Resource Center interns were completing Queer Student Action (Q-SAP) projects. The QSAPs were discussed as a part of the academic internship program (AIP) and were planned and presented in the winter and spring quarters. Q-SAP's purpose is to explore, examine and present issues relating to sexual and gender identities, practices and politics. These projects had the following learning outcomes:*

#### QSAP Learning Objectives

*Student Interns engaged with Queer Student Action Projects will*

- 1. Self-reflect on their own identities and ways of understanding their complexities*
- 2. Apply theories and personal perspectives on intersectionality that address the complexities of multiple identities*
- 3. Critically examine issues surrounding complexities and multifaceted nature of multiple identities and structural, systematic, and societal issues*
- 4. Cultivate an understanding of systems of power and oppression*
- 5. Support and challenge notions of leadership and praxis in the queer community*
- 6. Utilize passion, critical thinking and creativity in planning and implementing projects*



## Activities

### Signature Events

The LGBT Resource Center presents a number of signature events each year, detailed below.

### World AIDS Day

The LGBT Resource Center coordinates a campus-wide committee to present UC San Diego's honoring of World AIDS Day each year. This year the event was on Wednesday December 1<sup>st</sup> from 7 a.m. to 7 p.m. It included a public viewing of portions of the AIDS Memorial Quilt displayed in the Price Center East Ballroom, the cafeteria of the UC San Diego Medical Center in Hillcrest and the lobby of the UC San Diego Thornton Hospital in La Jolla. The World AIDS Day theme at UC San Diego for the year was "Act Aware." Sound and Silence: A Listener's Reflection on the Quilt will concurrently take place in



the Price Center East Ballroom. The series included numerous musical performances by UC San Diego affiliates beginning at the top of each hour, followed by silence for reflections on the quilt at the end of each hour. On display with the Quilt was Jae Hansen's photography exhibit, *Survivors*, a moving photo series that showcases long-term survivors of HIV and AIDS - those who have surpassed a 10 year mark since their original diagnosis and are considered survivors of the epidemic disease. Red ribbons and condom "roses" were distributed at UC San Diego's Library Walk throughout the day, in addition to prevention information and other educational materials by many organizations and groups.

### The San Diego LGBT Community Center Gala

Once again the Chancellor of UC San Diego supported a table at the annual fundraising Gala for the San Diego LGBT Community Center. A diverse group of faculty, staff, students and alumni were present at the table, and represented UCSD in this event which brought together over 600 LGBT community members and allies at the Hilton San Diego Bayfront for an evening of dinner and dancing in support of vital health and human rights programs.

### Alumni Brunch

The UC San Diego LGBT Resource Center and the UC San Diego Alumni Association again partnered together to present the annual UC San Diego LGBT Alumni Champagne Brunch. 25 alumni and friends attended. The event was on Saturday, October 23, 2010. We were part of celebrating 50 years at UC San Diego, and spent the time together be reflecting on the history of LGBT people on UC San Diego's campus since its founding. Members of the philanthropic group, the LGBT Alumni Council attended and gave a brief presentation, and the champagne was provided via Stefan from Porter's Pub. The LGBT Alumni Council includes many folks who were principal and active members of student organizations, as well as recent graduates who have a passion for UC San Diego, philanthropy and making an impact on LGBT young people's lives.



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### **Transgender Day of Remembrance**

The UCSD LGBT Resource Center honored Transgender Day of Remembrance on November 19, 2010 to memorialize those who are killed due to anti-transgender hatred or prejudice. Throughout the day, the conference room will be reserved as a reverent space for reflection and learning. At 12:00pm in the conference room, there was a viewing of *Still Black: A portrait of Black Transmen*. This film is an "alternative feature-length documentary that explores the lives of six black transgender men living in the United States. Through the intimate stories of their lives as artists, students, husbands, fathers, lawyers, and teachers, the film offers viewers a complex and multi-faceted image of race, sexuality and trans identity."

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### **Chancellor's LGBT Leadership Reception**

Each year UC San Diego's Chancellor, Dr. Marye Anne Fox, hosts an LGBT Reception for our campus community leaders, including key faculty and staff who are out and active in the LGBT community. The event was on Tuesday, April 19, 2011, 5:30 PM to 7:00PM at The Village at Torrey Pines West, Tower 1, 15th Floor (and had a spectacular sunset view). Additionally, she welcomes broader San Diego LGBT community leaders. This year we honored longtime Leaders in UC San Diego's LGBT community, Rich LaClair-Zoehrer and Francesco Carusi.

Q Camp, which was on September 22, 2010. was an orientation to the UC San Diego Lesbian Gay Bisexual Transgender community for incoming students. There were 120 participants at Fall Q Camp, which included new, incoming, returning and graduate students. Q Camp helps acquaint students with LGBTQI-specific organizations, help students make connections with continuing and other incoming students, allow students to get connected with resources on and off campus (including the LGBT Resource Center), and give students an opportunity to ask questions about UCSD LGBTQI life.

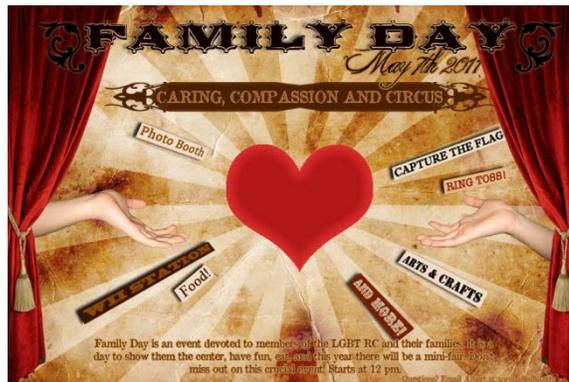
### **Winter Q Camp**

Winter Q Camp was on Wednesday of Week 1, January 5, 2011, 5pm-7pm at the LGBT Resource Center. Winter Q Camp is different than Fall Q Camp, because it's a less formal way to re-connect with community members and with the LGBT Resource Center. It's also our tradition for kicking off the new quarter together. Participants were informed on upcoming events and student organization meeting times. There were over 80 participants at Winter Q Camp.

### **Spring Q Camp: Markers of Change and Re-grand opening of the David B. Cyber-Center**

This was our first themed Spring Q Camp. The theme was "Markers of Change" and it occurred on Wednesday, March 30th, 5pm-6:30pm at the LGBT Resource Center. Participants were able to experience what concrete actions we have taken in our space to change the climate at our Resource Center. The event was created from LGBT Resource Center and its advisory board continued conversations on race and ethnicity in our space and in our community. People of color have described a constant struggle around feelings of belonging and acceptance in relation to the space; women and transgender people

have stated similar sentiments. Spring Q Camp: Markers of Change is an informal gathering and a way to re-connect with community members and with the LGBT Resource Center. The program also included a re-grand opening of the David B. Cyber-Center, which included an unveiling of seven new desktop computers! There were over 50 participants at Spring Q Camp.



### **All Week**

*The LGBT Resource Center will be on Library Walk the week of April 18 - April 22, 2011, from 10:30am-3pm. We'll be tabling with folks from various LGBT student, staff, and faculty organizations. Come visit us at the rainbow balloon arch!*

### **Monday, April 18: OUT for Lunch**

12:00 pm, Library Walk

*This year's Out and Proud Week began with a brown bag lunch on Library Walk by the rainbow balloon arch! ALL members of the LGBT community and our allies were visible at the center of campus.*

### **Tuesday, April 19: Transgender Film Fest**

6:00 pm-8:00 pm, Cross Cultural Center-Comunidad Room

*These genre-blurring short films weave elements of documentary and narrative film to entertain and enlighten with sweet, seductive, and subversive visions from the queerest part of the LGBT spectrum. The screening includes works by established and emerging filmmakers including Iris prizewinner Lee Mi-Rang's *The Bath*, and *Transproofed* by Andrea James and Calpernia Addams, the real-life subject of the Emmy-winning *Soldiers Girl*. *Zsa-Zsa Gershick's Door Prize* won for Best Short at the 2010 Kansas City Gay and Lesbian Film Festival while award-winning *Queerer Than Thou* has screened at over 50 LGBT film festivals on four continents. These films will make your heart twinge, melt, race, and pound. Enjoy the ride! This event was co-hosted by the Campus Community Centers and the Asian Pacific Islander Student Alliance.*

### **Wednesday, April 20: Our Beautiful Bodies!!!!**

5:00pm-7:00 pm, LGBT Resource Center

*Have you ever felt like your body wasn't good enough? It's not true! Our bodies are beautiful, no matter how they look! This program discussed reclaiming your beauty and finding out the ways in which harmful conceptions of the perfect body have been created and perpetuated. Participants looked at the play between politics and capital investment that is directed towards both queer and women communities. In doing so, they exposed the fundamental fallacies that the images create about the human body, how they invalidate people of color, and overall cause us a lot of unnecessary heartbreak! Video clips were shown and together they created a collage showcasing what they thought about the perfect body!*

### **Thursday, April 21: Conversations with Cherríe Moraga**

3:00 pm, LGBT Resource Center

*The LGBT Resource Center hosted an informal conversation with Cherríe Moraga at 3:00 pm! Cherríe Moraga is a playwright, poet, and essayist whose plays and publications have received national recognition. At 7:00 pm in the Price Center East Ballroom, Cherríe Moraga presented a short video excerpt from her recent performance work, "La Semilla Caminante/The Traveling Seed," followed by a reading from her new collection of writings, *A Xicana Codex of Changing Consciousness*. The presentation included a Q & A with the audience and a book signing with the author. Please see the attached flier for the presentation: *Cherríe Moraga Event**

### **Friday, April 22: Celebrate Out and Proud Week Volunteers**

4:00 pm, LGBT Resource Center

*Every year, volunteers in our community make Out and Proud Week happen; this was our chance to thank them.*

### **Out and Proud Week**

*Out and Proud Week (April 18-April 22, 2011) presents the largest opportunity for community visibility on the UCSD campus. It is a week-long group celebration and private reflection on the achievements of LGBTQI-identified students, staff, and faculty and our allies. It is also a time for public awareness and discussion of current LGBT issues on the state and national levels. Below is an outline of the week's events.*

### **Work Party Culture**

The LGBT Resource Center hosts three work parties a year. These work parties call upon community members, including students, staff, faculty and alumni to assist with the logistical pieces of large scale programming. Food is provided at these events and community members are able to engage on various levels. The events that hosted work parties included: Fall Q Camp, World AIDS Day and Pride.

### **Tidy Thanks**

During Tidy Thanks, the community gathered around in awareness of all of the hard work involved in making the space function. In this event, students reflected on the physical changes and dynamics of the space, and communicated what it meant for them and their presence in the space.

### **Pride Planning**

During the weekly Pride planning meetings, the community gathered around to discuss UCSD's participation in San Diego's annual LGBT Pride parade. We discussed ideas for what our group should do in the parade, routines/dances, arts and designs, and more.

### **Co-sponsorships**

There were several co-sponsorships and partnerships this year.

Below is a list: San Diego Asian Film Festival

-Queer People Of Color High School Conference

-RAZA Graduation

-Asian Pacific-Islander Student Alliance -Graduation

-Black Graduation

-Cherrie Moraga

-Initial conversations with UCSD's ArtPower!

-Kay Barrett campus visit

-The Los Angeles Transgender Film Festival

-VOX (sex health assistance)

-Student Health Service (sex health assistance)

### **Trainings**

#### **Muir and Revelle Orientation sessions**

Muir and Revelle College orientation leaders received a 30 minute training and resource tour. They were trained on the diagram on sex and gender. They also, received a full tour of the space, including an overview of signature events.

#### **Tough Cases—Bullies and Battery**

This training included an overview of a case study regarding gender identity and adolescent development. The UCSD Medical Center—Hillcrest was our major collaborator.

#### **All Resident Advisor Training**

The Campus Community Centers trained the UCSD Residential Advisors in a two day intensive series. This series explored the intersections of multiple identities and allyship.

#### **Women's group**

The Assistant Director for Education trained one student leader to lead the womyn's group for the 11-12 academic year.

#### **Emerging Leaders**

Revelle's Emerging Leaders program received a 2 hour long training regarding LGBT issues, social justice and allyship.

### **Programs**

#### **Queer Black socials**

Three queer black socials were hosted by the LGBT Resource Center. The first social was in Black History Month and consisted of faculty, staff, alumni and students. The socials are designed to connect Black faculty, staff, students and alumni

#### **Activist graduation**

The Campus Community Centers collaborated to celebrate and honor this past year's activist by hosting a ceremony and graduation during Spring Quarter.

#### **Finals study breaks**

Three finals study breaks were hosted by the LGBT Resource Center on the Sunday before Finals Week. The Center is open from Sunday afternoon all the way through the night and into the regular Monday hours.

#### **Dialogues and Sexuality Series**

The queer graduate students' organization, Q-Grads hosted one dialogue and sexuality series program. This program highlighted graduate student research and allowed for graduate students to critique each other's work.

### **Sexual Assault Resource Center**

*April is sexual assault awareness month. During this month, the LGBT Resource Center and SARC collaborated on a program regarding sexual assault and violence in the LGBT community. The program was entitled "Let's talk: Sexual Assault, Support & The LGBTQ Community."*

### **Intergroup Relations Group (Hate Free Campus Campaign)**

*The LGBT Resource Center participated in the Hate Free Campus Campaign as a part of Out and Proud Week.*

### **QPOC—Speaker at HS Conference**

*The Assistant Director for Education was a keynote speaker at the Queer People of Color High School Conference.*

### **SPACES—queering the campus /Transnational Queer and Transgender Studies Group**

*The LGBT Resource Center collaborated with SPACES and the Transnational Queer and Transgender Studies Group on two discussions regarding queer spaces on campus.*

### **Triton Voices**

*The LGBT Resource Center was deeply involved in the planning and presentation of the first ever "Triton Voices" event for orientation, an attempt to make sense of the event from the winter and spring of 2010 for the incoming students, including the Compton Cookout. Through a fast-paced multi-media presentation, participants "went back in time" to experience the moments in UC San Diego's history when the university became a more inclusive community. Then there was a jump to the present and the opportunity to hear five students from diverse backgrounds share their stories about finding community and engaging diversity at UC San Diego. The multimedia presentation is available at <http://vimeo.com/19139812>.*

### **Athletics**

*In 2001, the first year of full time professional staff of the LGBT Resource Center (then Office), the Director Shaun Travers, with the support of his campus mentor and the Director of the Office for the*



*(now the Office for the Prevention of Harassment and Discrimination) Lori Chamberlain, approached athletics with the idea of a training from the two regarding the legal and developmental implications of LGBT issues in athletics for the coaches. 10 years later, the training occurred. All good things come to those with patience!*

*The impetus was an out graduate student who was on the Canadian National Wrestling Team and the alternate for the Olympics, Tyler Marghetis. His powerful story was shared during National Coming Out Day in 2009.*

*Concurrently, earlier that summer, a key ally in Athletics, Katie McGann, attended the Student Affairs Building Communities for Social Justice Practice Institute. Building on those two key events, and with the pre-existing long-term partnership between Lori and Shaun, the plans were in place to again approach Athletics. It took two years of conversations, coordination and previews with key stakeholders, but the training occurred*

*on April 13, 2011. It was a resounding success, and there are plans for training the Assistant Coaches and the Triton Athletic Council (comprised of the captains of each of the sports teams) in the fall of 2011.*

### **Campus Community Center Directors Presentations**

*IDEaS- As a part of UC San Diego's celebration of its 50<sup>th</sup> anniversary, the campus planned a series of symposium entitled the Innovation Day Expo and Symposia (IDEaS). One of the symposiums was the Director's of the Campus Community Centers discussing UC San Diego's Innovative Approach to Diversity and Social Justice entitled: Beyond Identity Politics. The entire presentation is available on demand through UCSD TV at <http://ucsd.tv/ideas/>. In brief, the presentation review the mission and*

*structure of the Campus Community Centers, the empirical and theoretical literature available regarding such Centers, conceptual frameworks which inform the work, the joint work of the Campus Community Centers, and the practical implications of moving beyond identity politics.*

*Student Organizations Overview (this information highlights only new groups and groups that made significant changes over the 10-11 year)*

*Coming out group (Tuesdays, 5:00pm-6:30pm)*

*This year the Coming Out Group was facilitated by Dr. Cat Thompson (Campus Community Center, CAPS Liaison) and Agustin Orozco (Associate Director of OASIS). The Coming Out group is a place to meet and gain support while discussing your sexual and/or gender identities in a confidential setting. This group is for lesbian, gay, bisexual, transgender, straight, or questioning folks who are coming out, considering coming out or may already be out. Topics are determined by group participants and can include stress, fear, anxiety, loneliness, excitement and celebration with regard to coming out.*

*Conference delegations*

*Several student leaders attended state-wide conferences. Students who organize conference participation in groups are referred to as delegations. There were several delegations that attended various conferences. Those conferences include: Western Regional LGBT Conference at UC-Berkeley, Queer People of Color Conference at UC-Riverside, and the Queer Pin@y Conference at UC-Santa Cruz.*

*Transgender Intersex Alliance*

*The Transgender Intersex Alliance is a safe supportive environment to discuss gender, the gender/sex matrix, sexuality, female/male dichotomy, intersex identities, transgender identities, and anything else that comes to mind... All identities are welcome. The first hour is open to allies and the second hour is closed for trans identifying folks. This past year, the organization is officially recognized by Associated Students and receives base funding. In addition, the organization reorganized its leadership to include two group Principle Members. One principle member is responsible for facilitating the closed-group. The other group facilitator is an openly identified ally and assists in organizing the group's finances and securing funding from various entities on campus.*

*Alliance*

*This year, Associated Students Alliance was reinstated with new leadership. With the assistance from the Associated Students Associate Vice President for Diversity, Alliance was able to organize UC-San Diego's participation in National Day of Silence on April 15, 2011. The Day of Silence is the Gay, Lesbian and Straight Education Network's (GLSEN) annual day of action to protest the bullying and harassment of lesbian, gay, bisexual, and transgender (LGBT) students and their supporters. Students take a day-long vow of silence to symbolically represent the silencing of LGBT students and their supporters.*

*Keshet*

*Building on over a decade of solid and significant relationships with San Diego's Hillel, for the first time the LGBT Jewish students came together to form a student organization named Keshet, which*

## Q LEAGUE

*In the Assistant Director for Education's experience during fall quarter, student leaders from various organizations expressed the desire to collaborate. However, the current culture in and outside of the center rarely consisted of a collaborative spirit amongst student leaders. Thus, the creation of Q LEAGUE was developed. This student organization is a leadership council for interested, new, current, and incoming queer student leaders. The learning objectives include:*

- 1. Foster and cultivate dialogue regarding intersectionality of identities*
- 2. Provide a space that enriches discussion around marginalized communities and allyship*
- 3. Encourages programmatic collaboration*
- 4. Develops leadership and group facilitation skills*
- 5. Illuminate concepts and theory that enriches dialogue about the intersectionality of identities and self-awareness*
- 6. Investigate and challenge traditional Western notions that support systemic and structural oppression*

means rainbow in Hebrew. During the beginning of 2010, Leah Newman the program director of Hillel and the Director of the LGBT Resource Center began a series of dialogues regarding the critical mass of out LGBT Jewish students that appeared to be frequenting Hillel and/or LGBT activities, Utilizing two different needs assessment over the winter and spring, as few small scale interactions occurred. During the fall of 2010, building on this information and activity, Hillel and the LGBT Resource Center brought together these students numerous times to engage them in the process of community building. Through the leadership of a few committed students, they were able to become an officially recognized student organization. Keshet putting on a number of successful events, including a Hanukah celebration, a chocolate Seder, and culminating in a campus-wide dance which had an amazing turn out of over 500 students.

#### LGBT Pre-Health Association

Several LGBT pre-med students at UCSD with a desire to establish a club for students with similar interests met with a pre-med advisor in the Career Service Center to begin planning a new group, the LGBT Pre-Health Association. The LGBT Pre-Health Association is a committee of the Minority Association of Pre-Health Students (MAPS), an established student organization of the Health and Medical Professions Preparation Program (HMP3). The group became official recognized, and began holding events throughout the late winter and early spring, including presentations regarding Post-Baccalaureate Programs, by Sandra Kirk, the Director of the Post-Baccalaureate at UCSD. Among the possible future activities the club envisions are: Having local LGBT doctors or UCSD medical students as mentors and role models; Working with local agencies that serve the LGBT community (Mama's Kitchen, HIV/ STD clinics or others); Reaching out to local high schools to help queer youth with mental or sexual health issues (and maybe be mentors to them); Educating UCSD students about HIV, STDs and sexual and mental health topics; Hearing from current LGBT medical school applicants about their experiences; Having social activities with LGBT doctors, medical students, other health professionals, and other LGBT groups; Having experts speak on queer health issues, health disparities, medical specialties, and LGBT presence in local health communities.

#### Queer Chicano/a group

This group was created from Albert Orona's Queer Student Action Project. This group was a closed spaced for self-identified queer Chican@ students. The group met on April 13, 2011 at 4:00pm.



#### Activities and Offerings

- Signature events: San Diego LGBT Pride, AIDS Walk, Q Camp (Fall, Winter and Spring), Alumni Brunch, World AIDS Day, Out & Proud Week, Family Day, Tidy Thanks, Pride, and Rainbow Graduation
- 13 LGBT Speaker's Bureau Presentations and 2 trainings for facilitator and participants
- Intern programs, including: Oppression of our identities, Panorama, Can I get married too?, Combating violence in the LGBT community, the World stage, WTF happened last year and what's the big deal, Breaking barriers, Education and Us, Eye on Icons, What is love, Global activism, Intricate intersections, Allyship, Changing Places, Coming together, and Our beautiful bodies.
- Hosted Kalil Cohen (Transgender Film Fest) and Cherrie Moraga (a queer Chicana author and activist) as highlights of Out and Proud Week
- "Dialogues in Sexuality Studies" a series which attracted diverse faculty and students, including the Transnational Queer and Transgender Studies Group
- In an effort to retain queer students of color, hosted 4 queer black socials. In addition, a closed chicana/o group for queer students was established by an intern.

## Program Statistics

*This first table lists the education and training programs that were implemented through the educational component of the LGBT Resource Center. As listed in the summary at the bottom of the table, these events vary in type and audience. Some of the programs were initiated by four student programming interns (Intern for politics and human rights, intern for activism and education, intern for liberation and healing, intern for Speakers Bureau). Other events provided consultation and resources to various UCSD departments and organizations.*

<b>Date</b>	<b>Education and Training Programs</b>	<b>Audience</b>	<b>Attendance</b>
7/28/2010	Speakers Bureau Panel - Traditional	COSMOS	50
9/2/2010	All Campus RA Training	RA's	150
9/7/2010	LGBTRC Intern Training	LGBTRC interns	11
9/15/2010	Graduate Student Orientation	Graduate Students	25
9/15/2010	LGBTQIA consultation	LGBTQIA	2
10/5/2010	Alliance consultation	Alliance	1
10/11/2010	Speakers Bureau Panel - Traditional	LGBTQIA	30
10/13/2010	Speakers Bureau Panelist Training	Speakers Bureau	10
10/14/2010	Queer Pin@y Conference Program Consultation	QPOC	3
10/20/2010	Oppression of our identities	LGBT community	20
10/27/2010	WTF Happened last year?	LGBT community	21
10/27/2010	San Diego Asian Film Festival	LGBT community	30
11/1/2010	PANorama	LGBT community	12
11/2/2010	Council of Provosts	Provosts	8
11/5/2011	Models of Community Organizing. A gender buffet	Women's Center	25
11/9/2010	LGBT Interest Housing Consultation	RA	2
11/10/2010	Speakers Bureau Facilitator Training	Speakers Bureau	4
11/16/2010	Speakers Bureau Panel - Traditional	Village Res Life	18
11/17/2010	Speakers Bureau Panel - Traditional	ELI	17
11/24/2010	Can I get married too?	LGBT community	8
11/29/2010	The World Stage	all	16
11/30/2010	College Advisors Counselors Forum	Academic Counselors	50
1/2/2011	LGBTRC Intern Training	LGBTRC interns	11
1/4/2011	Speakers Bureau Panel - Traditional	LGBT Staff Association	20
1/5/2011	Winter Q Camp	LGBT community	58
1/6/2011	Diversity Panel	Medical Professionals	75
1/18/2011	Undergraduate Academic Advising Council	Academic Advisors	125
1/19/2011	Speakers Bureau Panel Panelist Training	Speakers Bureau	5
1/26/2011	Intricate Intersections	LGBT community	14
2/2/2011	Education and Us	LGBT community	passive
2/7/2011	Speakers Bureau Panel - Traditional	LGBTQIA	40
2/8/2011	Respect Reading Circle - White Like Me: Reflections on Race from a Privileged Son	LGBT community	4
2/14/2011	Speakers Bureau Panel - Queer Inquiry	MeChA	50
2/14/2011	Speakers Bureau Panel - Traditional	SIO	20
2/22/2011	UCSD Hillcrest Medical Center	Medical Professionals	15
2/23/2011	What is love?	LGBT community	9

3/1/2011	Scholarship Essay Writing Workshop	LGBT community	3
3/2/2011	Global Activism	LGBT community	7
3/8/2011	Eye on Icons	LGBT community	10
3/21/2011	Speakers Bureau Panel - Traditional	ELI	19
3/23/2011	Athletic Coaches	Athletic Coaches	60
3/27/2011	LGBTRC Intern Training	LGBTRC interns	11
3/30/2011	Spring Q Camp: Markers of Change	LGBT community	24
4/12/2011	Let's Talk: Sexual Assault and Violence in the LGBT Community	LGBT community	8
4/13/2011	Speakers Bureau Panelist Training	LGBT community	7
4/19/2011	TG Film Fest-Kalil Cohen-Out and Proud Week	all	55
4/20/2011	Speakers Bureau Panel - Traditional	Muir College	20
4/20/2011	Our Beautiful Bodies-Out and Proud Week	all	17
4/21/2011	Conversations with Cherrie Moraga and Out and Proud Week	all	19
4/25/2011	Queer Black Social	all	5
4/26/2011	Coming Together?	LGBT community	12
5/4/2011	Revelle Orientation Leader Training- LGBT issues	Revelle Ols	18
5/5/2011	Tunnel of Oppression Facilitator Training	Facilitators	12
5/7/2011	Family Day	all	5
5/17/2011	Q LEAGUE	Queer student leaders	16
5/18/2011	Speakers Bureau Panel - Traditional	Revelle Hall Association	20
5/18/2011	Changing Places	LGBT community	8
5/2/2011	Queer People of Color High School Conference Consultation	LGBT community	3
5/21/2011	Queer People of Color High School Conference	LGBT community	35
5/25/2011	Muir Orientation Leader Training - LGBT issues	Muir OL's	30
5/25/2011	GAYming 101	LGBT community	15
5/26/2011	Speakers Bureau End of Year Celebration	Speakers Bureau	15
6/1/2011	Allyship	LGBT community	14
6/2/2011	Council of Resident and Assistant Resident Deans	Resident Deans and Assistant Residents Deans	21
6/2/2011	Tidy Thanks	LGBT community	8
6/3/2011	Queer Black Social	LGBT community	6
6/9/2011	Campus Climate Council on LGBT Interest Housing	Climate Council	24
6/13/2011	Diversity Training	Upward Bound	35
6/22/2011	Diversity Training	University Link	19
8/16/2011	Speakers Bureau Panel - Traditional	ELI	24
	Total number of participants impacted		1564

#### SUMMARY

Speakers Bureau Events	18
Trainings	21
Program Consultations	4
General Education Events	17
<b>TOTAL 10-11 EDUCATION AND TRAINING PROGRAMS:</b>	<b>60</b>

*This second table represents other programs and events the LGBT Resource Center played a part in either directly or indirectly over the course of 2010-2011.*

<b>Date</b>	<b>Programs and Event</b>	<b>Attendance</b>
7/17/2010	San Diego Pride	50
9/20/2010	Q Camp Work Party	20
9/22/2010	Q Fair	100
9/22/2010	Q Camp	120
9/26/2010	AIDS Walk	20
10/23/2010	The Center's Annual Gala	20
10/23/2010	Alumni Brunch	40
10/27/2010	Dialogues in Sexuality Studies Consultation	3
11/17/2010	Condom Rose Work Party	26
11/19/2010	Transgender Day of Remembrance	12
12/1/2010	World AIDS Day	300
12/5/2010	Finals Study Breaks	30
2/15/2011	Queer Black Social-Black History Month	15
2/22/2011	Dialogues in Sexuality Studies	12
2/28/2011	Queer Student Action Project: Capoeira Therapy Session	20
2/28/2011	LGBT Faculty/Community Reception	50
3/4/2011	Western Regional Conference	300
3/13/2011	Finals Study Breaks	30
3/28/2011	Queer Student Action Project: Queer People of Color in Film	
3/28/2011	Queer Student Action Project: 'Zine	
4/13/2011	Queer Student Action Project: Queer Chicana/o Group	15
5/2/2011	Queer Student Action Project: Achievement Gap Awareness Week	
5/2/2011	Queer Student Action Project: Queer Empowerment	20
5/12/2011	Co-Sponsorship QPOC High Conference/Kay Barret	
5/16/2011	Co-Sponsorship APSA Graduation	
5/22/2011	Queer Student Action Project: Queer Deer Hiking	8
5/23/2011	Co-Sponsorship RAZA Graduation	
5/26/2011	Recognition and Resources for Graduating Activists	60
6/2/2011	Co-Sponsorship Black Graduation	
6/4/2011	Rainbow Graduation	120
6/5/2011	Finals Study Breaks	35
6/6/2011	Queer Student Action Project: Gender Expression	200
		<b>1386</b>

#### **SUMMARY**

Signature Events	9
Community Events	3
General Education Events	16
<b>TOTAL 10-11 PROGRAMS AND EVENTS</b>	<b>28</b>

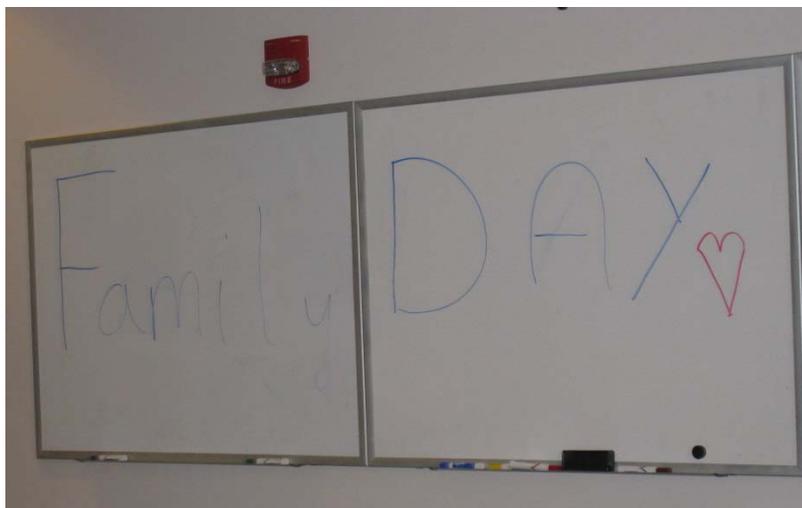
In summary, the LGBT Resource Center was involved in 88 education and training programs, as well as programs and events designed to build community.

## Space

### Renovations

There have been many changes to the LGBT Resource Center during this year, besides the addition of two new professional staff members. These changes include:

- Re-dedication of the David Bohnett CyberCenter (moving from laptops to desktops)
- Newly painted, colorful, warm, and welcoming walls
- Creation of the nook: a relaxing space with bean bags and a low table
- Increased accessibility to office with new door
- White boards installed in the Conference Room
- Expansion and creation of new art spaces with art rails
  - Gallery Wall
  - Conference Room Wall
  - Family Wall
- Expansion of Community Art Section of Library



### Art at the Center

This year, the LGBT Resource Center has expanded art in the center. At the beginning of the year, the main space for art was the gallery wall. Now, there are over 8 spaces for community-driven art throughout the Resource Center. Besides the highlighted examples below, there are informal spaces where community members tend to express themselves such as: using the window markers throughout the space, the dry erase boards of the conference room, and the programming poster board in the nook. Throughout the year, community members have taken more ownership over the space through their creativity and artistic talents, increasing their sense of connection to the center.

In addition to these artistic spaces, here are our more formal art spaces and their descriptions:

- The Gallery Wall displays artistic work from the community
- The Conference Room Wall features "Queer People of Color Heroes." This series runs throughout the year, alternating every 2 weeks.
- The Family Wall illustrates representations of the family through photography, paint, and other art forms.
- The Community Art Section is a part of the library and supervised by the library intern
- The Think&Ink board is a space for the community to reflect and respond to questions that are posted. This is a space for creativity, expression, and thoughtfulness.

*ART in the LGBT Resource Center 10-11*

<i>TITLE</i>	<i>LOCATION</i>	<i>DESCRIPTION</i>
<i>Transgender Day of Remembrance</i>	<i>Gallery Wall</i>	<i>This collage highlights and honors transgender people who were killed because of their identities.</i>
<i>Black History Month Series</i>	<i>Gallery Wall</i>	<i>This series spotlights queer black activists, writers, scholars, and performers.</i>
<i>Mike Moody's Designs</i>	<i>Gallery Wall</i>	<i>This project showcases clothing designs and costumes from a recent alumnus and community member.</i>
<i>Education &amp; US</i>	<i>Family Wall</i>	<i>This intern-created photographic exhibit addresses educational inequalities, the achievement gap, and the stat of the US education system.</i>
<i>Transcending Boundaries</i>	<i>Family Wall</i>	<i>This student org led project makes visible trans lives and accomplishments. It serves as a reclamation of space and resistance to the silencing of many individuals who are put on the margins of society for being different.</i>
<i>Queer High School Fashion</i>	<i>Family Wall</i>	<i>Designed by the Preuss School interns, this project showcases fashion from queer high school students. Inspired by the documentary Paris is Burning the project examines expression and style from a youthful perspective.</i>
<i>Roxanne Mather's Display</i>	<i>Community Art Section</i>	<i>This collection of art addresses contemporary figurative painting and performance by retaining some of the innocence of the artists' experiences around sexuality and politics.</i>
<i>Two Women</i>	<i>Community Art Section</i>	<i>This oil painting inspired by impressionists of the past as well as contemporary abstract works.</i>
<i>Amber Esparza Merrill's Illustrations</i>	<i>Gallery Wall</i>	<i>This collection of illustrations from a community member tells stories through pictures, drawings, and sketches.</i>
<i>Jamez's Q-SAP</i>	<i>Family Wall</i>	<i>Created by an intern, this collage of international queer of color films raises awareness and inspiration through visibility and representation.</i>
<i>The Gendered Series</i>	<i>Gallery Wall</i>	<i>This photograph series of portraiture and still images explore the artists' and societal expressions of masculinity and femininity.</i>
<i>QPOC Heroes</i>	<i>Conference Room Wall</i>	<i>This exhibit highlights queer of color heroes in activism, academia, and popular culture.</i>



### **Room reservations and space usage**

*The LGBT Resource Center provides opportunities for students, staff, faculty, and community members to reserve spaces for meetings, classes, group dialogues, etc. These spaces can be used without reservation, but to prioritize the space for a group of people, reservation forms need to be completed.*

*The following are images and descriptions of the spaces in the Resource Center that people can reserve.*

*The Family Room is the main room of the Resource Center and is usually reserved for large group meetings because of its size, function, and public nature. The chairs are large and mobile so many community members find comfort in being able to arrange the chairs based on their needs. Because the Family Room is in the front of the Resource Center, many people choose this space because of its inviting nature.*



*The Conference Room is usually reserved for more private meetings, classes, trainings, etc. It seats about 15 people with adjustable, mobile chairs. The tables also fold and can be stored against the walls for programming needs. The space is equipped with a media center that has a projection screen, computer, sound system, and connecting supplies. The*

*community also enjoys the ability to use the white boards for notes and community art. Groups also use the window markers to create art or notes directly on the windows and/or use the window space to hang large post-it boards. The thickness of the glass windows make the Conference Room nearly soundproof and the blinds can be drawn around it for extra privacy.*





*The Heritage Room is often reserved for more intimate spaces like small group dialogues, interviews, and more confidential meetings. Because of its small size and artistic look, the space has a cozy and quiet ambiance. Many people reserve this space because of its secluded nature; it is in the back of the Resource Center, surrounded by walls for increased privacy. Plus, there are blinds and a poster on the door that provide a kind of anonymity in the space.*

*The table is a data analysis of the 2010-2011 room reservations. This data excludes LGBT Resource Center events such as: programs, trainings, meetings, and Friday night movies. This data represents how individuals and organization utilize the space.*

<i>Summary</i>	<i>Times Used</i>
<b>Conference Room</b>	113
<b>Heritage Room</b>	68
<b>Family Room</b>	81
<b>Entire Space Reserved</b>	4

### *Visitor statistics*

*We document every visitor of the LGBT Resource Center through our sign in sheet at the front door. We average around 200 visitors per week between students, staff, faculty, guest, and alumni. About half of the visitors frequent our space after 4:30 p.m., usually for student organization meetings. Below is a chart of the annual visitor statistics.*

<i>Quarter</i>	<i>Visitors</i>
<b>Fall</b>	2356
<b>Winter</b>	2098
<b>Spring</b>	2103
<b>Total</b>	<b>6557</b>

### *Davis Bohnett Cyber Center*

*The David Bohnett CyberCenter at UC San Diego added 6 new public desktops, and two desktops for the intern staff, as well as a new scanner and duplexing color laser printer, which replaced the laptops that had previously been available to check out at the front desk since their installation in 2006, as well as older scanning and printing equipment. All of the equipment was free of charge to UC San Diego through the generosity of the David Bohnett Foundation. No formal grant was required, as the gift was received based on the ongoing relationship between the Director and the Foundation. The old laptops were transferred to IT and sold in surplus, supplementing our administrative supply budget. We had a rededication of the David Bohnett CyberCenter on Wednesday, March 30<sup>th</sup> at 5:00pm as part of the spring Q Camp - Markers of Change; the David Bohnett CyberCenter was highlighted as a key marker in our growth and development.*

## Partnerships

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### **Coordinated Community Response Team (CCRT)**

The LGBT Resource Center continues to participate in the CCRT coordinated by the Sexual Assault and Violence Prevention Resource Center (SARC). The goal of the CCRT is to ensure a response to violence against women/individuals on campus that is timely, appropriate, sensitive and respectful to victims needs and that holds offenders accountable. The multidisciplinary CCRT includes participation from on-campus stakeholders, students and faculty, as well as the Center for Community Solutions, the San Diego District Attorney's Office, and the Northern division of San Diego Police Department.

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### **Advisory Board**

The UC San Diego LGBT Resource Center Advisory Board was again chaired by Sonia Rosado, Assistant Resident Dean of Muir College. The Board met three times over the course of the academic year. As is the practice, each quarter the Advisory Board is posed a complex question, and the answers assist in the strategic direction of the LGBT Resource Center.

*Fall:* The LGBT Resource Center and this advisory board has had continued conversations on race and ethnicity in our space and in our community. The lived experiences of people of color in our space, and these conversations, foreshadowed the broader incidents that happened at UC San Diego in the winter and spring. People of color have stated their constant struggle around feelings of belonging and acceptance in relation to the space; women and transgender people have stated similar sentiments. Given our social justice commitment, what concrete actions can we take in our space, that you would be interested in, that can change our climate at our Resource center, and subsequently the campus climate, around race and ethnicity?

*Winter:* In the Winter, the Advisory Board engaged in an interactive scavenger hunt throughout the LGBT Resource Center, identifying concrete "Markers of Change" which spoke to the ways in which the LGBT Resource Center has addressed the answers to the questions from the fall. It included the AIP/CGS Social Justice Practicum, new desktops and desks, the four new painted walls, the newly designed nook with bean bags, pillows, and bamboo, our newest door in the space, new glass markers for the conference room, new white boards, art on the Gallery Wall, and Library displays.

*Spring:* The LGBT Resource Center has extensive involvement from student leaders in the campus community. Our student organizations are interwoven with student interests and identities. Many community members find a smaller community or organization in which to become involved and their leadership is developed in these organizations. Each organization has a unique mission and varies in its purpose. For example, some student organizations have an intense activist culture, while others are purely social in nature. In addition, each student organization is funded differently; some are supported by Associated Students, while others have no base funding.

Interestingly, many of these student organizations rarely collaborate and often struggle in recruiting, transitioning, and retaining student leaders. A student leadership culture is one that fosters interdependent organizational functionality and a strong sense of organizational identity. It is important to note that student leaders are often connected to our community through our Fall Q Camp.

Given our center's mission, how can we develop and promote a leadership culture that fosters collaboration, learning, interconnectedness and skills development?

### *Director's Committee Work*

*The Director of the LGBT Resource Center serves on numerous committee, council and advisory groups to advocate for full inclusion of LGBT people, gender identity and sexual orientation issues on the campus.*

*Culturally Competent Management Program (CCMP). In collaboration with the other Campus Community Center Directors, the Assistant Chancellor for Diversity, the Director of Staff Education and the Director of Equal Opportunity/Staff Affirmative Action, a culturally competent management program was planned, implemented and designed as a means to train managers and supervisors across UC San Diego regarding cultural competency as a means to increase management skills and enhance performance. Originally designed by an outside contractor, the poor quality of the final product led to a complete in-house overhaul of the Culturally Competent Management Program. The year-long process has been submitted for the online design and implementation processes, and should be available to launch to all UC San Diego supervisors and managers during the 2011-2012 school year.*

*Diversity Council. UC San Diego's Diversity Council continued its work in parallel with UCSD's Campus Council on Climate, Equity and Inclusion. The Diversity Council is an older, more established organization with long-term commitment to strategic change to improve campus climate. The membership is comprised of more representatives of more diverse communities, and has a multi-focus approach, both responsive to immediate concerns, and deliberative in strategizing change. The Director works most closely with counterparts from the Campus Community Centers, as well as the representative from CACGISOI on this committee.*

*The Chancellor's Advisory Committee on the Status of Women (CSW). The CSW has monthly meeting focused on identifying and analyzing issues relating to the status of women at UCSD, including faculty, staff and students. The LGBT Resource Center is advisory to the committee, and continually seeks to bring issues related to lesbian and gay women, bisexual women and transwomen onto the agenda. Over the years, little focus has targeted these constituents of the CSW.*

*The Chancellor's Advisory Committee on Gender Identity and Sexual Orientation Issues (CACGISOI). CACGISOI is the primary vehicle for the broader campus community to address policy and practice concerns related to gender identity and sexual orientation issues at the campus and system-wide level. Key issues discussed in the 2010-2011 year included the creation of Safe List campaign for School of Medicine, the implementation of LGBT interest Housing and Gender Inclusive Housing, continued work with the issue of grossing up wages for domestic partners because of imputed income with Human Resources, continued advocacy for data gathering on campus climate and the GLBT experience, continued support for adding gender identity to the Principles of Community, and expanding CAC GISOI membership as was done in the 2008-2009 year.*

*Campus Council on Climate, Equity and Inclusion. The Climate Council, as it is informally called, was spawned from the agreements made after the campus events of winter and spring 2010. The Council is co-chaired by the Chancellor, and the Director of the LGBT Resource Center as asked to sit in the committee as a representative of UCSD staff, not specifically in the role as a Campus Diversity Officer or the Director of the LGBT Resource Center. However because of the expertise of Director, issues relating to the LGBT community were continually brought up and referenced during the monthly meetings. In the role as a staff representative, the Director and fellow staff representative Briana Boyd took significant risk to involve staff via a meeting which formal updated employees regarding campus climate issues. When initially presented, it raised significant concern from both the Chancellor and the co-chair. The concern was how the council would be represented. The conversation and presentation, all the concerns were addressed, and the staff update provided a significant venue to address concerns of all UC staff. Other significant moments included the plans for a joint presentation regarding the result of two years of data collection on LGBT interest housing, in cooperation with the new Multicultural Living Learning unit housed at Sixth College.*

*UC President's Advisory Council on Campus Climate, Culture, and Inclusion LGBT Working Group. The working group came together as one of five created by the UC President: Metrics & Assessment, Faculty Diversity, Diversity Structure, Safety & Engagement and LGBT. The LGBT group was created because "Given the recent tragic suicide of Tyler Clementi from Rutgers University based on anti-LGBT bullying a gay and a recent flurry of LGBT hate incidents at UC, I am asking that the Council form a working group that will identify challenges and best practices for creating LGBT-inclusive campuses. I will ask campus experts in the area to join you to review and discuss the draft*

Lavender Report that was provided to you in October as well as to review information my office obtains in response to several questions posed by Assembly Speaker John Perez, who has a strong interest in these issues. Depending on the Council's wishes, groups focusing on other populations may be formed in the future." The group spent significant time discussing the Lavender Paper, as well as the UC Undergraduate Experiences Survey (UCUES). The Director did all of the analysis of the undergraduate experiences from the UCUES data across the UC system as it relates to sexual orientation issues. Although not yet publically available, this data should be presented in the UC President's Advisory Council on Campus Climate, Culture, and Inclusion October 2012 meeting, albeit in a condensed and summarized form.

#### **The San Diego LGBT Community Center**

The Director served as the co-chair of the San Diego LGBT Community Center. Affectionately called "The Center" by many in San Diego, it is the nation's second oldest and third largest LGBT community center. Functioning as the LGBT community's leadership organization, The Center is led by a 20-member board of directors, employs over 40 paid staff and utilizes more than 800 community volunteers to achieve its twin goals of promoting LGBT health and human rights. The Center provides direct program services to the many different facets of the LGBT community, including men, women, youth, seniors, families, LGBT Latino community members and their families, and those struggling with HIV. Last year The Center provided more than 46,000 direct service visits to San Diego community members, and through its events, activities and advocacy, touched the lives of thousands more.

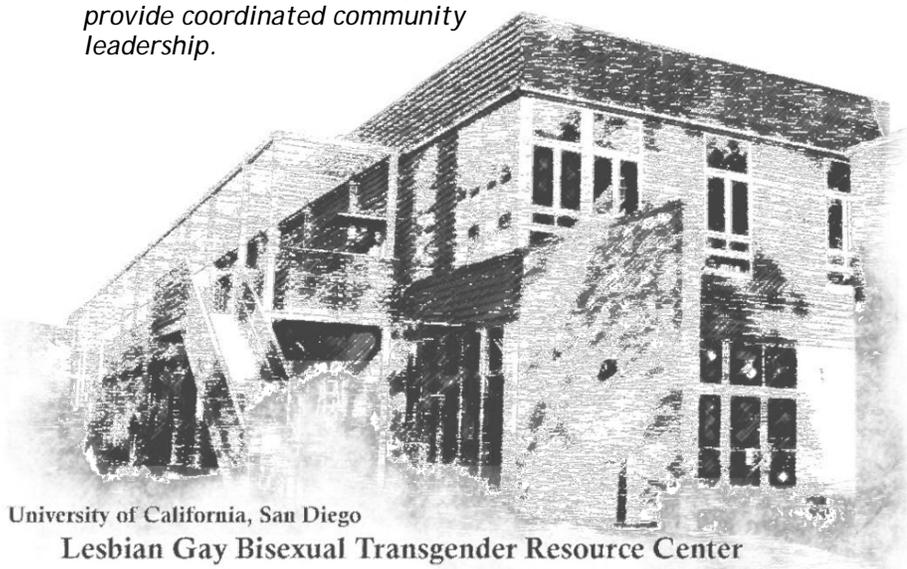
#### **San Diego's LGBT Community Leadership Council (CLC)**

The Director served as the vice-chair of CLC, which is a federation of San Diego LGBT and allied not-for-profit organizations. The CLC supports and enhances the business, political, cultural, and community life of the San Diego LGBT community, improves the health and well-being of its members, and advances the equality and civil rights of all by providing a stable, effective, and on-going collaborative mechanism through which LGBT community organizations and their allies can effectively exchange information, coordinate community activities, collaborate on community projects, and provide coordinated community leadership.

#### **Scholarships**

A total of 7 LGBT Scholarships were awarded this year. We received 22 applications. The application pool was competitive. So much in fact, 2 students were recognized as "honorable mentions." 2010-2011 was the first year that students were given honorable mentions.

The scholarship committee is comprised of advisory board members who are UCSD faculty and staff members. Those members are: Dr. Sonia Rosado, Dr. Nayan Shah, Dr. Deborah Morton, Alanna Aiko Moore, Agustin Orozco and Dr. Sara Kaplan. The committee assisted in the creation of a new scoring sheet, in addition to the candidate grid. This scoring sheet serves as a "cover sheet" to review the student's profile and scholarship preferences. Lastly, this year, we were honored to collaborate with OASIS in our Essay Writing Workshop.



University of California, San Diego

Lesbian Gay Bisexual Transgender Resource Center

## **Policy and Practice**

### **San Diego Unified School District bullying policy**

*With the support of the LGBT Resource Center, Chancellor Marye Anne Fox wrote two letters of support to the Superintendent of the San Diego Unified School District (SDUSD) and the President of the Board of Education of SDUSD. These letters assisted in communicating the community-based support for comprehensive anti-bullying policies at the k-12 in San Diego city schools, where LGBT students are particularly vulnerable, and where much of UC San Diego's Academic Outreach Programs target. In response, both the superintendent and President (Richard Barrera, who is also a UC San Diego alum) reached out to Chancellor Fox appreciating her support, and the subsequent policy was passed and in being implemented across all San Diego city schools.*

### **UC San Diego's LGBT Interest Housing**

*While it is the goal that every area on the UC San Diego campus is a safe and supportive home for all members of our community, UC San Diego recognizes the unique needs and challenges facing the Lesbian, Gay, Bisexual, Transgender (LGBT) community. There are 7 undergraduate residential communities at UC San Diego: 6 undergraduate colleges for predominately 1st and 2nd year students and The Village at Torrey Pines, which serves continuing transfers and transfer students. In the Fall of 2010, approximately 8,000 students were in on campus undergraduate housing. The program is not available in graduate or family housing.*

*In order to better support the LGBT community living on campus, each College/Residential area for the second year made available Housing options to create opportunities for support, identity exploration, and community building for the LGBT community and those interested in this community. Both first year and returning student were eligible for the program. The goals of the program were three-fold: Support, identity exploration and community building. Data regarding outcomes of these goal is below.*

### **Gender Inclusive Housing**

*Over the course of the last three years, that has been a move to create housing that does not have at its base assumption the idea that gender separate people into residences. Although the options go by a number of names, including gender neutral housing and gender blind housing, UC San Diego chose to implement a program named Gender Inclusive Housing.*

*Gender Inclusive Housing will now be available for continuing groups of undergraduate residents in all seven apartment living areas at UC San Diego in 2011-2012. It means that for our continuing residents, women, men, and people of all gender identities and expressions can live together. Through extensive work with Housing, all of the Residence Life Offices and Resident Deans, and with the support of the College Deans and Provosts, this exciting opportunity meets the needs of all of our continuing residents, inclusive of all genders, gender identities and expressions. Gender Inclusive Housing, along with our existing LGBT Interest Housing program and our commitment to house transgender students via discussions based on individual and specific needs, provides many opportunities to meet the needs of all UC San Diego continuing residents.*

## **Conclusion**

*This comprehensive report was designed to capture the essence of the annual work of the UC San Diego LGBT Resource Center as we prepare for the 2011-2012 year, and as we close an era in the Center's life as an organization. 2011-2012 begins a two year process of transitioning administratively out of the Chancellor's Office, our home since our inception, and into Academic Affairs, under the new Vice Chancellor of Equity, Diversity and Inclusion.*

