

**University of California Lesbian Gay Bisexual Transgender
Intersex Association
Historical Documents, 1991-2013**

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UCLGBA is...*

- ▽ the **University of California Lesbian, Gay and Bisexual Association**.
- ▽ the umbrella lesbian, gay and bisexual organization for the University of California system comprised of:

UC Berkeley,	UCLA,	UC San Francisco,
UC Davis,	UC Riverside,	UC Santa Barbara,
UC Irvine,	UC San Diego,	UC Santa Cruz.
- ▽ a support network for the leaders of the lesbian, gay and bisexual organizations at each of the UC campuses.
- ▽ the means for them to exchange information system-wide.
- ▽ the means for them to work together in regards to:
 - establishing **Chancellor's Committees** on LGBs; establishing **LGB Resource Centers**; promoting **LGB curriculum**; establishing **LGB Studies Programs**; discrediting **ROTC** within the UC system; establishing **Domestic Partnership Rights** in Married/Family Student Housing and with employee spouse benefits; and other LGB affirmative projects.
- ▽ the means to promote and provoke communication between lesbians, gays and bisexuals in the UC system.
- ▽ the means to address on a system-wide level issues including, but not limited to, ableism, ageism, anti-semitism, apathy, bigotry, biphobia, classism/elitism, heterosexism, internalized homophobia, invisibility, misogyny, racism, separatism, and sexism.
- ▽ the means to empower the UC lesbian, gay and bisexual communities' visibility, and thus to further Lesbian, Gay and Bisexual Pride.
- ▽ open to UC undergraduates, graduates, faculty, staff, administrators and alumni of all sexual, political, religious, economic, ethnic and gender identities.
- ▽ for you if you are in any way associated within the UC system and are supportive of these goals. If you are not associated with UC but are supportive of these goals, you may be interested in contacting the National Lesbian, Gay and Bisexual Student Caucus of the United States Student Association at (202) 347-USSA.

* as drafted by UC Riverside and adopted at the Oct. '91 Steering Committee meeting at UC Santa Barbara.

This document is from 1992, by the UCLGBA, the forerunner of today's UCLGBTIA. Its logic permeates the existing Steering Committee structure.

As to why UCLGBA is UC only,

UCLGBA offers these reasons: *

1. **UC is a system unique to itself.** Its structure, hierarchy, and relation to the State of California, is different from that of the California State University (CSU), Independent university and California Community College systems. UCLGBA exists to affect change in the UC system, and changes in the UC system affect only the UC system. While they may be precedent, they do not directly affect other systems or universities.

2. **UC is of a manageable size.** UC is only nine campuses. The CSU system has 22 campuses. The Independent university system has 63 campuses. And the California Community College system has 106 campuses. UC's small number allows greater communication, better discussion, and easier consensus than the other systems could.

3. **UC already has a system-wide Student Association (UCSA).** UCSA stands as precedent for UCLGBA in that forming a system-wide association is possible. More so, UCSA receives funding from the UC system-wide hierarchy, thus a UC system-wide lesbian, gay and bisexual association has a chance of requesting and receiving funding, and a better chance as a UC only association than as a larger, more encompassing inter-system or state-wide association. UCLGBA is not now receiving funding from the UC system-wide hierarchy, so this second part to this third reason is not the ultimate ulterior reason as to why UCLGBA has decided to be UC only, but is as equal a factor as the other two.

UCLGBA certainly opens its General Assemblies to the other three systems, and encourages them to establish system-wide lesbian, gay and bisexual organizations of their own, and if that proves impossible, to become member campuses, as some UC campuses are, of the national student association, to at least keep abreast of timely, pertinent information.

* as discussed at the April '91 Steering Committee meeting at UC San Diego and adopted at the Oct. '91 Steering Committee meeting at UC Santa Barbara.

Hosting Guidelines: General Assemblies

Recommendations regarding hosting General Assemblies: *

7. **HOW TO BECOME A HOST CAMPUS.** The UCLGBA Steering Committee generally knows *when* UCLGBA should meet. The question is often *where*. If you know of these dates, have an idea as to what you want to do (theme, workshops, etc.), and are interested in being a host campus, simply let a Steering Committee representative know and your offer will be confirmed over the phone or at the next Steering Committee meeting. Generally, a campus will decide to host a Fall Assembly by the Spring Steering Committee meeting and will present a progress report at the Fall Steering Committee meeting held three to four weeks before the Fall Assembly. And likewise, a campus will decide to host a Spring Assembly by the Fall General Assembly and will present a progress report at the Winter Steering Committee meeting. Steering Committee input is very important because it may see system-wide trends and thus may have a very specific perspective, theme, issue, workshop, etc., it wants to address, have, tackle, do, etc., or it may foresee a possible problem in your proposed schedule that may not have been considered by you because of your involvement with the details of the Assembly.

6. **NON-UNDERGRADUATE INVOLVEMENT.** Because UCLGBA encompasses all UC LGB organizations—women’s, men’s, people of color, undergraduate, graduate, faculty-staff, Chancellor’s committees and media—meet with each LGB organization on your campus even before your host campus status is confirmed, or as soon thereafter as possible, to welcome their involvement. One purpose of UCLGBA gatherings is to facilitate communication between all UC LGB organizations, so their involvement should be of particular interest to them.

➤ A more diverse host campus coordinating committee will bring about a more diverse Assembly (women, people of color, graduates, faculty, staff, administration, etc.). One of their responsibilities should be to call their counterparts at the other campuses to personally invite them to the Assembly, thereby increasing the chances of a more diverse Assembly. A male from your campus can call a female organization at another campus to personally invite them to the Assembly, or an undergraduate at your campus can call a faculty-staff organization at another campus to personally invite them to the Assembly, but the invitation just means much more and is taken much more seriously if one of their own from your campus calls. Offer them the option of meeting independent from the general program after the Opening Assembly, if they would feel more comfortable with that. ➤ With more people involved, more aspects of the Assembly can be looked after better (funding, advertising, signs, housing, etc.). ➤ Having your entire campus involved looks good to the rest of the system.

5. **FINANCES.** Unfortunately, UCLGBA does not have the resources (yet) to help you financially. Your financial need will depend on what you want to do and how you want to do it. What follows are conservative estimates from previous Assemblies. **EXPENSES.** PRIMARY: ~50 invitations (xeroxing, postage, ~\$25); 50 additional registration forms and 100 post-registration folders (folder, folder label, name tag, Assembly schedule, evaluation form, etc., \$75). OTHER: media support (microphones); speakers’ transportation/honorariums; food. Coffee, tea, orange juice, donuts, etc., help start everyone off in a good mood, but all other meals could be on their own. **FUNDING SOURCES.** PRIMARY: your organization’s own budget; your undergraduate student government; and registration fees (60 people @ \$5 ea. = \$300). OTHER: other undergraduate student groups; your graduate student government; LGB faculty-staff groups; Chancellor’s committees; Women’s centers, committees and groups; and LGB friendly departments.

4. **STRUCTURE.** The structure of the Assembly is relatively free, generally comprised of: Registration, the Opening Assembly, the morning workshops, a break for lunch, the afternoon workshops and the Closing Assembly. The Steering Committee recommends you reserve all of the rooms in which the Assemblies and workshops are to take place in the same building, or at least in the same general area, so people new to your campus won’t have to run around lost between workshops. It also recommends you reserve another room in addition to the ones you need, but not schedule anything for it, to have just in case. The Steering Committee will need to be scheduled to meet, and other groups that may want to be allotted time and space are women, people of color, graduate students, faculty and staff, and Chancellor’s committees.

3. **MAKING CONTACT.** Send out your invitations—Assembly theme and major workshops/speakers, registration form, directions/map/parking information, etc.—six to eight weeks before the Assembly is to take place. Also, have the appropriate LGB organizations/people at your campus follow-up the written invitations with a call to their counterparts at the other campuses three to four weeks before the Assembly is to take place to personally invite them to the Assembly, thereby increasing the chances of a well attended and diverse Assembly.

2. **HOUSING.** Call each campus contact two to five days before the Assembly is to take place to confirm the number of attendees from that campus in need of housing. Ideally, house Steering Committee representatives at the same place: ➤ a large dorm lounge, or different dorm rooms in the same wing (good because of the multiple showers, etc.); ➤ different apartments in the same complex (good if the complex has a pool, jacuzzi, etc.); ➤ a staff or faculty member’s place with enough floor space for ten to twelve sleeping bags (good because of the involvement of non-undergraduates), etc. The place should be sensitive to those who smoke, who don’t smoke, who want to party, who want to study, who want to sleep, etc.

1. **DOCUMENTATION.** Present a summary report of the Assembly at the next Steering Committee meeting, or as soon thereafter as possible, for the UCLGBA Archives. The report could include: theme; structure; how many people attended; how many UC campuses were represented; how diverse the Assembly was with respect to gender, ethnicity, orientations, etc.; what made this Assembly special; the financial engineering involved before, during and after the Assembly; words of warning and pearls of wisdom to the next Assembly coordinators regarding all the little, behind-the-scenes details; and what you recommend be done and not be done for the next Assembly regarding future perspectives, themes, issues, workshops, etc.

* as drafted by ds/UCLGBA and adopted at the Oct. ’92 Steering Committee meeting at UCLA.

Hosting Guidelines: Steering Committee Meetings

Recommendations regarding hosting Steering Committee meetings: *

7. HOW TO BECOME A HOST

CAMPUS. The UCLGBA Steering Committee generally knows *when* UCLGBA should meet. The question is often *where*. If you know of these dates and are interested in being a host campus, simply let a Steering Committee representative know and your offer will be confirmed over the phone or at the next Steering Committee meeting.

6. NON-UNDERGRADUATE INVOLVEMENT.

Because UC-LGBA encompasses all UC LGB organizations — women's, men's, people of color, undergraduate, graduate, faculty-staff, Chancellor's committees and media — meet with each LGB organization on your campus even before your host campus status is confirmed, or as soon thereafter as possible, to welcome their involvement. One purpose of UC-LGBA gatherings is to facilitate communication between all UC LGB organizations, so their involvement should be of particular interest to them. Ask them to call their counterparts at the other campuses to personally invite them to the Steering Committee meeting, thereby increasing the chances of a more diverse Steering Committee. Offer them the option of meeting independent from the Steering Committee if they would feel more comfortable with that.

5. **FINANCES.** The best part about hosting Steering Committee meetings is that they're cheap. It requires practically no budget. The only primary expense is xeroxing the agendas and minutes. The only other expense could be coffee, tea, orange juice, donuts, etc.

4. **MAKING CONTACT.** Call all the representatives to the UCLGBA Steering Committee a week or two before the meeting is suppose to take place. If no representative from a campus can be contacted, reference the UCLGBA Directory and call the campus group(s) and its (their) contacts. Ask if they have any items they want to put on the agenda for discussion. Also, make sure they know how to get to your campus and where to park and meet once on campus.

3. **HOUSING.** Find out how many people total to expect and how many of them will be in need of housing. Ideally, house everyone at the same place: > a large dorm lounge, or different dorm rooms in the same wing (good because of the multiple showers, etc.); > different apartments in the same complex (good if the complex has a pool, jacuzzi, etc.); > a staff or faculty member's place with enough floor space for ten to twelve sleeping bags (good because of the involvement of non-undergraduates), etc. The place should be sensitive to those who smoke, who don't smoke, who want to party, who want to study, who want to sleep, etc.

2. **STRUCTURE.** Have enough copies of the agenda available. Having donuts and coffee would be a sign of supreme hostessship. Have each attendee introduce her/himself (name, campus, major, etc.). Pass around a sheet asking for this information plus their current, correct address and phone number. Ask if anyone has any items that need to be added to the agenda. Allow each campus present to make an oral report about what is going on at that campus. Update the UCLGBA Directory. Address the agenda items. Confirm the UCLGBA Calendar and/or set dates and campuses for future meetings.

1. **DOCUMENTATION.** Take minutes, or find someone to do so, and distribute copies of them before everyone leaves, or mail them out as soon as possible. Minutes should include: the date; host campus; campuses present; everyone's name, address and phone number; how diverse the Steering Committee was with respect to gender, ethnicity, orientations, etc.; major issues discussed; and the date and campus of the next few meetings.

* as drafted by ds/UCLGBA and adopted at the Oct. '92 Steering Committee meeting at UCLA.

A Chronicle of UCLGBTIA Meetings

[Updated July 2007]

May '90	UC Santa Barbara	1st General Assembly
August '90	UC Irvine	Steering Committee Meeting
November '90	UC Davis	2nd General Assembly
February '91	UC Berkeley	Steering Committee Meeting
		UCLGBA Constitution drafted.
April '91	UC Santa Cruz	3rd General Assembly
		"Strength, Unity, Community, Diversity." First 5 paragraphs of constitution ratified.
April '91	UC San Diego	Steering Committee Meeting
August '91	UC Berkeley	Steering Committee Meeting
October '91	UC Santa Barbara	Steering Committee Meeting
		"UCLGBA is..." statement of purpose adopted.
November '91	UC Riverside	4th General Assembly
		"Sound Mind, Body and Spirit." UCLGBA Constitution ratified.
February '92	UC Santa Cruz	Steering Committee Meeting
		UCLGBA Directory released 1/92.
April '92	UC Berkeley	5th General Assembly
		"Engendering Change: Issues of Gender in the Queer Community."
October '92	UC Los Angeles	6th General Assembly
		"Campus Activism" program. "Hosting Guidelines" for meetings at campuses adopted by Steering Committee.
January '93	UC Santa Barbara	Steering Committee Meeting
February '93	UC Davis	7th General Assembly
April '93	UC Riverside	Steering Committee Meeting
Fall '93	UC Los Angeles	Steering Committee Meeting
February '94	UC Santa Cruz	8th General Assembly
		"Exploding Leadership – Issue of Leadership in the Queer Community." Inclusion of LBNL/LLNL LGBT groups within UCLGBA begun.
February '95	UC Santa Barbara	6th Annual Conference & General Assembly
		"Perverse Policies & Queer Knowledge." Constitutional revisions ratified. Main changes include Annualized General Assemblies and Steering Committee meetings set at two per year.

April '95	UC Riverside	Steering Committee Meeting Adopted co-chairs (2 people) as formal officers. Began redoubled effort on DP benefits. Prepared for meeting with UCOP in May.
November '95	UC Irvine	Steering Committee Meeting Adopted proposal to include Transgender in scope of work and name of organization. Invited by CUCSA to speak on DP benefits issue.
February '96	UC Berkeley	7th Annual Conference & General Assembly "Queer Safe Space – Scholarship & Solidarity in an Age of Diversity". Ratified motion adding Transgender to scope of work and in name of the group. First General Assembly addressed by UCOP.
April '96	UC Davis	Steering Committee Meeting Begins compilation of campus information in order to compare resources/funding levels.
October '96	UC San Diego	Steering Committee Meeting Web page project begun. Plans for December meeting with President Atkinson.
February '97	UC Irvine	8th Annual Conference & General Assembly "Bridges of Courage – Love, Life, Learning, Leadership, Liberation, Laughter." General Assembly survey shows campus LGBT Resource Centers is top issue.
May '97	UC Santa Cruz	Steering Committee Meeting Began preparations for speaking at Regent's meeting on DP benefits proposal expected in Summer. Joint session held with UCSA Executive Board on DP benefits proposal.
November '97	UC San Diego	Steering Committee Meeting Preparation for Regents' meeting on DP benefits to be held a week later at UCLA. Coincided with NGLTF Creating Change conference in San Diego.
February '98	UC Santa Cruz	9th Annual Conference & General Assembly "Exposed!" First Conference to be held in partnership with NGLTF and HRC, and to host their current national executive directors. First meeting subsequently attacked by right-wing media. Steering committee empowers subgroup to discuss by-laws/terms of office.
May '98	UC San Diego	Steering Committee Meeting Enrollment period for DP health benefits begun. Discussed continuing joint work with UCSA.
October '98	UC Berkeley	Steering Committee Meeting First LGBT Center Director's meeting, separate from SCOM.
February '99	UC Los Angeles	10th Annual Conference & General Assembly "Somethin' Queer is Bruin." Constitutional revision provides for annual election of Steering Committee officers; two year terms for co-chairs (serving staggered terms) and a secretary.
May '99	UC San Francisco	Steering Committee Meeting First election of officers under new constitution.
November '99	Oakland	Steering Committee Meeting

		Held concurrent with NGLTF Creating Change conference. UCSD becomes final campus to hire a staff LGBT center director. UCOP branch organizing begun.
February '00	UC Davis	11th Annual Conference & General Assembly
		"Gayz into the Millennium." Identified new areas for continued work.
May '00	UC Santa Barbara	Steering Committee Meeting
		First presentation on Intersex discrimination. Resolved to include Intersex in scope of mission & name at February 2001 General Assembly.
October '00	UCOP	Steering Committee Meeting
		Met with UCOP officers & officially recognized as an Advisory Group to UCOP on LGBT issues.
February '01	UC Santa Barbara	12th Annual Conference & General Assembly
		"Concepts of Community – Exploring the Queer Continuum." Ratified motion to include Intersex in name of organization and scope of work.
April '01	UC Santa Cruz	Steering Committee Meeting
		First Student Co-Chair officer elected: Robert Imada of UCSC.
October '01	UC Riverside	Steering Committee Meeting
		First meeting in post 9-11 era travel restrictions. Constitutional amendment for permanent student chair position approved. Strategy for pursuing DP pension equity adopted.
February '02	UC Berkeley	13th Annual Conference & General Assembly
		"Queer All Directions." Ratified motion to elect a Student Co-Chair to the Steering Committee.
April '02	UC San Diego	Steering Committee Meeting
		Election of first Student Co-Chair. Implementation of DP Pension survivorship.
November '02	UC Berkeley	Steering Committee Meeting
		Family Housing inclusive of DP's on all campuses.
February '03	UC Riverside	14th Annual Conference & General Assembly
		"Coming Home Queer." First conference supported by a private foundation: The California Endowment. Attendance breaks 700. FMLA inclusive of DP's.
April '03	UC Davis	Steering Committee Meeting
		UCOP provides chart of Trans health benefits and draft of DP benefits handbook. Issue of student tuition equity for DP's raised
October '03	UC Irvine	Steering Committee Meeting
		UCOP releases DP benefits handbook. UCSA and Student Regent Matt Murray address tuition equity. AVP for Human Resources & Benefits Judy Boyette recognized for "Outie Award."
February '04	UC San Diego	15th Annual Conference & General Assembly
		"Through the Looking Glass." Gender identity added to UC nondiscrimination statement. Restrooms Resolution drafted. Student Regent Matt Murray recognized for his work as an Ally.

May '04	UC San Francisco	Steering Committee Meeting
October '04	UC Santa Barbara	Steering Committee Meeting
February '05	UC Davis	16th Annual General Assembly & Western Regional LGBTQIA Conference
		"Putting the Puzzle Together: Connecting Communities & Identities." Annual UCLGBTIA Conference transitions to a regional conference. Multiple campuses collaborate.
May '05	UC Los Angeles	Steering Committee Meeting
November '05		Steering Committee Meeting
January '06		Steering Committee Meeting
April '06		Steering Committee Meeting
November '06		Steering Committee Meeting
February '07	UC Riverside	17th Annual General Assembly & Western Regional LGBTQIA Conference
		"Out of the Rainbow & Into the Streets." UC Merced Resolution passed at General Assembly.
April '07	UC San Diego	Steering Committee Meeting

UCLGBTIA Conferences & General Assemblies 1990-2013

Note: In 2004, the UCLGBTIA Conference & General Assembly was re-named the Western Regional LGBTQIA College Conference.

- 2013 @ UC Santa Cruz "Coloring In the Spectrum: Strength, Solidarity, Sustainability"
- 2012 @ U of the Pacific - "Lead the Movement, Be the Change"
- Note: Originally awarded to host UC Merced; U of the Pacific opened up their LGBTQIA Regional Conference to a wider audience & partnered with UCM
- 2011 @ UC Berkeley - "Unchecked Boxes: Faces Behind the Labels"
- 2010 @ Cal Poly SLO - "Honor the Past, Impact the Present, Define Our Future"
- 2009 @ UC Santa Barbara - "Cultivating Our Queer Community: Learn It, Love It, Live It"
- 2008 @ UC Los Angeles - "Viva La Queervolution!" (500)
- 2007 @ UC Riverside - "Out of the Rainbow ~ Into the Streets" (750)
- 2006 @ (no conference)
- 2005 @ UC Davis - "Putting The Puzzle Together" (780)
- 2004 @ UC San Diego - "Through the Looking Glass"
- 2003 @ UC Riverside - "Coming Home Queer" (715)
- 2002 @ UC Berkeley - "Queer All Directions" (650)
- 2001 @ UC Santa Barbara - "Concepts of Community" (600)
- 2000 @ UC Davis - "Gayz Into the Millennium" (550)
- 1999 @ UC Los Angeles - "Somethin' Queer Is Bruin" (600)
- 1998 @ UC Santa Cruz - "Exposed!" (400)
- 1997 @ UC Irvine - "Bridges of Courage" (300)
- 1996 @ UC Berkeley - "Queer Safe Space" (220)
- 1995 @ UC Santa Barbara - "Perverse Policies & Queer Knowledge"

UCLGBTIA General Assemblies

- 1994 @ UC Santa Cruz
- 1993 @ UC Davis
- 1992 @ UC Los Angeles & UC Berkeley
- 1991 @ UC Riverside & UC Santa Cruz
- 1990 @ UC Davis & UC Santa Barbara

THE UNIVERSITY OF CALIFORNIA LESBIAN GAY BISEXUAL TRANSGENDER INTERSEX ASSOCIATION Constitution

Ratified by General Assembly February 16, 2002 Amended by General Assembly
February 17, 2007

Article I PURPOSE

We, the University of California Lesbian, Gay Bisexual, Transgender and Intersex Association (UCLGBTIA), shall exist for the purpose of supporting and promoting of the University of California community with respect to diverse sexual and/or gender orientations. Further, we shall exist to create a positive environment conducive to the well-being of the members of the community.

Article II MEMBERSHIP

Membership of the UCLGBTIA includes, but is not limited to, faculty, graduate students, undergraduate students, staff, and alumni of the University of California campuses. Campuses shall be defined as one of the following - UC Berkeley, UC Davis, UC San Francisco, UC Santa Cruz, UC Irvine, UC Los Angeles, UC Merced, UC Riverside, UC San Diego, UC Santa Barbara, UC Lawrence Livermore National Laboratory, UC Lawrence Berkeley National Laboratory, UC Los Alamos National Laboratory, and UC Office of the President. In the support and promotion of the diversity of the heretofore-mentioned community, the UCLGBTIA shall actively encourage the participation and representation of all its members with respect to their various life experiences and/or viewpoints. Membership in the UCLGBTIA shall not indicate the sexual orientation or gender identity of the member.

Article III NON-DISCRIMINATION CLAUSE

The UCLGBTIA, in compliance with Titles VI and VII of the Civil Rights Act of 1964, Title 9 of the Education Amendments Act of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967 and the Age Discrimination Act of 1975, does not discriminate on the basis of race, color, national origin, religion, sex, handicap, or age in any of its policies, procedures, or practices; nor does the UCLGBTIA, in compliance with Section 402 of the Vietnam Era Veterans Readjustment Act of 1974 and Section 12940 of the State of California Government Code, discriminate against any of its members, employees or applicants for employment because they are special disabled veterans or veterans of the Vietnam Era, or because of their medical condition (cancer-related), as defined in Section 12926 of the California

Government Code, their ancestry, or their marital status; nor does the UCLGBTIA discriminate on the basis of citizenship, within the limits imposed by law or University of California policy; nor does the UCLGBTIA discriminate on the basis of sexual orientation or gender identity. This non-discrimination policy shall cover membership, access, and treatment in UCLGBTIA programs, activities, and application and treatment in UCLGBTIA employment.

Article IV CONFIDENTIALITY

The UCLGBTIA shall respect the confidentiality of its members due to the sensitive nature of sexual and gender identity issues.

Article V STRUCTURE

The UCLGBTIA shall consist of two bodies: the General Assembly and the Steering Committee.

Article VI THE GENERAL ASSEMBLY

The General Assembly is the highest governing body of the UCLGBTIA.

A. Membership The General Assembly shall consist of all members. Any member of the UCLGBTIA may propose action to the General Assembly. The General Assembly shall meet at least annually. The General Assembly coincides with the annual UCLGBTIA Conference, currently held in February each year, hosted by an academic campus.

B. Voting When possible, briefings on issues before a particular General Assembly shall be mailed to known campus organizations prior to the General Assembly. Any issue to be voted on at the General Assembly shall be electronic mailed or otherwise communicated to be received before the General Assembly's annual meeting begins. If this procedure is not possible then a notice shall be posted at the General Assembly at least one day before voting.

Quorum is defined as at least one northern UC campus, one Southern UC campus and three other UC campus delegations present at the General Assembly.

Voting in the General Assembly shall be organized by UC campus. Each campus shall have four votes. The responsibility of dividing the four votes of each UC campus shall be left to the discretion of each UC campus' delegation. At the General Assembly votes a UC campus delegation may register one of three

values: yea, nea, or abstain.

[A Yea indicates the campus delegation has read the proposed issue, understands the proposed issue, and supports the proposed issue. A Nea indicates the campus delegation has read the proposed issue, understands the proposed issue, and does not support the proposed issue. An Abstain indicates the campus delegation has either not read the proposed issue or does not understand the issue, or does not feel qualified to support or oppose the issue.]

Issues shall be passed by one of two procedures: by regular decision or by special decision. Regular decision is a simple majority (50% + 1 yeas) of quorum. Special decision is 75% (yeas) of quorum. There shall be no proxy voting; decisions shall be rendered by UC campus delegations present.

Article VII THE STEERING COMMITTEE

A. Purpose The purpose of the Steering Committee shall be to decide upon agenda items for the General Assembly, to conduct the administrative business and carry out the policies and activities of UCLGBTIA when the General Assembly is not in session, as well as to insure the continuity of the UCLGBTIA. The Steering Committee shall be responsible for the accounting and administering of UCLGBTIA funds.

B. Composition of Steering Committee

1. Campus Representatives The Steering Committee shall consist of two representatives from each member campus. Members of the Steering Committee shall be chosen from each campus' UCLGBTIA general membership as the campus sees fit. Campuses may also choose alternates. Representatives shall serve terms of, at least, one year, with term limits defined by each campus. Steering Committee representatives shall be expected to attend all regular Steering Committee meetings.

2. Diversity It is strongly recommended that the Steering Committee representatives shall be a mix of students/staff/faculty/alumni, gender identities and/or orientations, sexual identities and/or orientations, people of color, different socio-economic classes, physical abilities, religious views, and other underrepresented groups.

3. Meetings of the Steering Committee The Steering Committee shall meet during the Annual Conference & General Assembly, and at least one other time in an academic year. Meetings of the Steering Committee shall be open to all

interested in supporting the work of the UCLGBTIA, unless executive session is called by a majority of Steering Committee members present or by proxy.

The Steering Committee may call executive meetings and limit attendance to itself and to those individuals it chooses to invite.

4. Meeting Announcement Meetings shall be announced not less than one (1) month prior to the meetings.

5. Location As much as possible, facilities of individual campuses shall be used for events. For sake of fairness and ease of travel, an even rotation between Northern and Southern California meeting locations is suggested.

6. Quorum A quorum shall exist in the Steering Committee when at least five campuses are present or have registered a proxy.

7. Officers The Steering Committee shall elect the following officers:

a. Chair b. Vice Chair c. Student Chair d. Secretary

8. Qualifications for Officers Steering Committee Officers shall be members of the UCLGBTIA for at least one (1) academic period (defined as a quarter or semester) and have attended at least one Steering Committee meeting prior to their election. The Student 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”) shall be elected by the Steering Committee

i. Co-Chairs shall be responsible for setting meeting agendas and notifying the Recording Secretary. ii. Co-Chairs shall be responsible for running meetings in an orderly fashion. iii. Co-Chairs shall be responsible for directing and maintaining communication with designated Chairs of Working Groups of the Steering Committee. iv. Co-Chairs shall be responsible for maintaining a liaison with UC Office of The President, UC Students Association, UC LGBTI alumni groups and other campus, administration office or UC-affiliated organizations on designated Steering Committee work. v. Co-Chairs shall be responsible for maintaining a liaison with other non-UC organizations on designated Steering Committee work. vi. Co-Chairs shall be responsible for being the main external spokespersons for the statewide organization. In consultation with the Steering

Committee, Co-Chairs shall compose or delegate responsibility for composing letters, public statements and press releases in the name of the organization.

b. Recording Secretary (referred to as Secretary) shall be elected by the Steering Committee.

i. Secretary shall be responsible for recording proceedings of all Steering Committee meetings and General Assembly, the distribution of this record to all Steering Committee members and, upon approval, the distribution to all general members in a timely manner. ii. Secretary shall be responsible for maintaining a record of all correspondence and press releases as an independent archive for reference. iii. Secretary shall be responsible for notifying members of Steering Committee meeting details and agenda; and for coordinating this duty with the meeting/conference host campus. iv. Secretary shall be a sitting representative with voting rights for their home campus on the Steering Committee.

C. Decision-Making Process

1. Meetings shall be conducted by modified Roberts Rules of Order and a modified consensus/voting decision-making process. 2. When possible, the Steering Committee shall render decisions by the process of consensus. Where consensus on issues is not possible, a vote of Steering Committee representatives shall be required. 3. Similar to voting in the General Assembly, issues shall be voted upon by one of two procedures: regular decision or special decision. Regular decision shall be simple majority (50% + 1 Yeas) of quorum. Special decision shall be 75% (Yeas) of quorum. 4. Proposals regarding changes in governance of UCLGBTIA or its Constitution shall require a special decision vote of Steering Committee representatives, and be ratified by the General Assembly when it is next convened. 5. Only official Steering Committee representatives shall make decisions or vote on behalf of their campus. However, all persons attending the Steering Committee meeting shall be able to participate in discussions.

D. Delegation of Authority

1. Authority to convene General Assembly

a. The Steering Committee shall delegate its authority for the Annual Conference and General Assembly to be held at a host UC Campus each academic year.

The Host campus shall be responsible for

i. Arranging a local committee to oversee all aspects of Conference and General Assembly, ii. Fundraising to carry out Conference and pre/post work, and iii. Providing frequent updates on Conference developments to the Steering Committee.

2. Authority to conduct financial matters The Steering Committee shall retain the authority to conduct financial matters.

3. Other delegation The Steering Committee shall assume new authorities and delegate its other authorities as it deems necessary.

E. Election of Steering Committee Officers

Election of Officers within the Steering Committee shall be defined in the following manner:

1. Time of election Elections shall take place at the Spring Steering Committee meeting.

2. Nominations for Officers Nominations shall be solicited at the General Assembly and advertised not less than four (4) months prior to the time of elections.

3. Proxy Votes Signed, sealed votes or nominations by proxy shall be permitted. Any member may challenge the legitimacy of any proxy vote. The Chair shall rule on the legitimacy of the proxy vote.

4. Voting body The voting body shall consist of the Steering Committee representatives present [in person] or by proxy at the time of elections.

5. Voting procedures

a. Nominations Nominations shall be made by any member of UCLGBTIA. If they accept the nominations, nominees shall agree to serve, if elected.

b. Voting Voting shall be conducted by secret ballot, unless there is a successful motion for a voice vote. In case of a tie, the Steering Committee shall revote on successive ballots until a decision is made.

6. Vacancy of Office Special appointments shall be made by the Steering Committee to fill vacancies should they occur.

7. Duration of Term

- a. All officers shall serve two-year terms. Officers and work group chairs may serve for a maximum of 2 consecutive terms.
- b. 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.
- c. Co-chairs shall share duties as leaders of the Steering Committee. During each election, a new Vice Chair shall be selected and the former Vice Chair shall become the Chair.

8. Removal From Office Officers shall be able to be removed from office prior to the end of their term by a regular decision of the Steering Committee. Removal of officers shall be considered only under extraordinary circumstances including, but not limited to, abuse or inappropriate use of power, embezzlement of funds, or acting contrary to the purpose or process of the UCLGBTIA as stated in its Constitution.

F. UCLGBTIA Finances

1. Financial Records The financial records of the UCLGBTIA shall be available to any individual or organization upon request, maintaining individual confidentiality if names are non-germane.
2. Signatures All disbursement of the UCLGBTIA monies shall require the signature of, at least, one of the Co-Chairs and one other Steering Committee member.
3. Authorization Individuals who are not members of the Steering Committee shall not allowed to conduct UCLGBTIA financial business.
4. Funding Sources At the inception of these By-laws there are zero funds held by UCLGBTIA in a system-wide account. The Steering Committee shall seek such status, if and when deemed appropriate. Until such time, the only funds used by UCLGBTIA shall be those raised at the campus level and/or by individual donations.

G. Dues The Steering Committee shall assess membership dues only with concurrence of a majority of the general assembly attending an annual General Assembly meeting. The amount and frequency shall be determined by the

Steering Committee, subject to approval of the membership. The Steering Committee shall impose sanctions, including suspension of voting privileges against those members who are derelict in their payment of dues.

Article VIII ADDITIONAL MEETINGS

Any member of the UCLGBTIA General Assembly or Steering Committee shall propose any additional meetings of the Steering Committee by contacting any Steering Committee representative on any campus. The meeting shall be arranged as soon as feasible. In the case of an additional meeting, a quorum shall be defined as in Article VI, Section B.

Article IX WORKING GROUPS

Working Groups shall be formed as needed to address tasks and/or issues. Any member shall form a Working Group. A Working Group shall be chartered by a decision of the Steering Committee or the General Assembly. Once chartered, the Working Group shall be considered an official body of the UCLGBTIA and shall be accountable to the Steering Committee and its officers. Working Groups shall be dissolved by a decision of the General Assembly, the Steering Committee, or by the Working Group itself.

Article X ADVISORY POSITIONS

The UCLGBTIA shall empower itself to create Advisory Positions as necessary.

Article XI AFFILIATION AND LEGAL/FINANCIAL STATUS

The UCLGBTIA shall define its relationship to the University of California by a special decision of the General Assembly. The UCLGBTIA shall define its relationship with all other groups or organizations by a regular decision of the General Assembly. The UCLGBTIA shall empower itself to choose its legal/financial status by a special decision of the General Assembly.

Article XII INSTITUTIONS

The UCLGBTIA shall empower itself to create institutions in order to ensure its own longevity and continuity. These may include, but are not limited or bound to, funding, a newsletter, event calendars, maintenance of a communications network, an archive, and outreach/visibility programs.

Article XIII AMENDMENTS

The Constitution of the UCLGBTIA shall be amended, repealed, or replaced in part or whole by a Special Decision vote at any UCLGBTIA meeting, with ordinary restrictions on voting privileges prevailing. Decisions shall be ratified by the General Assembly.

A. Provisions Amendments must be presented to the General Assembly not less than one (1) month prior to the vote.

B. Enactment of Amendments Amendments shall come into effect immediately upon approval by the General Assembly.

Article XIV MEMBER CAMPUS STATUS PROCESS

Ratification of the UCLGBTIA Constitution requires at least three-fourths affirmative vote from a UC campus delegation. Upon ratification, that UC campus shall, thenceforth, be considered a member campus of the UCLGBTIA.

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UCLGBTIA Student Agenda Survey

Opinions survey conducted by Diversity Matters at the 14th Annual UCLGBTIA Conference & General Assembly @ UC Riverside on February 21-23, 2003.

I. INTRODUCTION

This summary of findings was generated from participant responses to an opinion survey about the “**most pressing Queer Student issue on campus.**” On the first day, participants were asked to generate lists of most pressing Queer Student issues on campus. On the second day, participants were asked to further prioritize their issues. Although participants from non-University of California (UC) Schools attended the conference, the focus of the survey was primarily directed to participants from UC campuses.

II. METHOD

The opinion survey included 146 respondents representing 17 schools. There were 112 participants from 7 UC Campuses and 34 participants from 10 non-UC campuses. Preliminary findings revealed four categories of responses: 1) Queer Student Issues at the Institutional Level (UC System) (18%); 2) Queer Student Issues at the Student Level (27%); 3) Queer Issues at all levels (45%); and 4) Queer Student Issues on Non-UC Campuses (10%).

III. FINDINGS

Below are the top 6 priorities. Please note that percentages reflect top 3 priorities. Priorities of issues included concerns from all categories: institutional level, student level, and all levels.

Education around the intersections of oppression (46%)

Participants expressed concern that the campus community needed to address queer issues as related to other forms of oppression such as racism, sexism, classism, homophobia, heterosexism, and disability issues. These issues were identified among students, staff, administrators, and affinity groups.

Queer studies (30%)

There was overwhelming concern that UC Campuses needed Queer Studies programs and more support on campus. Some participants felt that formal Queer Studies programs would help improve the campus climate.

Overcoming apathy and indifference (28%)

Some participants noted that homophobia and heterosexism exist because the campus community is unaware of Queer issues. Participants believe that others do not get involved as allies because they don't see how Queer issues affect the campus.

Transgender issues (22%)

Most strongly, participants remarked that there is a lack of transgender presence on campus. This includes lack of resources, lack of visibility, lack of outreach, lack of support, lack of education, lack of acknowledgement, and lack of safety to identify as transgender.

Sensitivity training for faculty (20%)

Some participants mentioned that they experienced a lot of homophobia and heterosexism in the classroom. Some issues were related to lack of knowledge about being sensitive to queer individuals, while other issues were related to feelings of discrimination from their professors.

Lack of networking among students (20%)

Participants were concerned that students were not supporting each other. Particularly, some participants noted that student groups do not outreach to other student groups and work together. The community becomes fragmented and some students remain isolated because they don't fit into any of the campus cliques.

IV. CONCLUSIONS

Both institutional and student level issues were identified as priorities for UC campuses. In particular, students believed that Queer issues should be addressed within the context of other forms of oppression. Many respondents noted that it is sometimes difficult for Queer individuals to separate their Queer identity from their other identities. Others believed that solidarity with other forms of oppression would be a more effective way of addressing the institutional oppression in general.

As recommended by the facilitator, the next steps are to formulate action steps for each of the issues and to identify issues for student to address.

Domestic Partner Equity Meeting

Wed, March 19, 2003, 2:00 – 3:30 PM, Seminar Room B, Clark Kerr Campus, UC Berkeley

IN ATTENDANCE:

Bob Anderson, professor of economics, UCB

Jason Knisley, student, UCB

Matt Murray, UC student Regent-designate, UCB

Nancy Tubbs, UCLGBTIA Vice Chair, LGBT Resource Center Director, UCR

Jonathan Winters, UCLGBTIA Secretary, Residence Hall Manager Clark Kerr Campus, UCB

EXECUTIVE SUMMARY:

1. Out-of-state tuition waivers and financial independence

Regents Standing Order 110.2 Matters Relating to Residency includes provisions that allow for nonresident tuition and fee waivers of the following three types:

- a) “a spouse of a member of the University faculty who is a member of the Academic Senate” may have his or her nonresident tuition waived.
- b) “a spouse or child of a resident law enforcement officer or fire fighter killed on active duty” is exempt from nonresident tuition and all mandatory systemwide fees.
- c) “the surviving spouse who has not remarried of any member of the California National Guard who was killed or permanently disabled while in active service” may be exempted from mandatory systemwide fees but not nonresident tuition.
- d) A student who “is married ... and will not be claimed as an income tax deduction by his or her parents or any other individual for the tax year immediately preceding the request for residence classification” is granted financial independence, allowing him or her to claim California residency and avoid out-of-state tuition.

Granting these waivers to domestic partners on an equal basis with spouses would be a positive step toward equity for UC students. Making these changes would not affect any federal or state laws. This is a purely internal UC policy that the Regents have the authority to change.

2. Financial Aid

The following questions regarding financial aid policies should be answered:

- a) Does UC financial aid policy treat married students and students with domestic partners differently?
- b) Does each campus have a way for students to declare financial independence for financial aid purposes if their parents disown them after they “come out”? We know that at least some campuses have such a mechanism, but we are unsure if all campuses do.
- c) If such a process does exist, do campus financial aid and LGBT Resource Center staff members know about it? Again, experiences at some campuses have educated staff members about the process, but we are unsure of the situation at other campuses.
- d) What are the limitations of providing federal financial aid dollars to students with domestic partners? Could these limitations be avoided by using state and/or UC funds?
- e) Could an effort be made to find donors to fund financial aid for LGBT students who “come out” and are cut off from their parents?

3. Retirement benefits

Retirement benefits to employees with domestic partners only apply to people who retired after July 1, 2002. One way to increase equity would be to grant retirement benefits to people with domestic partners who retired before July 1, 2002.

Major questions to resolve regarding this issue include:

- a) How would retroactivity work?
 - i) Would UC pay back all the benefits that would have accrued from the time each employee retired until now to make up for a history of inequitable treatment?
 - ii) Would UC instead decide to equalize benefits for pre-7/1/02 retirees starting at a given date and thus only adjust current and future benefit levels to make them equitable?
- b) How would a pre-7/1/02 retiree be expected to prove he or she was in a legitimate domestic partnership at the time of his or her retirement?
 - i) Would such retirees be expected to provide similar documentation to that expected of current employees who are asked to document their partnership?
 - ii) Since the California Domestic Partnership Registry may not have existed at the time of an employee's retirement, and since it can be expected that as time passes documentation tends to be lost, should we establish a more flexible authentication process to prove the existence of a domestic partnership for these cases?
- c) How many UC retirees would be affected by this equalization?
- d) How much would this cost the university?

Obstacles to such a policy change:

- a) Potential costs. Since the number of retirees that would be affected is finite and presumably relatively small, the university should be able to estimate the potential costs accurately.
- b) Uncertainty of exactly what level of documentation would be acceptable to prove a domestic partnership at the time of retirement. At least one clear method of proof could be found in employees who filed for joint benefits at the time of their retirement, and who thus had their own personal benefits reduced.

4. Health benefits and the TIP program

Premiums for health benefits paid by an employee on behalf of a domestic partner are explicitly excluded from the TIP program, meaning that the employee must pay taxes on those premiums. In contrast, premiums paid on behalf a spouse are included in TIP and thus not taxed. While employee-paid premiums for a CA-registered domestic partner cannot be excluded from federal taxation without a change in federal law, they could potentially be excluded from state taxation. This discrepancy may require state, rather than just UC, action to correct.

April 24, 2003

Richard Atkinson
University of California Office of the President
1111 Franklin Street, 12th Floor
Oakland, CA 94607

Re: Equity for Students with Domestic Partners

Dear President Atkinson,

It has come to my attention recently that some university policies treat students with domestic partners differently than students with spouses. Given the Regents' recent efforts to treat faculty and staff with domestic partners equally with those who are married, it seems logical to extend that equitable treatment to students.

In specific, Regents Standing Order 110.2 Matters Relating to Residency includes provisions that allow for nonresident tuition and other fee waivers of the following types:

- a) A nonresident student who is also "a spouse of a member of the University faculty who is a member of the Academic Senate" may have his or her nonresident tuition waived.
- b) A student who is also "a spouse or child of a resident law enforcement officer or fire fighter killed on active duty" is exempt from nonresident tuition and all mandatory systemwide fees.
- c) A student who is "the surviving spouse who has not remarried of any member of the California National Guard who was killed or permanently disabled while in active service" may be exempted from mandatory systemwide fees but not nonresident tuition.
- d) A student who "is married ... and will not be claimed as an income tax deduction by his or her parents or any other individual for the tax year immediately preceding the request for residence classification" is granted financial independence, allowing him or her to claim California residency and avoid nonresident tuition.

Granting these waivers and exemptions to students with domestic partners on an equal basis with those who have spouses would be a positive step toward equity within the UC system. Students in domestic partnerships are in committed relationships that deserve the university's recognition. The exemption of nonresident tuition for the spouses of faculty members in part (a) above is a

Richard Atkinson
April 24, 2003
Page 2

positive recruitment incentive for new faculty, and in the coming years we will be recruiting an unprecedented number of new faculty. We should be treating the partners of those faculty members fairly. The other three exemptions in the Standing Order are intended to recognize the financial interdependence of married couples. Domestic partners are just as financially interdependent and deserve to be treated as such.

As far as I can tell, changing the Standing Order to recognize domestic partners would not affect any federal or state laws. Standing Order 110.2 is a purely internal UC policy that the Regents have the authority to change.

This issue has very real impacts on members of our university community. I have been contacted by an out-of-state student here on the Berkeley campus who has a registered domestic partner. If he was married to his partner, he would be granted financial independence under part (d) above, but he has been denied that independence because domestic partners are not included in the policy. The lack of availability of same-sex marriages in this country, along with our own UC policy that treats students with spouses differently than students with domestic partners, costs this student thousands of dollars each year. As far as I am concerned, he is being charged that money because he is gay and his relationship's status is not recognized. That type of disparate treatment is simply unacceptable.

I also know of more than one UC faculty member whose domestic partner is charged nonresident tuition, unlike the spouses of other faculty members whose nonresident tuition is waived under part (a) above. Again, these dedicated members of our university community are being treated unfairly, costing them thousands of dollars a year, because their relationships are not recognized by our policy.

As far as I am concerned, the university should treat domestic partners and spouses equivalently in everything we do, so long as we do not violate state or federal law. We have had a Policy on Nondiscrimination on the Basis of Sexual Orientation (Approved June 17, 1983) for almost 20 years now. Everything we can do to ensure domestic partners and spouses are treated equally will help us fulfill the ideals we set forth in that policy.

I hope you will carry this issue forward on the Regents' agenda very soon. I offer any assistance I can possibly provide throughout my upcoming term in helping to ensure equity for all members of our university community.

Sincerely,

Matt Murray
Regent-designate

CC: Senior Vice Presidents

Resolution in Support of Equity for Domestic Partners under Standing Order 110.2

WHEREAS the University of California Student Association is strongly committed to the principle of nondiscrimination on the basis of sexual orientation and to the fair and equitable treatment of all students, and

WHEREAS tens of thousands of residents of the state of California, some of whom are students of the University of California, have built strong, lasting, loving relationships that are nonetheless unrecognized by state marriage law, and

WHEREAS the state of California has recognized the value of these mutually committed relationships through the creation of a Domestic Partner Registry, and

WHEREAS the California legislature is currently considering a bill, AB 205 (Goldberg), that would grant couples in registered domestic partnerships nearly all state benefits currently provided exclusively to married couples, and

WHEREAS the University of California Board of Regents Standing Order 110.2 Matters Relating to Residency currently outlines the following four provisions:

- a) A nonresident student who is also “a spouse of a member of the University faculty who is a member of the Academic Senate” may have his or her nonresident tuition waived.
- b) A student who is also “a spouse or child of a resident law enforcement officer or fire fighter killed on active duty” is exempt from nonresident tuition and all mandatory systemwide fees.
- c) A student who is “the surviving spouse who has not remarried of any member of the California National Guard who was killed or permanently disabled while in active service” may be exempted from mandatory systemwide fees but not nonresident tuition.
- d) A student who “is married ... and will not be claimed as an income tax deduction by his or her parents or any other individual for the tax year immediately preceding the request for residence classification” is granted financial independence, allowing the student to more easily claim California residency and avoid nonresident tuition.

THEREFORE BE IT RESOLVED that the University of California Student Association wholeheartedly supports the immediate revision of all relevant portions of Regents Standing Order 110.2 to provide the same benefits for students with domestic partners as are currently granted to married students, and

BE IT FURTHER RESOLVED that the University of California Student Association supports the revision of all university policies to provide for equal treatment of domestic partners and spouses, and

BE IT FURTHER RESOLVED that a copy of this resolution shall be sent to the President of the University of California to express the University of California Student Association’s desire to see this issue dealt with promptly.

Definitions

FTM: another term for a transmale/transman, a person who lives as a man but was not male according to his assigned birth sex. This person may or may not be interested in physically transitioning through hormones or surgery.

Gender versus Sex:

Gender: Divided by our society into the binary of masculine and feminine. The ways we dress, act, talk, and generally move through the world that are usually societally defined by assigned biological sex but don't have to be.

Sex: the "biological" equipment/plumbing that you have attached to you, complicated by intersex bodies.

Intersex: A person with chromosomal, hormonal, or biological characteristics of both sexes. People who are intersex are often assigned a sex without their consent.

MTF: another term for transfemale/transwoman, a person who lives as a woman but was not female according to her assigned birth sex. This person may or may not be interested in physically transitioning through hormones or surgery.

Passing: Assimilating, whether chosen or not, for survival or as part of one's identity. ("He's trans, but he passes for a bioman – biological man)

(going) Stealth: When a person chooses to be secret about their gender history in a public sphere, either after transitioning, or while successfully passing.

Trans or Transgender: An umbrella term used to classify FTMs, MTFs, and anyone who does not feel like their assigned sex represents their gender.

Transitioning: Used to describe a process of physical change, through hormones or surgery, from an assigned birth sex to a chosen sex.

Transsexual: Usually used to describe a person who wishes to or has somehow physically changed their sex from their assigned birth sex through surgery or hormones and live as a person of their chosen sex.

For more information, contact:

Kylan Mattias de Vries

Phone: (805) 893-7713

Email: kylandv@yahoo.com

Transgender Health Care at the University of California



For Staff and Faculty: hormone therapy and psychological counseling are covered through most insurance companies that the UC system offers.

At UC Santa Barbara: Undergrads voted to include Transgender benefits. (Grad students do not have this benefit.)

SRS is seen as cosmetic surgery and is not covered.

Sex Reassignment Surgery (SRS) or Gender Reassignment Surgery (GRS) or sometimes referred to as “Sex Change”

Refers to a group of surgeries to alter an individual’s gender. Hormone treatment is almost always given prior to or as follow up to SRS. This process is referred to as transitioning.

For male-to-female (MTF) – this usually involves the removal of the testicles and most of the penis. The penis skin is then inverted into the vagina. Some MTFs may opt for breast implants, tracheal shaves and labiaplasty. MTFs also often undergo electrolysis.

For female-to-male (FTM) – this usually involves a mastectomy (with nipple reconstruction) and hysterectomy. Some FTMs may opt for surgery to create a penis and scrotum.

Benjamin Standards

<http://www.hbigda.org/soc.html>

This is a set of medical standards set to guide therapists and surgeons in the process of MTFs (male-to-female) sexual reassignment. They are named after Dr. Harry Benjamin, who worked with Christine Jorgensen, the first American to receive sexual reassignment surgery. These standards do not necessarily apply to FTMs and are often modified by the medical profession to apply to the FTM.

These guidelines set therapeutic and hormonal pre-requisites to surgery. Per these guidelines, every gender client wishing to go on to sex reassignment surgery must live full time in the gender of choice for at least 12 months prior to SRS. Surgeons often require a letter of recommendation from a therapist, and may require a current letter from the endocrinologist, indicating the client’s health status.

On individual cases insurance companies have covered SRS when it is needed to fix a “birth defect”. If a teenage boy develops breasts, and this was seen as getting in the way of his life as male, insurance companies would cover the cost of a mastectomy and nipple reconstruction (a type of “top surgery” for FTMs).

Medical Profession’s Approach

The medical profession requires a diagnosis of Gender Dysphoria (GD) or Gender Identity Disorder (GID) for hormone therapy and surgeries. This is a problematic term used by the medical and psychological community to define a condition or discomfort with assigned gender. These words are often used to pathologize the trans community, in that they are still considered “disorders”.

In general, there are two reasons in the medical profession to perform sex reassignment surgery. (Please note there is much controversy surrounding the medical profession’s treatment of both intersex and transgender individuals.)

- Babies born intersexed are treated by the medical community almost immediately, as the medical community is often distressed in not being able to define a child’s sex at birth.
- The medical community labels individuals born as male or female as transsexual, if the individual feels that their physical sex does not match their mental and emotional sex. This dissonance is so profound that SRS is often requested.

UCLGBTIA can help by working with UCOP HR to have insurance companies cover SRS.
<http://www.uclgbtia.org/>
A precedence was set when MediCal was court ordered to provide SRS.

October 6, 2003

President Robert Dynes
University of California Office of the President
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Gender Identity Nondiscrimination

Dear President Dynes,

Let me start by saying congratulations and welcome to your new position. I am very excited to work with you this year and particularly pleased with the efforts you are already making to seek out input regarding the future of the University from students, faculty, and staff from across the system. I believe very strongly in the importance of including the broadest range of voices and perspectives in the governance of the University.

In particular, I write to formally ask that the University follow the State's lead by updating our nondiscrimination policies to ensure that they prohibit discrimination based on gender identity. On August 3rd, Governor Davis signed into law AB 196, written by Assemblyman Mark Leno of San Francisco. The bill prohibits discrimination based on gender-related characteristics in the realms of housing and employment, protecting transgender persons and individuals who do not conform to gender stereotypes from losing their homes or jobs due to discrimination. California is the fourth state to pass such legislation.

Unfortunately, there are still members of our University community who are not ensured the fair and equitable treatment they deserve because they do not fit society's narrow conceptions of gender. I understand that the UC Lesbian, Gay, Bisexual, Transgender, Intersex Association (UCLGBTIA) has been encouraging the University to update our nondiscrimination policies to include gender identity, but has found it difficult to get a clear answer as to just how those policies can actually be changed. I am hoping that you will be able to help clear some confusion and direct that the policies be updated immediately, or that you will propose the update to the Regents at our next meeting, if action by the Regents is required.

Again, congratulations and welcome. I look forward to the year ahead.

Fiat lux,

Matt Murray

Resolution in Support of Safe and Accessible Gender Neutral Restrooms

WHEREAS the University of California Lesbian Gay Bisexual Transgender Intersex Association, representing students, staff, faculty, and alumni of all ten campuses, three laboratories, and the Office of the President, is strongly committed to creating a safe and accessible environment for all people, and;

WHEREAS the University of California nondiscrimination statement includes gender identity as of January 1, 2004, and;

WHEREAS California state law prohibits discrimination based on gender identity, and;

WHEREAS gender specific restrooms are unwelcoming and unsafe for many people whose gender identity or expression is outside traditional gender norms, and;

WHEREAS students, staff, faculty, and visitors of all gender identities and expressions deserve safe restrooms, and;

WHEREAS parents and guardians of small children also need access to gender neutral restrooms, and;

WHEREAS people – including those with physical disabilities – needing the assistance of differently-gendered attendants also need access to gender neutral restrooms;

THEREFORE BE IT RESOLVED that the University of California Lesbian Gay Bisexual Transgender Intersex Association advocates for the inclusion in University of California design standards and, in all newly constructed UC managed buildings, the mandatory construction of gender neutral and family friendly restrooms that include baby changing facilities, and that are accessible to people with disabilities, and;

THEREFORE BE IT FURTHER RESOLVED that the University of California Lesbian Gay Bisexual Transgender Intersex Association advocates for the inventorying and publicizing of all current single stall restrooms at University of California campuses, laboratories, and University of California Office of the President buildings, and;

THEREFORE BE IT FURTHER RESOLVED that the University of California Lesbian Gay Bisexual Transgender Intersex Association advocates for the changing of existing single stall restrooms from sex-specific to gender neutral facilities, and;

THEREFORE BE IT FURTHER RESOLVED that the University of California Lesbian Gay Bisexual Transgender Intersex Association advocates for the inclusion of the needs of families and people with disabilities in all new and current restroom facilities, and;

THEREFORE BE IT FINALLY RESOLVED that a copy of this resolution shall be sent to the President of the University of California for prompt implementation.

Resolution approved by UCLGBTIA Steering Committee at May 8, 2004 (UCSF) meeting.

State of the UC for the LGBTI Community

UCLGBTIA General Assembly

February 21, 2004

UC Berkeley — On November 12, 2003, Chancellor Berdahl had his first-ever dinner with invited campus LGBTI guests. He called attention to the historic nature of this event and entertained questions & discussion with guests. The Chancellor was very interested in following-up concerns raised by a transgender (FTM) student about how residence hall assignments are made. He also promised to resume meetings of the Campus Advisory Committee on LGBT concerns, since he was not entirely aware the group had stopped meeting. The 4th annual performance of the Vagina Monologues for the 2nd consecutive year featured additional Transgender voices, which were very well received. Audience members signed letters (300+) to creator Eve Ensler strongly suggesting she broaden her understanding of gender and better integrate Trans and Intersex Voices into the 2005 V-Day College Campaign. Progress is also being realized on the woman and student of color fronts -- this past fall Queers of Color (a coalition of Cal Q&A, Yque, and Zawadi) held several meetings and potlucks. This is the first time in many years a multi-ethnic queer group has organized and been active at Cal. Thanks to the efforts of the Woman's Studies Student Association and faculty such as Judith Butler, the Woman's Studies at Cal is changing to become "Gender & Woman's Studies" with an expanded curriculum. The campus is connecting with San Francisco Mayor's office with a Thank You card regarding the same-sex marriage movement, signed by members of the Cal Community. Cal Alum Supervisor Beven Duffy, whose district includes the Castro, is assisting with this effort. Information on the many active Cal student groups can be found on the Queer Council website – <http://queer.berkeley.edu>.

UC Davis — Sheri Atkinson is the new UC Davis Director of the LGBT Resource Center. After two years without a permanent Director, the LGBTRC is now able to revitalizing campus involvement. The number of volunteers has increased significantly, allowing the center to create volunteer work groups for various projects. Preliminary meetings have been held with faculty to start a Queer Studies minor. Current challenges include lack of space for the growing needs of the community. UCD is in the pre-planning stages of building a student community resource center, in which the LGBTRC will be one of the departments housed. The campus is raising awareness around Transgender and Intersex issues, including gender-neutral restrooms. In a time of tremendous growth at UC Davis, the budget cuts are causing a slow down in the LGBTRC's ability to address staffing, programming, and resource needs.

UC Irvine —The LGBT Resource Center will have a new, expanded space integrated into the UCI student center in 2006. The Administrative Assistant III staff position was re-classed to a Student Affairs Officer II position. However, the position is vacant and frozen due to budget concerns. In the Fall, Jeffery Solomon's one-person comic documentary play "Santa Claus Is Coming Out" made for a festive holiday season. The LGBTRC launched a film series to explore the integration of LGBT identities with other cultural identities. "Brother Outsider: The Life of Bayard Rustin" was a featured part of the Martin Luther King Junior Symposium. "Act of Faith" explored sexual orientation and the Muslim community. "Paragraph 175" will be screened for Holocaust Remembrance Day in the Spring. The center has almost acquired the complete collection of Marlon

Riggs films for use on campus. New collaborations such as between the LGBTRC, MEChA, and PFLAG Espanol for the program Nuestra Familia, are building bridges. Student groups OUTspoken and Irvine Queers are actively co-sponsoring programs.

UC Los Angeles — The UCLA LGBT Campus Resource Center's most important accomplishment of the past year was moving into its new 1600 square foot facilities in the Student Activities Center in the heart of the campus. Students, faculty, staff, community members, and elected officials attended the grand opening and ribbon-cutting ceremonies officiated by California State Senator Sheila Kuehl during National Coming Out Week activities. Visits to the new facility are averaging 50 persons per day. Regardless of the severe budget cuts experienced by the LGBT Center, a host of new programs have been launched, such as boardgame lunchtime, movies at noon, monthly LGBT Faculty/Staff brown bag lunches, monthly Shabbat dinners by Mishpacha (the LGBT Jewish student group), the Queer Alliance Tea at 4 on Thursdays, and others. Gender neutral bathrooms have been identified on campus and a list of their locations and accompanying maps have been posted to the Center's web page. Officially recognized LGBT student groups each received full student government funding for 2003-2004 academic year. LGBT Studies, LGBT student media, and Safe Zones training all continue to advance and prosper. Montreal's loss of the 2006 Gay Games created an opportunity for the Los Angeles Gay Games Organizing Committee to resubmit its own proposal, which includes significant involvement of UCLA and the LGBT Campus resource Center. To date this academic year, no major hate crimes or hate speech incidents have been reported to the Center.

UC Merced — UC Merced is scheduled to open in Fall 2005 with approximately 900 undergraduate students, 100 graduate students and 75 faculty. The State has not fully funded budget requests for campus opening and the campus is assessing programs and level of service that will be available. Five major projects are currently in construction. Several other projects are in design. The Vice Chancellor for Student Affairs has established several student oriented advisory committees that include community college and students from other educational institutions in the Central Valley and surrounding areas. The Chancellor convened a campus wide committee to advise her on the establishment of founding principles of community. These principles were subsequently approved and are used in the campus outreach efforts. A Cross Cultural Center has been discussed and is identified as a potential gift funding opportunity. The first student programs will be administered out of the Student Housing complex and from Student Services space in the Library. The campus web site will continue to be revised and updated with an emphasis on providing information to potential students and their families. For more information, please visit the UC Merced web site at: <http://www.ucmerced.edu/>

UC Riverside — Current challenges at UCR include not enough space in the center, budget cuts that threaten staffing, and the need for gender neutral restrooms. A hate crime near the UCR campus this month has raised safety concerns. UCR will complete a Campus Climate for LGBT People and Allies survey this year, as a follow-up to a 2001 campus climate survey. So far this year, the LGBTRC has organized over 70 workshops, speakers, road trips, and special events. The LGBTRC offers a new advanced Trans Allies training for current Allies members. The LGBTI Studies Minor will offer a Senior Seminar for the first time in Spring 2004. Queer Alliance is running a

youth outreach project, the campus has a new magazine called Queeriosity, the new group Students for the Equality of Queers (or, SEQs) is working on an LGBT Theme Hall on campus, and Queer Conference Committee organized the largest UCR student contingent ever to the UCLGBTIA Conference.

UC San Diego — The UCLGBTIA conference has been a major project over the past year and has brought together the community to help in its various aspects. Thanks to a grant from the Human Dignity Foundation, the LGBT Resource Center expanded its staff and was able for the first time, to hire student interns - a Youth & Senior Intern and two Arts & Culture Interns. Last year's Day of Silence was highly successful with strong participation and planning is under way for this year's program. Currently, plans are being reviewed for a new, larger, permanent LGBT Resource Center to open on campus in 2005. A recent challenge occurred when the Resource Center was flooded in November and operations were relocated to the Women's Center. In regards to budget cuts, UCSD is particularly concerned about how the cut in outreach programs will affect students of color, a large percentage of who make up the daily attendance at the Resource Center and who comprise a large portion of community leaders.

UC San Francisco — UCSF is perceived as a leader in LGBTI health nationally, and particular focus areas for 2004-05 are development of LGBTI-related curriculum and LGBTI competency trainings for health care providers. Although the center has not suffered budget cuts yet, the demand for services grows with only one staff person. The center is seeking funding from alumni, foundations, and corporations, but the concern is that successful external fundraising could mean lessened campus support. Director Shane Snowdon continues system-wide advocacy for equitable benefits and policies.

UC Santa Barbara — In the face of a 13.5% budget cut to Student Affairs, UCSB's Resource Center lost much of its permanent funding, including the Assistant to the Director position and funding for one Queer Peer Intern. The four month absence of the Resource Center's director has also presented a challenge; members of QSU (Queer Student Union) and QPOC (Queer People of Color) managed to fundraise for a delegation of 40 students to attend UCLGBTIA this year. Students and staff from PISSAR (People in Search of Safe and Accessible Restrooms) and GenderQueer continue to organize for gender-free bathrooms on campus. All student organizations have been organizing for more community and city-wide collaborations on LGBT issues, and for more awareness of multi-identity issues in the LGBT communities. Both QPOC (Queer People of Color) and EUCALYPTUS (University Wide Committee on LGBT Issues) have been rejuvenated this year while Bi Centric has unfortunately halted regular meetings. QSU (Queer Student Union) has joined multiple organizations in creating a General Education Requirement, the focus of which will be Queer, Gender, and Sexual Identities and Communities. On February 9, 2004 the Academic Senate unanimously approved a Minor in LGBTQ Studies to go into effect immediately at UCSB. Housing & Residential Life has recently announced the opening of Rainbow House for Fall, 2004 and has had great success in filling that space. UCSB's Safe Zone Project has also attained funding this year to produce more pamphlets and stickers to affix on campus offices designating Safe Zones for LGBT students.

UC Santa Cruz — The GLBTI Resource Center is as busy and engaged as ever. The center has a full-time Director, a 34 hr/week Programs Coordinator, six work/study

Student Coordinators (~35 hrs/week total) and several dedicated volunteers. UCSC has 11 active student organizations. The newest student org is Queers in the Kitchen (QIK). QIK's first event was "Tamale Factory"--collaboration with the Chicano/Latino Resource Center, MeCHA, Queers of Color, and others. Students learned to make tamales, listened to Latin American tunes, and watched the film "De Colores." In general, student organizations are struggling from lack of support from the Student Activities office, which has several staff vacancies. On the funding front, the GLBTI Resource Center has always balanced its budget with the help of temporary funds, which are drying up. The request to increase the Program Coordinator position to full-time was put on indefinite hold by the Vice Chancellor. The Center, students, and faculty continue to pursue the development of a Queer Studies Minor. The center is exploring a Sister Centers project with a lesbian group in Mexico City. In the Spring, the Center will be renamed after a beloved deceased gay professor, Lionel Cantu. With the help of the Friends of the GLBTI Center, a GLBTI endowment has been established, and the alumni support base is growing. The first alumni outreach event will take place in Los Angeles on July 10th at the One Center. UCSC is extremely proud of the just released book "Out in the Redwoods: GLBT History at UC Santa Cruz, 1965-2003" and of the Princeton Review 2003 survey that rated UCSC as the #1 public university for GLBT "friendliness."

Office of the President — The Office of the President includes over 1400 staff, located in four buildings in Oakland, one in Sacramento, one in Washington, DC and other satellite offices scattered statewide. The UCLGBTIA Chapter, led by Emily Nalven, received \$1,000 in funding from Human Resources. The chapter helped organize Sistahs Steppin' in Pride, the premier East Bay Dyke March and Festival held the third Saturday in August, so UCLGBTIA was listed as a major sponsor. The chapter is gearing up for Pride Month activities, including a keynote, ice cream social, and film series

Los Alamos National Lab — The visibility and awareness of the LGBTI community and issues continues to increase at LANL. Last year LANL supported recruiting booths at the Santa Fe Pride on the Plaza event and the Out & Equal Conference. The LGBTI Diversity Working Group met with many LANL offices to address LGBTI issues. These contacts included legal counsel, OEO, benefits, and the Director's Office. The issues addressed included the impact of the NM Human Rights Act and NM Hate Crimes laws on the Laboratory, inclusive policy language, LANL subcontractor benefits, and awareness education. The progress on these issues has been and remains very slow. Perhaps the most significant example of the state of the LGBTI at LANL was the theft of the Celebrate Diversity banner the lab displayed in a very prominent location during June last year. The banner was stolen within 2 days and the Laboratory did not issue a statement nor acknowledge the event. According to officials, the immediate vicinity and a few dumpsters were searched for the stolen property. Had the banner belonged to a different diversity group, would the response been the same?



June 30, 2006

UCLGBTIA Mourns the Loss of Dr. Denice Denton

The University of California Lesbian Gay Bisexual Transgender Intersex Association (UCLGBTIA) has been deeply affected by the death of one of our own, the Chancellor of the University of California, Santa Cruz, Dr. Denice Denton.

This loss is particularly palpable to us. Dr. Denton was the first person appointed as a UC Chancellor who was also a member of the LGBT community. That she was the embodiment of this historical moment for the University of California for such a short term only heightens our feelings of bereavement.

Our grief is tempered as we turn our hearts and minds toward expressing support and our deepest sympathy to Gretchen Kalonji, Dr. Denton's life partner, and to the rest of Denice's and Gretchen's families.

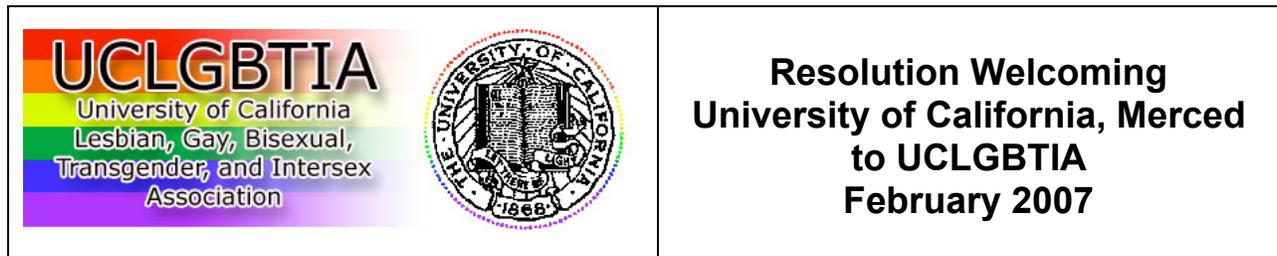
The loss of Dr. Denton from the UC family is significant in that it reminds us of the need for greater understanding, compassion and support for all UC students, staff, faculty and administrators regardless of who we are, who we call family or where we may call home. However, as we grieve our loss we are also called to focus on the light of hope from the model of how Dr. Denton lived her life. Her example of professional and academic achievement as an openly lesbian administrator, as a woman in science & engineering, and as a passionate advocate for equality provides a beacon for us all to continue forward in creating a more welcoming University of California for all.

We are grateful for the life of Denice Denton and again we express our deepest sympathy to her partner and surviving family and friends.

Sincerely,

Nancy Tubbs, Chair (UC Riverside)
Sheri Atkinson, Vice Chair (UC Davis)
Raquel Bernaldo, Student Chair (UC Riverside)
Billy Curtis, Secretary (UC Berkeley)

UCLGBTIA is an official advisory group to the UC Office of the President.



WHEREAS the University of California, Merced is the tenth campus of the UC system established in 2005 as part of the UC system and;

WHEREAS the University of California Lesbian Gay Bisexual Transgender Intersex Association (UCLGBTIA) is the umbrella lesbian, gay, bisexual, transgender, intersex organization for the University of California system, and;

WHEREAS UCLGBTIA is a support network for students, faculty, staff, and alumni at each of the UC campuses, laboratories, UCOP and members of the lesbian, gay, bisexual, transgender, intersex organizations at each of the UC campuses, and;

WHEREAS UCLGBTIA serves as a means to address, on a system-wide level, issues including, but not limited to, racism, sexism, misogyny, ableism, ageism, anti-semitism, apathy, bigotry, biphobia, transphobia, classism, heterosexism, internalized homophobia, invisibility, and;

WHEREAS UCLGBTIA recommends establishing a Chancellor's Committee on LGBTI issues; establishing an LGBTI Resource Center; promoting LGBTI curriculum; establishing LGBTI/Queer Studies Programs; competently implementing existing UC non-discrimination policies, procedures, and benefits; and other LGBTI affirmative projects, and;

WHEREAS UCLGBTIA serves to empower the UC lesbian, gay, bisexual, transgender, and intersex community's visibility, and thus to further LGBTI inclusion and;

THEREFORE BE IT RESOLVED that the University of California Lesbian Gay Bisexual Transgender Intersex Association welcomes the University of California, Merced to its organization, and;

THEREFORE BE IT FURTHER RESOLVED that the University of California Lesbian Gay Bisexual Transgender Intersex Association advocates full inclusion of LGBTI people and issues as it establishes its campus resources and curriculum, and;

THEREFORE BE IT FURTHER RESOLVED that the University of California Lesbian Gay Bisexual Transgender Intersex Association will provide advisory support to UC Merced when appropriate, and;

THEREFORE BE IT FURTHER RESOLVED that the University of California Lesbian Gay Bisexual Transgender Intersex Association shall add UC Merced as a member to its bylaws, and;

THEREFORE BE IT FINALLY RESOLVED that a copy of this resolution shall be sent to the President of the University of California and the Chancellor of the University of California, Merced.