

*At A Glance for UC San Diego Department Chairs***Your primary point of contact for consultations and resources**

- ✚ Dr. Shaun Travers, Director of the LGBT Resource Center and Campus Diversity Officer
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Potential issues include but are not limited to:**A faculty member transitions within the department (that is, coming out as transgender)**

This is an occasional occurrence at UC San Diego, and there are [best practices](#) within the UC system that can assist you as a department chair in navigating the support of the faculty member. Contact the [Director](#).

A faculty member comes out within the department (that is, coming out as lesbian, gay, bisexual, queer)

This is not an unusual occurrence at UC San Diego, and there are a number of out faculty on campus, some of whom are publically listed on the LGBT Resource center "[Out List](#)". There is support for the faculty member, and we can assist you as a department chair in creating a welcoming environment for the faculty member. Contact the [Director](#).

Someone reports a difficult or inappropriate environment related to sexual orientation or gender identity

Multiple areas may be involved, including the Office for the Prevention of Harassment and Discrimination ([OPHD](#)), [Human Resources](#), the [Ombuds office](#), and the [UC San Diego police](#). The LGBT Resource Center can help to educate and answer community-specific questions to best understand the nuances of LGBTQIA+ issues, cultures and complexities. Contact the [Director](#).

A faculty member struggling with members of the LGBTQIA+ community in the classroom/laboratory

This often happens when people are unfamiliar or uncomfortable with LGBTQIA+ people. This may be due to strongly held beliefs, lack of exposure, ignorance and/or fear. The University protects the [free speech](#) of all members of our community, and concurrently strongly supports our [policies regarding nondiscrimination](#) in regards to gender, gender identity & expression and sexual orientation. Working one on one with the faculty member to address the situation is key to setting an inclusive and respectful environment within the department.

You are recruiting a LGBTQIA+ faculty member to UC San Diego

This happens regularly, and the Director of the LGBT Resource Center often meets one on one with potential faculty members to discuss the climate at UC San Diego and the San Diego region in general. Contact the [Director](#).

You want to understand the undergraduate/graduate student experience in terms of climate, environment, and educational outcomes (i.e. access, retention, GPA, graduation rates, etc.) for LGBTQIA+ communities

This data is becoming more and more accessible, as it is collected at the UC application level, and may be able to be disaggregated, depending on the size of the population within your department. Contact [Institutional Research](#) through the EVC's office for more information.

There is confusion regarding the preferred name and pronouns of a member of the LGBTQIA+ community

Many members of our community may not use their legal first name, and may use [pronouns](#) which are unfamiliar. Key to success for department chairs is respectful use of the preferred name and pronoun.



Overview of the UC San Diego LGBT Resource Center

Location - The LGBT Resource Center is located on the UC San Diego main campus in La Jolla. Our building is located in between Mandeville Center and the Original Student Center, and we are on the top floor. [Here](#) is a link to a PDF of the campus map with the location called out.

Mission – *developed by the LGBT RC Advisory Board of students, faculty, and staff which meets quarterly*
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.

Vision - The vision of the LGBT Resource Center is to be an essential part of creating community at UC San Diego. We will reflect the diversities of our communities, engage across differences, connect, retain and sustain students, staff, faculty and alumni, be well and whole through community solidarity.

Staffing – *three staff serve the community through education, connection and community building*

- ✚ [Dr. Shaun Travers](#), Center Director and Campus Diversity Officer
- ✚ Maribel Gomez., Assistant Director of Education
- ✚ Dylan Andretta, Programs & Operations Coordinator

Key Statistics –

- ✚ **Hours of Operation:** Mon – Thurs 8 a.m. - 7 p.m.
Fri 8 a.m. – 4:30 p.m. Also open Sunday of Finals Week 24 hours
- ✚ Approximately 7% of the undergraduate student population reports a sexual orientation other than heterosexual (most often lesbian, gay, bisexual and queer identified); 2/3 of 1% of our community identifies as transgender/gender queer/nonbinary

Other related resources

Chancellor's Advisory Committee on Gender Identity and Sexual Orientation Issues

The Chancellor's Advisory Committee on Gender Identity and Sexual Orientation Issues (GISOI) advises the Chancellor through the Vice Chancellor for Equity, Diversity and Inclusion (VCEDI) on issues regarding policies and practices that will improve the campus climate and overall experience for the lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, agender, aromantic, fluid, and other intersecting (LGBTQIA+) communities at UC San Diego. For more information, go to <http://gisoi.ucsd.edu>

The San Diego LGBT Resource Center. www.thecentersd.org

Located in Hillcrest, the San Diego Lesbian, Gay, Bisexual, and Transgender Community Center is the nation's second oldest and one of the largest LGBT community centers. It functions as the LGBT community's anchor organization in the city of San Diego with twin goals of promoting LGBT health and human rights.