FROM INVISIBILITY TO INCLUSION: OPENING THE DOORS FOR LESBIANS AND GAY MEN AT THE UNIVERSITY OF MICHIGAN

Prepared by the Study Committee on the Status of Lesbians and Gay Men

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EXECUTIVE SUMMARY

The Study Committee on the Status of Lesbians and Gay Men has spent the past year assessing the climate that exists for lesbian, gay, and bisexual students, faculty, and staff on the Ann Arbor, Flint, and Dearborn campuses of the University of Michigan. We consulted and interviewed numerous members of the University community, sought opinions and suggestions through a University-wide request for information, and reviewed national and local surveys and reports from other universities in an effort to understand and describe the climate for lesbians and gay men at the University of Michigan. No single climate exists; rather, the University is composed of varied micro-environments in which lesbians and gay men work and study. In this report we present a comprehensive set of recommendations through which the University can remove many of the obstacles which currently prevent the full participation of lesbians and gay men in the University community. Most of these recommendations can be implemented easily, quickly, and at little or no cost.

The University policy prohibiting discrimination on the basis of sexual orientation is not incorporated into the Regental bylaws; it is excluded from the policy notice statement which appears on all University publications; many individuals are not aware of the existence of the policy; the mechanisms for reporting discrimination are not clear; and many individuals do not believe that the policy is enforced with consistency or commitment. Consequently, the University administration appears ambivalent about prohibiting discrimination based on sexual orientation. The first step in creating an environment free of intimidation and harassment must be a forceful and unambiguous institutional commitment to prohibiting discrimination based on sexual orientation.

Despite the fact that lesbians and gay men constitute a valuable segment of the University community and are present in every classroom and every job classification, they are a largely invisible group. This invisibility results from and contributes to an unfortunate cycle: Misconceptions about lesbians and gay men permit the development of a climate in which anti-lesbian and anti-gay harassment and discrimination are tolerated. As a result, many lesbians and gay men feel pressured to hide their sexual orientation and their colleagues and co-workers

remain unaware of their presence. This invisibility allows misinformation and misconceptions to go unchallenged; in turn, these inaccuracies and the harassment and discrimination which they spawn encourage lesbians and gay men to remain hidden. We recommend a variety of widespread educational efforts to break this cycle of ignorance, invisibility, and intolerance.

Although instances of harassment and direct discrimination against individual lesbians and gay men occur, indirect--and frequently unintentional--discrimination is embedded in a wide variety of longstanding University policies and practices. Families of lesbians and gay men are excluded from major University benefits such as health insurance and University-subsidized housing, and from less important benefits such as football tickets and invitations to University-sponsored social events. We recommend that the University review its policies and amend those that have a differential impact based on sexual orientation. The provision of equitable access to personnel benefits and University housing must be a priority.

At the University of Michigan, there is a paucity of course material that acknowledges the contributions of lesbians and gay men or that incorporates gay and lesbian perspectives. In contrast, other leading universities have recognized the value and importance of scholarship and research in the burgeoning area of lesbian and gay studies, and are incorporating gay and lesbian topics into their curricula and research efforts. While several UM faculty are doing widely acclaimed research in this area, an organizational framework for encouraging and sharing this work needs to be developed. Additionally, a concerted effort must be made to integrate sexual orientation issues into the curriculum.

Many gay and lesbian students experience unseen social pressures and discomfort on a daily basis. This is especially true for those living in residence halls or other University housing. Because gay and lesbian students' formal studies as well as the informal social aspects of college life suffer as a consequence of an often hostile environment, we recommend the creation of a social area for gay, lesbian, and bisexual students. This would greatly improve the quality of life for this group who, unlike faculty and staff, cannot return to a comfortable, relaxed, and honest home environment at the end of each day.

The full integration of lesbians and gay men into the University community and the reduction of harassment and discrimination will not occur instantly. The recommendations contained in this report represent a significant beginning for an on-going process. To acknowledge past accomplishments, monitor progress in implementing recommendations, document continuing problems, and describe future strategies, we recommend that the Director of Affirmative Action provide annual progress reports to the University community.

The University is challenged to create an environment in which the contributions of lesbians and gay men are recognized, in which lesbians and gay men have equitable access to University services, and in which all students, faculty, and staff are free to study and work without fear of harassment and discrimination. The University of Michigan has established a position of national leadership in recognizing the value and necessity of creating a diverse, multicultural university environment; we must now extend our commitment to tolerance and respect to include members of the University community of all sexual orientations.

I. INTRODUCTION

The Study Committee on the Status of Lesbians and Gay Men at the University of Michigan was charged by the Director of the Affirmative Action Office in May, 1990, to write a report describing the climate for lesbian, gay, and bisexual faculty, staff, and students at the University; to investigate the extent of discrimination on the basis of sexual orientation; to describe how such discrimination is manifested; and to make recommendations for eliminating it. The Study Committee, composed of eight faculty, staff, and students representing all three campuses, is pleased to present this report.

The information in this report was collected in a variety of ways. Members of the committee consulted and interviewed numerous members of the University community, including students, faculty, and staff; requested information and suggestions from student, staff, and faculty organizations; solicited the general University community for opinions, recommendations, and first-person accounts of incidents that exemplify the climate for lesbians and gay men; reviewed numerous national and local surveys, as well as reports from other universities; and, more generally, attempted to educate themselves about sexual orientation issues in the academy at large and at the University of Michigan in particular. This report must, however, be considered preliminary and suggestive rather than final or definitive.

The status of lesbians and gay men at the University is difficult to assess, is subject to rapid change, and merits periodic review. No single homogeneous climate for lesbians and gay men exists; rather, the University is comprised of varied micro-environments that exist within any given unit or even within a single office.

Lesbians and gay men constitute a highly heterogeneous minority that resists generalizations of all kinds. Differences of race and class diversify the gay and lesbian population, as does gender. In many ways, the lives and experiences of lesbians differ markedly from those of gay men; as women, lesbians face the gender discrimination and disadvantage suffered by all women in our society. While we are very cognizant of these gender differences, this report focuses on challenges related to sexual orientation that are common to both lesbians and gay men.

It is difficult to define lesbians and gay men as a group, since homosexuality is a fluid concept, encompassing more than a set of particular behaviors or emotions. Most people report homoerotic feelings at various points in their lives. Many individuals repeatedly participate in a wide range of homoerotic behavior without defining themselves as homosexual, and some people define themselves as homosexual without ever participating in homoerotic activities.

Although we typically think in terms of a dichotomy between homosexuality and heterosexuality, and between the homosexual and the heterosexual, with vague categories for bisexuality and bisexuals, the range of human sexual behavior is actually much less restricted than these artificial dichotomies suggest. The 1948 Kinsey report on Sexual Behavior in the Human Male indicated that 37% of American men had had significant homosexual experience, while the 1953 report on Sexual Behavior in the Human Female found that 20% of American women had had significant lesbian experience. Extrapolating from the Kinsey findings that 13% of American men and 7% of American women reported predominantly homosexual experience, it is frequently concluded that 10% of the American population is predominantly homosexual. Because of the difficulties (and dangers) of labeling individuals, some scholars of sexuality argue that the terms "homosexual" and "heterosexual" should be used as adjectives rather than nouns, referring to acts and emotions but not to people. In such a view, there is no such thing as a homosexual or a bisexual or a heterosexual.

Despite the attractiveness of this view that stresses the commonality of human experience, the fact remains that sexuality is not completely plastic. For most people, sexual orientation is not merely a matter of choice or preference, but a classification that reflects an internal, as well as a social, reality. Whether or not there is in fact any such intrinsic or biological entity as a "homosexual", a "bisexual", or a "heterosexual", people routinely define themselves and others according to these terms. In contemporary American society, the consequences of definition as a homosexual reach far beyond sexual behavior, for sexual orientation is not a small, cordoned-off area of privacy. Since sexual identity in our polarized world defines not simply what one does, but who one is, it affects all of life. Because of the long history of persecution and discrimination directed against individuals whose sexual orientation differs from that of the majority, self-identification as a homosexual or bisexual is typically a process and product of (sometimes painful) self-discovery, and a validation of individual integrity and wholeness. This process of self-realization deserves respect and support, especially since it occurs within a society that all too often denies the legitimacy of the homosexual's deepest instincts and most profound emotions.

"Because so few people are open about their orientation, it means that only a small group are perceived by the rest of the university as being "the gays and lesbians" (or by better informed people, as representing the much larger population). As a consequence, the diversity within the gay and lesbian community is not reflected in these few people." -- staff

In most aspects of life, the experiences of lesbians, gay men, and bisexuals are very similar to those of heterosexual people, and their concerns about family, career, and other issues do not

differ markedly from those of their non-gay colleagues. As Alfred Kinsey reported in 1948, "[P]ersons with homosexual histories are to be found in every age group, in every social level, in every conceivable occupation, in cities and on farms, and in the most remote areas of the country."

Unlike other minorities who contribute to the vibrant fabric of American life, however, they possess no obvious external characteristics. Rather, they share the stigma historically associated with homosexuality and the feelings of alienation and oppression induced by that stigma. Prejudice against lesbians and gay men has, sometimes in the name of "decency" or religion or law or pseudo-science, visited cruelty and suffering on them. Although it has lessened in recent years as a result of greater knowledge and understanding of homosexuality, the wholesale discrimination against lesbians and gay men in almost every facet of American life continues to be felt even as it is now vigorously resisted by those committed to full civil and human rights for all individuals. The aspirations of lesbians and gay men at the University of Michigan are not for any special rights or privileges, but for the same rights and privileges routinely enjoyed by Americans generally and by their fellow members of the University community. What gay men and lesbians want, and have every right to expect, are basic human rights of equal treatment before the law, respect at the worksite, freedom of association, freedom to establish and sustain personal relationships, and the ability to contribute to the larger society economically, politically, and socially.

As faculty, staff, and students, gay men and lesbians constitute a vital and valuable segment of the University community. They contribute richly and variously to the educational mission and to the intellectual and social life of the University of Michigan. Many gay men and lesbians work harmoniously with their non-gay classmates and colleagues in an atmosphere of mutual respect and acceptance. The committee believes that a large majority of the University community abhors discrimination and harassment on the basis of sexual orientation; respects the dignity and worth of all persons, including those who are non-heterosexual; and is committed to the equitable and fair treatment of everyone. This belief is reflected in city ordinances in Ann Arbor and Flint that prohibit discrimination based on sexual orientation. In 1972, Ann Arbor became the first city in the nation to adopt such an ordinance; the Flint ordinance was adopted in 1990.

> *"We have one Gay staff member who, as far as I know, has had no difficulty in being accepted by other staff members. In fact, he seems to be very well liked. The staff at [an academic unit], at least those I know well, have no difficulty in accepting staff or students who are lesbians or Gay males. They are treated no differently than other staff or students." -- staff*

Many individuals at this University, both gay and non-gay, work hard to make the University an enlightened and pluralistic community of scholars open to the contributions and perspectives of all. In some respects, then, the climate for gay men and lesbians at the University of Michigan is highly positive, particularly as compared with the oppressive climate that exists at some other institutions.

However, the Study Committee has been made painfully aware that the vision of a university in which diversity and pluralism are valued and in which all of its members are ensured fair and equitable treatment remains more of a dream than a reality. Despite the wide and deep support throughout the University for equity and acceptance, there are nevertheless many areas of the community in which ignorance, misconceptions, and falsehoods about homosexuality and homosexuals abound. Hence, it is not surprising that discrimination against gay men and lesbians is widespread at the University and that many gay men and lesbians experience insensitivity, defamation, and harassment in one form or another. Homophobia (the irrational fear and hatred of homosexuals) is all too frequently manifested in a variety of ways, from anti-gay graffiti and the defacement of posters announcing gay events to verbal and physical violence directed against those who are perceived to be gay or lesbian.

> *"The climate for lesbians and gay men at U of M? It's a hell of a mess. I'm heterosexual, but the homophobia I see is appalling." -- faculty*

More common than overt homophobia, however, is a pervasive heterosexism. Heterosexism is a form of prejudice that assumes that everyone is heterosexual and that conspires to render homosexuality and homosexuals invisible. Indeed, most lesbians, gay men, and bisexuals at the University <u>are</u> invisible; from fear of harassment and discrimination, they deliberately conceal their sexual orientation. The pervasive heterosexism of the University not only inhibits the acknowledgment and expression of gay, lesbian, and bisexual perspectives, it also affects curricular and research efforts; the contributions and concerns of gay people are often unrecognized and unaddressed, to the detriment of the education not only of gay and lesbian students but of heterosexuals as well. In addition, a number of University policies unfairly--though perhaps unintentionally--deny gay men and lesbians equitable treatment in a number of areas, from student housing to employee benefits.

In the pages that follow, the Study Committee assesses in detail the climate for gay men and lesbians at the University of Michigan and offers a number of recommendations that are intended to help alleviate the discrimination that exists and to help achieve an environment that

is free of prejudice and inequity. Enactment of these recommendations, most of which can be implemented quickly and at little or no cost, will not only improve the climate for gay men and lesbians, but will also enhance the University itself, thereby benefitting everyone associated with it regardless of sexual orientation. Only when all members of our community are able to participate and develop intellectually and emotionally, free from discrimination and harassment, will the University realize its ideals of intellectual integrity and freedom of expression, and only when everyone is respected and valued for his or her individual achievements, without regard to irrelevant factors or characteristics, will the University live up to its own commitment to diversity and pluralism.

But quite apart from the claims of morality and the demands of justice, practical concerns also dictate the need to create and maintain an atmosphere at the University that welcomes the full participation of its gay and lesbian members. As other major universities move to fulfill their responsibilities and address key areas of equal treatment and prejudice, the University of Michigan is challenged to assume its traditional role of leadership. Without meeting this challenge, the University will find it increasingly difficult to attract and retain the substantial number of homosexual and heterosexual students, staff, and faculty members who care deeply about the quality of the campus environment for gay men and lesbians.

II. THE UNIVERSITY POLICY PROHIBITING DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION

As Tim Retzloff's documentary history of lesbians and gay men at the University of Michigan (see Appendix E) indicates, the University's official relationship with its gay, lesbian, and bisexual constituency has been checkered. Although the University has to a degree responded positively to the legitimate demands of this diverse minority, it has done so tepidly, with notable reluctance and unseemly caution. Only in 1984, years after most of its peer institutions, including Harvard, Yale, Princeton, California, Wisconsin, and Stanford, had adopted formal nondiscrimination statements, did the University of Michigan promulgate an official policy of nondiscrimination on the basis of sexual orientation. Issued as a Presidential policy in March of 1984, it was not affirmed by the Regents until January of 1988.

The Presidential Policy Statement on Sexual Orientation, codified in Standard Practice Guide 601.6, states:

> The University of Michigan believes that educational and employment decisions should be based on individuals' abilities and qualifications and should not be based on irrelevant factors or personal characteristics which have no connection with academic abilities or job performance. Among the traditional factors which are generally "irrelevant" are race, sex, religion, and national origin. It is the policy of the University of Michigan that an individual's sexual orientation be treated in the same manner. Such a policy insures that only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.
>
> It should be noted that this policy does not apply to the University's relationships with outside organizations, including the federal government, the military, and ROTC.

"The University's inclusion of lesbians and gay men in its nondiscrimination policies seems almost begrudgingly done." -- staff

While this policy represented a major breakthrough in the University's official recognition of the right of individuals not to be discriminated against on the basis of sexual orientation, the statement, in its self-contradictions and exceptions, is woefully inadequate.

The policy is self-contradictory because while it rightly equates sexual orientation with other "generally 'irrelevant' factors or personal characteristics" such as race, sex, religion, and national

origin, it specifically permits exceptions that are not allowed in the cases of those other categories. The exemption of external agencies from required compliance with the policy significantly dilutes its force. Moreover, sexual orientation is pointedly treated differently from the other factors or characteristics protected from bias. The Regents' consistent refusal to incorporate sexual orientation into the University's official bylaw that prohibits discrimination on the basis of race, sex, color, religion, national origin or ancestry, age, marital status, handicap, or Vietnam-era veteran status, bespeaks the halfheartedness of the University's commitment. The separation of the Presidential Policy from the official bylaw implies that discrimination against lesbians and gay men is less significant than discrimination against racial or religious minorities or veterans or persons with disabilities. It works to segregate and divide the University's nondiscrimination efforts.

> *"It irks me that the University seems hesitant about this, as if the policy is almost in question. It is clear that it is forbidden to discriminate against racial minorities, yet we seem to be more tentative about lesbians and gay men, as if the policies were somehow less valid." -- staff*

The perception that the University is less committed to preventing discrimination based on sexual orientation than other forms of discrimination is reinforced by the repeated refusal to include sexual orientation in the policy notice statement (sometimes referred to as the "logo"). Required in all University publications, the policy notice statement is a paragraph that lists the characteristics on the basis of which the University will not discriminate. The failure to include sexual orientation in this widely disseminated listing of nondiscrimination policies was repeatedly mentioned as an area of concern by those who responded to our survey of faculty, staff, and students. We believe, therefore, that it is essential that the University's bylaws and its policy notice statement be modified to include a prohibition of discrimination on the basis of sexual orientation. In addition, we urge that the specific exemption of the Policy's application to outside organizations be abandoned. Only in this way can the University's commitment to nondiscrimination be made unambiguous.

AWARENESS OF THE POLICY

Quite apart from the issues raised by the fact that the policy against nondiscrimination on the basis of sexual orientation is not part of the Regental bylaws, however, it continues to be the case that the policy as it now exists is too little publicized.

We have found widespread ignorance of the existence of any policy prohibiting discrimination on the basis of sexual orientation. This is not surprising, given the little effort that the University has expended in notifying the community of the Presidential policy. Whereas the University's stance against discrimination based on other characteristics such as race and religion is clearly outlined in the policy notice statement that appears routinely in University publications and is frequently reiterated by University spokespersons, the policy regarding sexual orientation is rarely mentioned, and then usually only in response to goading by advocacy groups.

> *"Students who are engaged in professional, academic or community activities related to gay issues are forced to choose between whether to include these activities on their resumes and risk discrimination in the placement process, or to not include these activities which would otherwise convey their professional talents and community commitments. They also face this choice when applying to school. This is why it is important that schools indicate in a meaningful way their nondiscrimination policies to encourage people to feel that they will get a fair shake in the admissions process." -- administrator*

We recommend that the sexual orientation nondiscrimination policy be more widely disseminated through a variety of mechanisms: It should be included whenever the University's nondiscrimination efforts are described, including University publications, recruitment materials (for students, faculty, and staff), training for graduate student teaching assistants, and new employee orientation programs (including those for faculty). Student orientation should continue to include information about the University's prohibition of discrimination and harassment based on sexual orientation as well as race and gender, but this must not be the only time that students are told of the policy.

Following the establishment of the policy in 1984, the Affirmative Action Office formed a task force to examine various issues surrounding the policy and its implementation on all three campuses. The Task Force on Sexual Orientation has played a major role in educating the University community about the existence of the policy and in urging compliance with it. For example, the Task Force oversaw the production of a pamphlet describing the policy and the inclusion of sexual orientation in the "Tell Someone" poster series. Consisting of faculty, staff, and students from all three UM campuses, the Task Force has assisted numerous units and University officials in efforts to ensure that their policies do not discriminate on the basis of sexual orientation. (The modifications made by the Alumni Association to ensure equitable treatment of gay and lesbian couples, described in Section VII, are one example.) The Task Force on Sexual Orientation serves as an important link between the University administration (as represented by the Affirmative Action Office) and the University's lesbian, gay, and bisexual

community. It plays a valuable role in educating the administration about the concerns of lesbians and gay men, and in educating the broader University community about the nondiscrimination policy. But education of the University about the policy requires efforts that are far more comprehensive than those of a single task force; it demands the full commitment of the University administration.

A survey of official University publications from all three campuses indicates that the nondiscrimination policy in regard to sexual orientation is only rarely included. The Law School Bulletin includes sexual orientation in a comprehensive nondiscrimination statement and the Film and Video Library Catalog and School of Nursing Bulletin include a sentence about the University's sexual orientation policy in addition to the University's policy notice statement. Nearly all other bulletins, announcements, and application materials are silent on the matter, even though they all include the University's general policy notice statement. We urge that all University publications routinely include the sexual orientation nondiscrimination policy.

The President, Chancellors, and other university leaders have only very rarely spoken about the sexual orientation nondiscrimination policy. Yet, given one regent's frequent expression of personal beliefs that contradict the policy, it is especially important that they and other high-ranking representatives of the University reiterate the institution's commitment in this area.

As we have learned in the case of race relations, a policy of nondiscrimination is not effective unless it is vigorously enforced, widely publicized and constantly reiterated by representatives from all levels of the University. The policy prohibiting discrimination on the basis of sexual orientation needs to be widely disseminated and the highest ranking officials of the University need to signal that the policy is taken seriously and will be enforced vigilantly.

"For me the biggest disappointment of the summer was the reaffirmation that our own University leaders do not always agree with the image we try and portray to incoming students. I'm speaking specifically about Deane Baker's most recent comments about gays and lesbians on campus. Imagine how hollow we must have felt as facilitators paid by the University to talk about the University's commitment to an open and diverse campus, only to read about how the regent rejects those ideals for gays and lesbians. While available action against Regent Baker may be limited, it seems as though the University can take a stronger public stance against such attitudes, wherever they occur." -- staff

RECOMMENDATIONS

We recommend that:

1. The Regents amend Bylaw 14.06 to include a prohibition of discrimination on the basis of sexual orientation.
2. The specific exemption of external agencies from the nondiscrimination policy be abandoned.
3. The University's policy notice statement be modified to include all characteristics for which the University has non-discrimination policies, including sexual orientation.
4. Units ensure that their publications contain statements which are inclusive of all UM nondiscrimination policies, including sexual orientation.
5. The top levels of the University administration--including specifically the President and the Chancellors--provide the leadership necessary to inform the university community about the institution's commitment to non-discrimination on the basis of sexual orientation.
6. The policy prohibiting discrimination based on sexual orientation be more widely disseminated and be included whenever the University's nondiscrimination efforts are described, including University publications, recruitment materials (for students, faculty, and staff), training for graduate student teaching assistants, and new employee orientation programs (including those for faculty). Student orientation should continue to include information about the University's prohibition of discrimination and harassment based on sexual orientation as well as race and gender.

III. HARASSMENT

Discrimination based on sexual orientation is prohibited not only by the presidential policy but by two interim policies prohibiting discrimination and discriminatory harassment by faculty, staff, and students. The Office of the General Counsel describes these two interim policies as follows:

> The University's October 1988 Discrimination and Discriminatory Harassment by Faculty and Staff in the University Environment Interim Policy and Procedures prohibits verbal or physical conduct by faculty or staff that affects the terms, conditions, privileges or benefits of another person's education, employment, housing or participation in a University activity. Such conduct is also subject to discipline if it creates an intimidating, hostile or demeaning environment for academic pursuits, employment, housing, or participation in University activities.
>
> The University's Interim Policy on Discrimination and Discriminatory Conduct by Students in the University Environment prohibits similar actions by students. Additionally, the student policy states that physical and verbal actions referring to an individual's sexual orientation taken by students for the purposes of injuring another person or small group of persons to whom the words or actions are addressed directly are prohibited. These include verbal slurs, invectives, epithets or non-verbal symbols referring to an individual's sexual orientation.

The question of harassment is a serious one for all institutions of higher education. In the past few years there has been an alarming increase in reports of harassment and violence triggered by hatred of victims' perceived race, religion, or sexual orientation. As Time magazine recently concluded about the environment on American college campuses, "bigotry and prejudice are making a comeback" (January 23, 1989). During 1988, 34 lesbian and gay student groups across the country reported an astounding 1141 incidents (including harassment, threats, vandalism, and assault) to the National Gay and Lesbian Task Force.

Studies at several universities have documented widespread and frequent discrimination and harassment based on sexual orientation. Appendix C summarizes the frequency of anti-gay and anti-lesbian harassment at Yale (Herek, 1986), Rutgers (Cavin, 1987), and Pennsylvania State University (D'Augelli, 1989). Among gay, lesbian, and bisexual students surveyed at these institutions, one in twenty had been physically assaulted because of their sexual orientation; 16-25% had been threatened with violence, and 55-72% had been verbally harassed.

Similar rates of harassment were documented at the University of Massachusetts at Amherst (Yeskel, 1985) and the University of Illinois at Urbana-Champaign (O'Shaughnessey, 1987). Among gay, lesbian, and bisexual students surveyed at the University of Massachusetts (n=174), 45% had been verbally threatened or harassed, and 21% had been physically confronted or assaulted. Rates of such abuse at the University of Illinois (n=92) were 58% and 15%, respectively.

In a University of California-Santa Cruz survey of lesbian, gay, and bisexual students (n=112), 40% reported that they were verbally harassed at least once a year; 10% reported that they were harassed at least once per month. 20% of the students reported being sexually harassed; 10% reported having been physically confronted in the past year. Most of these incidents were not reported to university officials (Shaw, 1990; p. 16).

"Lesbian, gay, and bisexual students experience a range of verbal and physical assault which exceeds that of any other group of students." --The Consequences of Being Gay: A Report on the Quality of Life for Lesbian, Gay and Bisexual Students at the University of Massachusetts at Amherst.

Studies released by the New York State Governor's Task Force on Bias-Related Violence (1988) and Pennsylvania State University (Campus Environment Team, 1988) also documented the wide scope of anti-gay and anti-lesbian violence and harassment on campus. The Governor's Task Force found that "while evidence shows serious problems for many groups [on New York State campuses], the most severe hostilities are directed at lesbians and gay men" (p. ES6). The Penn State report found that lesbians and gay men were often subjected to harassment, and noted that gay students were the most frequent victims of "direct acts of intolerance" reported to the University's Office of Student Life in 1988. (Adapted from Berrill, 1990.)

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"I fear for my safety." -- student

It is unlikely that the rates of harassment based on sexual orientation at the University of Michigan differ markedly from those found at the universities mentioned above. Available data from UM sources indicate that harassment and discrimination on the basis of sexual orientation are commonplace occurrences, and frequently go unreported.

One in every eight complaints filed under the Student Harassment Policy during the past two academic years has been a report of harassment based on sexual orientation. The Policy Administrator for the Student Harassment Policy (harassment by, though not necessarily of,

students) reported that during the past two academic years (September 1988 through May 1990), a total of 266 complaints were filed. Thirty-three (12%) were filed by students who had been harassed because of their sexual orientation, most frequently in the form of verbal or written harassment. Additionally, the Housing Information Office has assisted several individuals who were harassed by other tenants due to their perceived sexual orientation.

The Office of Affirmative Action also receives complaints of harassment and discrimination based on sexual orientation. During 1989 and 1990 respectively, 3% (6 of 228) and 7% (11 of 153) of all complaints filed involved allegations of harassment or discrimination due to individuals' perceived sexual orientation.

It should be noted that because of the numerous channels available for reporting harassment and discrimination at the University of Michigan and the absence of an effective central collection point for these complaints, the above figures are incomplete accounts. It is probable that other reports of harassment and discrimination have been filed elsewhere and are not reflected in the data presented here.

"You are unlikely to report harassment unless you think a solution will be forthcoming. Very often it appears doubtful that the harasser will be caught. On the other side of the coin, if you know who harassed you, you must be willing to deal with the consequences of that person's being disciplined. On top of all of that, by making a report, the person must face the issue of coming out." -- administrator

REPORTING HARASSMENT AND DISCRIMINATION

It should be emphasized that there is a universally low reporting rate of harassment based on sexual orientation. In a recent survey of University faculty, staff, and students, the Task Force on Campus Safety and Security found that 2% of all respondents had been harassed because of their sexual orientation. Of these, only 7% reported the incident to Ann Arbor Police or the University Department of Public Safety (Boylan, 1990).

"...Now I am applying for a scholarship, so I am even more scared to file a complaint." -- student

There are several explanations for the low reporting rate of victims who have been harassed because of their sexual orientation. In addition to the barriers faced in reporting any type of harassment (inconvenience, the belief that nothing will result from the reporting, a lack of awareness of the need to compile accurate statistics, etc.), men and women who have been harassed because of their sexual orientation often fear that they may face additional harassment from insensitive authorities to whom they report the incident. Many are reluctant to have their

names on an official report indicating that they were harassed because they are (or are perceived to be) gay or lesbian. And many believe that reports of harassment based on sexual orientation will not be treated as seriously as reports of other types of harassment.

> *"I am a gay man. Several years ago, it was alleged that one of my supervisors said that it was not appropriate for me to be on a committee planning a social function because I was gay. I complained to my direct supervisor/administrator, who gave me explicit directions not to discuss this incident or report it--there was extreme pressure not to report it outside the department. I found this extremely upsetting--perhaps even more so than the original incident. It effectively cut me off from support by being unable to discuss it with coworkers." -- staff*

To encourage the reporting of harassment or discrimination based on sexual orientation, the University has made numerous channels available. For example, in examining only two publications--the brochure describing the Presidential Policy and the Tell Someone About Discrimination Against Lesbians and Gay Men Poster--we found the following possible reporting sites: Administrative Services Personnel Office; Affirmative Action Office; Affirmative Action Coordinator of each college, school, or administrative unit; Dean's Office of each college or school; Dearborn Personnel Office; each department chairperson or supervisor; Flint Personnel Office; Lesbian - Gay Male Programs Office; Medical Center Department of Human Resources; Office of the Ombudsperson; Public Safety and Security; Schools, Colleges, Institutes, and Libraries Personnel Service Center; and each Staff and Union Relations Representative.

> *"I have watched with horror as campus security officers and fellow students joke about AIDS as a 'necessary evil to rid us of faggots.'" -- student*

The wide dispersal of offices that receive complaints has both advantages and disadvantages. One advantage is that individuals can select an office where they will feel comfortable and may consequently be more likely to file reports. Yet, because reports of harassment can be filed through so many channels, much greater effort needs to be made to ensure that those individuals who are likely to be receiving complaints of harassment and discrimination are trained in sexual orientation issues. This is particularly true for departments such as Public Safety, whose personnel are especially likely to encounter incidents involving harassment on the basis of sexual orientation. We are pleased to note that openly lesbian or gay individuals were deliberately sought for membership on the recently formed Campus Safety and Security oversight committee.

A disadvantage of the University's decentralized approach is that the central collection and recording of complaints is made much more difficult. The systematic funneling of reports of harassment and discrimination to the Affirmative Action Office needs to be improved. Specifically, we recommend that the Safety and Security Advisory Committee and each of the University security forces ensure that reports of harassment are classified by type and where appropriate conveyed to the Affirmative Action Office. Central collection of reports is important in providing a better sense of the dimensions of the problem and in ensuring that complaints are addressed systematically and consistently throughout the University.

> *"The Medical Center Personnel Office gets sexual orientation reports that they do not forward to the Affirmative Action Office. A personnel rep told me that sexual orientation incidents are underreported, and explained to me that they wanted to make the office 'look good' with few complaints." -- staff*

A further problem is that acts of violence or harassment against gay male or lesbian individuals or organizations are sometimes reported, but not recorded as harassment on the basis of sexual orientation. For example, the Study Committee was told of the frequent vandalism of a bulletin board on which announcements of gay and lesbian events and organizations are posted. After the announcements were repeatedly defaced and torn down, a plexiglass cover was installed over the bulletin board. When it, too, was vandalized, the destruction was reported to University Security. The officer taking the report indicated that the incident would be coded as destruction of property, not as harassment on the basis of sexual orientation.

Finally, there is a problem in making the possibilities for reporting acts of harassment known to members of the University community. In response to a 1987 sit-in by LaGrOC, a campus group opposing discrimination on the basis of sexual orientation, the Office of Affirmative Action included "Tell Someone About Discrimination Against Lesbians and Gay Men" in the "Tell Someone" poster campaign. This campaign, begun in 1981 with a focus on sexual harassment and later expanded to include racism, encourages readers to report discrimination and harassment. These posters are important symbols of the University's concern, even if other factors discourage reporting. The posters urging the reporting of sexual orientation-based discrimination and harassment were produced in early 1988 and can be seen sporadically scattered throughout all three campuses.

> *"The Tell Someone About Discrimination against Lesbians and Gay Men posters which had been posted throughout the School of Art and Architecture all fall mysteriously disappeared immediately before Parents' Weekend." -- student*

The committee heard repeatedly about the short "half-life" of these posters and announcements of gay and lesbian events; they are frequently torn down very shortly after they are posted, sometimes within a matter of minutes.

> *"The student responsible for the gay and lesbian announcements and displays made ten copies of his monthly exhibits because he had to replace them so often." -- administrator*

It is important that the Office of Affirmative Action and other upper levels of the administration continue their efforts to encourage reporting of harassment based on sexual orientation. The Study Committee heard many accounts from individuals, especially students, who were reluctant to report complaints to the Affirmative Action Office. In some cases, this reluctance was based on events many years ago or on longstanding perceptions of the office; in others, it was based on more recent experiences. We suspect that much of the reluctance to bring reports involving sexual orientation to the Affirmative Action Office is due to the perception that the office represents the attitude of the entire University administration, which is not perceived as serious about this issue. The Office of Affirmative Action needs to ensure that complaints involving sexual orientation are treated as seriously as other forms of harassment, and needs to communicate this dedication to the University community. As it has for other minority groups, the office needs a representative who is fully aware of and knowledgeable about sexual orientation issues and who can act sensitively in response to complaints of harassment.

RECOMMENDATIONS

We recommend that:

1. The Affirmative Action Office conduct regular self-audits to ensure that complaints of harassment or discrimination on the basis of sexual orientation are taken as seriously as those complaints based on other characteristics.
2. The Affirmative Action Office increase its outreach efforts to the University community, especially to the student population, to encourage reporting of harassment and discrimination based on sexual orientation.
3. The Affirmative Action Office staff include a representative who is fully aware of and knowledgeable about sexual orientation issues.
4. Individuals throughout the University who are likely to be receiving complaints of harassment and discrimination receive training about sexual orientation issues.
5. The systematic funneling of reports of harassment and discrimination to the Affirmative Action Office be improved, and that the Safety and Security Advisory

Committee and each of the University security forces ensure that reports of harassment are classified by type and where appropriate conveyed to the Affirmative Action Office.

6. All Campus Safety and Security Officers receive adequate education and training about sexual orientation issues, and that membership on the Safety and Security Advisory Committee continue to include an individual who is openly gay or lesbian.

IV. EDUCATION TO REDUCE HARASSMENT AND DISCRIMINATION

Education about sexual orientation issues is an inexpensive and effective way to reduce discrimination and harassment. A report describing the climate for gay, lesbian and bisexual students at the University of California-Santa Cruz found that "Students who had attended workshops or courses which had discussed gay, lesbian, and bisexual issues were found to be less homophobic than those who had not" (Shaw, 1990).

> *"Reducing discrimination is not the answer. I do not approve of gay or Lesbianism. It should not even be considered in the work force. Most guys are wimps that are gay, and most women that are lesbian are macho male type. Can be spotted very easily. My opinion is just hire and make them shut up about what they are. It's very obvious and doesn't need to be advertised. This is an illness and should be treated as such. Read the Bible. Let's keep our sex lives out of it. Sick----" -- staff*

At the University of Michigan, education to reduce anti-gay discrimination and harassment occurs primarily during summer orientation for incoming students, as part of units' diversity training sessions, and in sessions organized and conducted by the Lesbian - Gay Male Programs Office. An important but underutilized opportunity for less formal, but perhaps more far-reaching, education exists in increasing the visibility of (or, in many cases, simply acknowledging the existence of) lesbians, gay men, and bisexuals in University publications and speeches.

Responses to the Study Committee's request for comments and suggestions from the University community included a sizeable proportion that indicated a lack of basic understanding of sexual orientation as well as some that expressed outright hatred of lesbians and gay men (See Appendix F). A common attitude, expressed in some of the questionnaire responses, is that discrimination on the basis of sexual orientation is not a problem at UM, presumably because the University is an environment where openmindedness is encouraged. Yet the homophobic responses we received indicate that there is indeed a problem; these responses graphically illustrate the need for increased education about sexual orientation issues on all three campuses.

> *"What a waste of time and energy dealing with an issue that is the most degrading of all human issues. God only created two (2) kind of humans, the female and the male. There is no such thing as a gay or lesbians people. (only confused men and women who has [sic] lost touch with themselves) The problem is within themselves trying to be something that's unreal, and forcing their behavior and acceptance on our society." -- staff, medical campus*

The responses to our general request for information cannot be considered a random, representative sample. Nevertheless, they can yield valuable qualitative information about the climates and attitudes that exist in various sectors of the University. While numerous micro-environments can exist within a single department or even within a single office, we were struck by the fact that, as a group, the responses we received from the Medical Center described a climate that was markedly different from any other university unit. The proportion of hateful responses from the Medical Center was far greater than from the rest of the University. (See Appendix F.) The responses that described the most blatant discrimination and harassment based on sexual orientation came from the Medical Center. Lesbians and gay men who work at the Medical Center are more reluctant to let their sexual orientation be known than are lesbians and gay men who work elsewhere in the University. Many Medical Center employees feel that they do not know any lesbians or gay men and have never worked with anyone who is lesbian or gay; this is a recurrent theme in responses from the Medical Center but was not observed in responses from any other unit. Respondents also voiced concerns that the quality of care for gay and lesbian patients was compromised because of health care staff's inaccurate or incomplete knowledge about sexual orientation. The Medical Center, because of its function, economic structure, mission, and personnel, differs in many ways from other components of the University. Because of its unique nature and in light of what we have learned about its climate for lesbians and gay men, we recommend that the Medical Center investigate this climate more thoroughly and devise appropriate strategies to create an atmosphere of respect and understanding among its employees.

STUDENT ORIENTATION

A one-and-one-half hour discussion of racism, sexism, and heterosexism during their three-day summer orientation program is for many students the only formal education they receive in which discrimination against lesbians, gay men, and bisexuals is mentioned. Discrimination on personal, institutional, and cultural levels is discussed, and examples of racism, sexism, and heterosexism on all three levels are described. For the past three years, each incoming student on the Ann Arbor campus has attended a diversity session; last summer, over 4000 new students participated. It should be noted that Flint and Dearborn have much briefer orientation sessions that have not included sexual orientation issues; officials at Dearborn have indicated plans to include sexual orientation topics in future programs.

> *"U of M is way ahead of other universities in addressing lesbian, gay, and bisexual issues in student orientation." -- Pam Horne, Director, Student Information Services, Office of Student Orientation*

The need to include sexual orientation issues in the diversity sessions is clearly evidenced by the levels of ignorance and insensitivity displayed by some incoming students. According to staff from the Office of Student Orientation, students' comments about discrimination based on sexual orientation are markedly different from those regarding discrimination based on race or gender. Apparently, by the time they are ready to enter the University, students have learned that it is not socially acceptable to be openly racist or sexist, and that blatant anti-women or anti-ethnic comments are inappropriate. Yet these same students speak freely and unabashedly of their anti-gay and anti-lesbian attitudes and even of their desire to physically harass and intimidate persons they perceive to be lesbians or gay men. Anti-gay comments and threats have been made in the presence of openly lesbian and gay diversity facilitators; the comparable situation in the context of race would be unthinkable today.

> *"The [new] students are very comfortable expressing extremely homophobic, heterosexist and even threatening points of view. There is clearly the assumption on their part that it will be "cool" and OK to trash on both individuals and the gay community as a whole at UM. Of course, there are many exceptions to this rule, but this has been our overwhelming impression--that we are starting below ground zero with our new students on this issue in particular."*
> *-- Pam Horne, Director, Student Information Services, Office of Student Orientation*

The pressing need to focus on sexual orientation in the diversity sessions is also illustrated by the reports of the facilitators and staff associated with the program. As one facilitator observed, "Sexual orientation is definitely the biggest hurdle for incoming students; they express an understanding of racism and sexism but not of homophobia." Another remarked, "When students discuss heterosexism, their revulsion and disgust are expressed with absolutely no restrictions, no politeness, with absolutely no holds barred. This is very different from their comments about racism or sexism."

Finally, a facilitator, extrapolating from the orientation program, remarked on the experience of gay and lesbian students: "They are living in an atmosphere that is very hostile.... There is a tacit acceptance of harassment and degradation of them. It must be horrible for new students who are already out, and for students who are just realizing their sexuality during college."

The questions and attitudes expressed by incoming students during their diversity sessions reflect a tremendous need for, and a tremendous interest in, further education regarding sexual orientation issues. For most students, their first experiences with a pluralistic community that includes openly lesbian, gay, and bisexual people will occur during their years at the University, where they are likely to discover friends, classmates, faculty, and staff members who are non-heterosexual. Unless they have a family member or friend who is openly gay or lesbian, it is likely that students will not have seriously discussed sexual orientation issues in either their homes or schools, though they will undoubtedly have been repeatedly exposed to the inaccurate and demeaning slurs and stereotypes regarding lesbians and gay men that pervade popular culture.

"During one 1990 summer orientation session, two male students stated that if they knew a man were gay, they would kill him. The diversity facilitator then revealed that he, in fact, was gay. Although the students did not follow through on their earlier threat, they were standing on the opposite side of the circle and said that they would not get any closer to him." -- staff

Clearly, education beyond a brief summer orientation session is needed. The facilitators trained for the summer sessions become a valuable resource that could be used to facilitate ongoing discussions of the diversity issues begun during orientation. We recommend that residence halls, fraternities, and sororities establish a series of educational programs to increase understanding of sexual orientation issues and decrease harassment and discrimination against lesbian, gay, and bisexual students.

"Summer orientation is a good program, but I'm frustrated by the lack of follow-up or additional education." -- staff

The University has a recognized obligation to ensure that all members of the community are able to pursue their studies and their work in an atmosphere free of harassment and bigotry. In the present context, this means specifically that gay, lesbian, and bisexual students must be protected from harassment. But beyond this primary obligation, the University also has an obligation to help students examine received social attitudes and philosophies of all kinds, including those related to human sexuality and to discrimination against social groups. As students construct for themselves a set of informed, rational, and thoughtful beliefs and opinions in light of which they can live meaningful and fulfilling lives, they should be able to turn to the University as a source of accurate and complete information. Indeed, as part of its educational mission, the University has a responsibility to foster diversity and to promote civility and mutual respect among its students. Hence, sexual orientation issues should be prominently

featured as part of the orientation programs on all three campuses and should be the subject of on-going education.

DIVERSITY TRAINING IN UNIVERSITY UNITS

Diversity sessions featuring sexual orientation are also helpful for faculty and staff, and University units should be encouraged to sponsor such sessions regularly. In 1990, the Information Technology Division (ITD) sponsored a training session on sexual orientation that has served as a model for other University units. Seven hundred ITD staff members attended one of three sessions offered throughout the day. Following some opening statements reminding participants about the University's nondiscrimination policy, a group of staff members presented skits about typical office situations and how gay, lesbian, or bisexual staff members might react to them. Volunteers read a series of one-line comments from gay, lesbian, and bisexual ITD staff members that exemplified typical concerns.

> *"One scene [from a skit at the ITD diversity session on sexual orientation] involved a bridal shower for a colleague. After all the gifts had been opened (six toasters), the bride-to-be thanked everyone and wondered aloud who would be next. The 'staff' turned their heads and looked at 'Gail' at the end of the table. 'You're next,' they all said, pointing their fingers. Allowing the audience to hear her thoughts, 'Gail' said, 'Diane and I had to buy our own toaster. I feel invisible. I want to tell them--but I've heard how they talk about gay people.'" - The University Record, April 16, 1990.*

The ITD sexual orientation session was viewed as a great success by the planning committee, the participants, and the audience. Audience members were surveyed and more reported being hopeful, pleased, and positive after the session than beforehand, while fewer reported feeling put upon, inconvenienced, or that they would rather be working. (See Appendix D.) These data strongly demonstrate the value of such educational sessions.

The University libraries and a group of Personnel units used the format developed by ITD to include sexual orientation in their diversity training. Approximately 185 staff members attended the Library session, and approximately 45 attended the Personnel program. The Lesbian - Gay Male Programs Office has also provided training sessions for faculty, staff, and student groups (See Section IX.) Additionally, a variety of informal programs have been held throughout the University.

The effectiveness of educational sessions dealing with sexual orientation has been clearly demonstrated. As the University community recognizes the value of the inevitable diversity of its population in the coming decades and attempts to educate its members about this impending social change, issues related to sexual orientation must be addressed. Thanks largely to the efforts of the Information Technology Division, resources for incorporating this education into existing diversity training programs are readily available.

Policies prohibiting discrimination and harassment based on sexual orientation and punishment for offenders are important components of the University's effort to create a diverse and inclusive environment. But these policies need to be accompanied by comprehensive education. Knowledge and understanding of individual and cultural differences are the foundation upon which a truly diverse and multicultural university can be built.

"In 1983, three brave law students addressed a faculty meeting about the atmosphere for gay and lesbian students at the Law School. It was the first time that most faculty had law students come out to them or had heard about the daily problems facing gay men and lesbians and the professional issues which they encounter. It was a very educational experience and very moving. It was the first moment of 'visibility' within the Law School for gay and lesbian students. Needless to say, it did not result in a perfect environment because many of the same problems continue to exist today: silence on gay issues in the curriculum, incidents of harassment, fear of professional stigmatization, isolation, and so on. However, it was an important step in opening minds." -- administrator

RECOMMENDATIONS

We recommend that:

1. The University's efforts to educate faculty, staff, and students about diversity and multiculturalism explicitly include sexual orientation.
2. The Medical Center investigate more thoroughly the climate that exists for lesbians and gay men, and devise appropriate strategies to create an atmosphere of respect and understanding among its employees.
3. Student orientation sessions on the Ann Arbor campus continue to discuss homophobia as a form of discrimination along with racism and sexism; and Flint and Dearborn also educate incoming students about these issues.
4. A series of educational programs in residence halls, fraternities, and sororities be established that continues the discussions about discrimination based on race,

gender, and sexual orientation begun during student orientation, utilizing the already-trained diversity facilitators.

5. University units include education about sexual orientation issues as a specific part of their diversity training programs, taking advantage of the models already developed and the resources available at the University.

V. THE PROBLEM OF INVISIBILITY

> *"The thing that wears me down is the usual pervasive invisibility." -- faculty*

Two decades of sustained political activism, coupled with an increased understanding of the plight of homosexuals and other minorities, have substantially altered the status of lesbians and gay men on American university campuses, as in American society generally. Nevertheless, lesbians and gay men remain a largely invisible minority. This invisibility both is produced by and sustains discrimination. It obscures the considerable size of the minority and contributes to the sense of alienation often felt by young gay men and lesbians. While gay activists are fond of saying that discrimination would end if only every homosexual would "come out of the closet," most gay men and lesbians remain hidden, knowing that the costs of visibility can often be very high.

> *"Since arriving on campus seven years ago, I have never heard a campus administrator speak openly about sexual orientation or the needs of lesbian and gay students." -- student, Flint*

The problem of invisibility for lesbians and gay men at the University of Michigan is both individual and institutional. For individuals, the problem involves a basic decision of whether or not to reveal one's sexual orientation to others, including classmates and colleagues. But this is not simply a personal decision, for the University has the obligation to ensure a climate that is safe and supportive of the individual's choice to be openly gay or lesbian. More generally, the institution is also implicated in the problem of invisibility by its resolute--though probably more often unthinking than deliberate--failure to recognize the gay and lesbian presence at the University. Lesbians and gay men constitute an important, though mostly unacknowledged, constituency in the pluralistic community so frequently envisioned by University leaders.

REVEALING OR CONCEALING SEXUAL ORIENTATION

> *"I am a lesbian, but not very many of the people I work with are aware of that. I have found that when people learn you're gay, if they know you already they rethink what they think about gays; but if they don't know you they rethink what they think about you." -- staff*

Unlike many members of racial or other minority groups, gay men and lesbians share no apparent external characteristics that identify them as different from their heterosexual colleagues. Consequently, gay men and lesbians have the option of choosing when, or whether, to identify themselves. Not surprisingly, in a society that stigmatizes homosexuals and refuses to acknowledge the legitimacy of their experience,

most gays and lesbians "pass" as heterosexuals, at least in their school and work lives, choosing not to disclose their sexual orientation to anyone other than their closest friends.

> *"At a meeting about diversity issues, I overheard an upper-level administrator say something to another person about not wanting to be bothered with sexual orientation issues. I was very hurt by this comment; they did not realize that any lesbians or gay men were present." -- staff*

Individual lesbians and gay men experience a wide variety of pressures to remain hidden. The decision not to hide one's sexual orientation--to "come out"--is likewise an extremely individual matter. Yet many pressures to remain hidden are common to all lesbian, gay, and bisexual faculty, students, and staff at the University. The pervasive heterosexism--the mistaken assumption that everyone is heterosexual--of our culture discourages the self-identification of lesbians and gay men who feel pressured to conform to others' assumptions that they are heterosexual. Often, this begins a self-perpetuating cycle: The assumption that everyone is heterosexual and the accompanying lack of knowledge or understanding of sexual orientation permits the development of a climate in which anti-gay and anti-lesbian comments or blatant harassment of individuals known to be gay or lesbian is tolerated. As a result, gay men and lesbians feel pressured to hide their sexual orientation. Consequently, there is little awareness among members of the University community that they do, indeed, work and study with lesbians and gay men and that many of the University's valued personnel and students are lesbian or gay. Thus, the cycle continues.

> *"There is an overall perception of lesbians and gay men as <u>just</u> sexual people. When people think of heterosexual relationships, they think of lots of aspects. When they think of homosexual relationships, they only wonder what they do in bed." -- staff*

For lesbians and gay men, the advantages of not revealing one's sexual orientation are obvious: it protects the closeted person from discrimination and harassment, from violations of privacy, from being associated with unflattering stereotypes by uninformed or malicious classmates and colleagues, and from the accusation of somehow "flaunting" sexuality simply by openly acknowledging his or her sexual orientation. For many faculty, staff, and students, the cost of being openly gay or lesbian--even at a relatively enlightened University with a nondiscrimination policy--is calculated as too high both personally and professionally.

Lesbian and gay faculty, staff, and students share a reluctance to be labelled as "The Lesbian" or "The Gay Man," fearing that other, more significant aspects of themselves will be overlooked. They worry that should their sexual orientation become known, their entire lives will be

interpreted through the single lens of sexuality. Because of the relative paucity of lesbians and gay men at the University who are open about their sexual orientation, those who do not hide their orientation frequently find that they are expected to serve as role models for those who choose to remain hidden or are struggling with coming out. Lesbians and gay men who do not conceal their sexual orientation may be thought of as mainly sexual people, or may feel pressure to discuss personal issues that they prefer not to discuss with others.

For students, pressures to remain hidden often include fear of social ostracism and overt harassment. In many ways, students at the University are far more vulnerable to the negative social consequences of coming out than are faculty or staff. Unlike faculty and staff who leave campus at the end of the day, many students' lives are enclosed within the confines of the University.

> *"The kids are so exuberant as they accept being gay or lesbian ... but they get the insidious message from faculty that it is not OK to be 'out' when they are adults--at least not at U of M." -- faculty*

Typical undergraduate students are at a developmental stage in which they are just learning to accept themselves as sexual beings. A daunting task for most students under the best of circumstances, it is made far more difficult for gay and lesbian students living in a hostile environment. Additionally, many undergraduate students share a perception that the University is ambivalent about the acceptability of--or prohibition of--harassment and discrimination based on sexual orientation. At the Flint and Dearborn campuses especially, students are far more aware of the hostility of their peers than they are of their support.

> *"The student who sat at the information table for the gay and lesbian student group during the first year student orientation said that only three students came up to the table during the two-hour session. A few students pointed and snickered from across the room. Yet, quite a few first-year students contacted him later, happy to have contact with a network of gay students. They did not approach the table because they feared their classmates' knowing that they were gay or lesbian." -- staff*

Gay and lesbian undergraduate students have few faculty or staff role models. The absence of role models often confirms students' fear that it is unwise, if not unsafe, to come out. And, finally, extreme concern about the reaction of their families forces many undergraduate students to hide their sexual orientation; this is especially true for students at Flint and Dearborn, many of whom live with their parents.

For many graduate students, concern about their families' reactions may have lessened, only to be replaced by tremendous fear about their future professional lives. Students training for many professions realize that if they come out during their education, they are coming out for all of their professional lives.

> *"[I have heard] a professor ... make jokes about gay people and denigrating a woman faculty member in another department because she was a lesbian-- he came right out and said things like, 'I don't know if I would trust her and her science 'cause, ya know, she's a lesbian.'" -- student*

The pressures for gay and lesbian faculty to hide their sexual orientation frequently involve fear of damage to their scholarly reputations. Many faculty are concerned about a loss of collegiality with their peers if they are known to be gay or lesbian; they report an unwillingness to risk losing social as well as professional interactions. The Study Committee heard repeatedly of junior faculty who were fearful that revealing their sexual orientation would jeopardize their prospects for tenure. And finally, many gay and lesbian faculty carefully conceal their sexual orientation because of concern about damage that their partners' careers would suffer if their relationships were known.

> *"The current unit I work in will not hire gay men or lesbians because 'it would be uncomfortable for them.'" -- staff*

Gay and lesbian staff members experience tremendous pressure to hide their sexual orientation because they feel that to reveal it would threaten their job security, jeopardize their relationships with their colleagues, or expose their partners. Many lesbian and gay staff members feel pressured not to come out, even in work settings that they know would be supportive, because of the potential damage to their professional development.

> *"I do not discuss nor attempt to discover another person's sexual preference, whether they be peers, subordinates, supervisors or other colleagues. If presented with such information in casual conversation, I can say that I may have difficulty conducting business with an individual who is a gay male, lesbian, or bisexual." -- manager*

This concealment inevitably exacts a heavy toll of its own, both on the individual and on his or her relationships with others. The strain of leading a double life, of denying one's deepest emotions and of constantly worrying about the possible consequences of exposure, can be devastating to the individual. The fear of exposure that many "closeted" individuals live with often yields detrimental effects in both the personal and professional arenas, distorting their interactions with friends and colleagues alike. The practice of concealment deprives non-gay friends and

colleagues of the opportunity to share more fully in the lives and concerns of gay and lesbian members of the University community. Predictably, most gay people who do "come out" openly in their school or work environments report feelings of great relief at not having to hide who they really are, as well as a measure of satisfaction in helping to dispel the prevalent myths and stereotypes about homosexuality as exotic and lurid. In comparison with those who remain closeted, gay men and lesbians who refuse to hide their sexual orientation often view the University climate more positively.

"Coming out says no more about an individual's sexual practices or 'lifestyle' than a wedding ring says about the sexual habits or living arrangements of a married couple. What it does say is that the person expects to be extended the same rights and the same respect routinely accorded to heterosexuals." -- faculty

As reflected in the responses to our survey, many people believe that all of their acquaintances are heterosexual. Others, even some who are basically supportive of their gay and lesbian classmates and colleagues, think it inappropriate for individuals to reveal their sexual orientation. Many people believe that their co-workers' sexual orientation is irrelevant and would prefer not to know about or discuss it. It is important to realize that most lesbians and gay men come out at work primarily to avoid having to tell and maintain lies. As one person we interviewed explained, "People who don't think lesbians and gay men should be 'out' at work should consider some of the questions that come up in ordinary conversations, such as, 'What did you do this weekend?' 'Are you married?' 'Do you live alone?' 'What are you going to do on your vacation?' 'Let me introduce you to this wonderful guy/woman I know, I think you'd be great for each other.' When faced with any of those questions, the gay person has three choices. One is to lie, and then forever after maintain the lie. Two is to duck, not answer, evade--and create a reputation for being closed or stuckup or standoffish. Three is to come out and give a natural honest answer to a natural innocent question, and face the consequences. So it's not about flaunting it--it's just about answering questions honestly."

"I don't know anyone who admits to being gay or a lesbian. Sexual preference shouldn't cause discrimination or need to be hidden, but it doesn't need to be advertised either!" -- staff

As our survey responses also indicate, a number of individuals are disturbed by visible expressions of homosexuality, accusing those individuals who are openly gay or lesbian of "flaunting" their sexuality. But clearly there is a double-standard here. Heterosexual affection, such as holding hands or greeting spouses with a kiss or hug, is often expressed in public. The very same expressions of affection by same-sex couples, however, are frequently considered inappropriate, and

sometimes occasion violent responses. Inappropriate behavior is not a question of sexual orientation, and the standards by which visible expressions of homosexuality are judged should be the same as those applied to heterosexuality. Accusations of "flaunting" homosexuality should never be used to justify discrimination and harassment on the basis of sexual orientation.

Obviously, the decision whether or how to reveal one's sexual orientation must remain a deeply personal one, reached on the basis of a careful assessment of numerous factors, including but not limited to the climate for lesbians and gay men at the University of Michigan. The University has no legitimate interest in inquiring into the sexual orientation of any member of its community, and the privacy interests of all individuals must be scrupulously protected. No individual should feel obligated or pressured to "come out," and individual decisions as to the degree of openness in regard to sexual orientation should be respected.

But while the University must honor the privacy rights of all members of the community, it also has a compelling obligation to ensure that individuals who do choose to reveal their sexual orientation not be penalized for this personal and political choice. It can partially fulfill this obligation by vigilantly enforcing the prohibitions against discrimination and harassment on the basis of sexual orientation, but it also needs to go beyond this elementary response to combat the widespread ignorance and misinformation about homosexuals and homosexuality that fuels discrimination and harassment in the first place. The University must both create a climate in which individual gay men and lesbians are free to be visible and also work against the conspiracy of silence that renders homosexuals and homosexuality invisible.

PUBLICATIONS AND SPEECHES

Inclusion of lesbians and gay men in University publications, internal communications, and major speeches by University officials is a potentially far-reaching, inexpensive, and effective method of educating the University community. Such inclusion would help create a multicultural climate in which lesbians and gay men are welcome, and would assist in educating the entire university community about the presence and contributions of lesbians and gay men.

A survey of various University publications and announcements could easily lead to the conclusion that there are no lesbians or gay men at the University of Michigan. Most publications and announcements make no mention of programs that might be of interest to lesbians and gay men, nor do they mention the University's nondiscrimination policy even when describing the prohibition of discrimination based on numerous other characteristics. The desire to create a multicultural community in which pluralism and diversity are valued is noted

frequently, but reference is made only to racial diversity, or to a broader range of characteristics that excludes sexual orientation.

In a survey of official University publications, the Study Committee found little coverage of issues regarding sexual orientation in general and of organizations representing lesbians and gay men in particular. The committee reviewed recent issues, covering a span of at least one year, of publications such as the University Record, Hospital Star, Michigan Today, Michigan Alumnus, Dearborn Reporter, and Flint Memo. Some of these publications had no coverage of lesbians and gay men, while others had only a sprinkling of stories related to lesbian and gay concerns. Two announcements highlighting the contributions of lesbians, gay men, and bisexuals throughout history appeared in the Record in March and April, 1991; these announcements were designed by the Committee for Accurate Images and were paid for by contributions from faculty, staff, and students.

"It is rare for the contributions of gay men and lesbians to be referred to in University speeches or publications or for a discussion of an issue related to sexual orientation to be included. When it occurs, it can often be awkward and hand-wringing in the context of 'be nice' talks (which, of course, are important and necessary)-- instead of a reference to something or someone interesting. Gay male or lesbian sexual orientation is almost never mentioned casually as a routine and expected part of life or to illustrate some other point being made. When this happens, it is startlingly wonderful." -- administrator

A random sampling of Bulletins produced by schools and colleges on the Ann Arbor campus revealed that some units acknowledge the concerns of lesbians and gay men, while others ignore any topics related to sexual orientation. For example, as described in Section II, the Law School Bulletin, the Film and Video Library Catalog, and the School of Nursing Bulletin include sexual orientation when describing the University's nondiscrimination policies. The Law School also includes the Lesbian and Gay Law Students in the listing of student organizations; similarly, the School of Social Work Bulletin lists the Alliance of Lesbian and Gay Men Social Workers among student organizations. The LSA Bulletin provides the phone number of the Lesbian - Gay Male Programs Office under the heading of "personal, confidential counseling or assistance." In contrast, the Medical School

"In the course of the Study Committee's work, we had estimated that 10% of the 70,000 members of the University community were lesbians and gay men. A News and Information official told us he would never print that there were 7000 gay people at UM." -- Study Committee member

Bulletin and the general University application materials make no reference to sexual orientation, or to lesbian and gay students or student groups.

> *"I am unaware if I have had any contact with someone from the gay or lesbian community in my work or social life. I have, however, encountered them on two specific occasions...." -- anonymous*

In 1988, the Task Force on Sexual Orientation formulated guidelines for the use of inclusive language in University publications. The guidelines suggested wording for reference to lesbians and gay men, and urged that gay and lesbian organizations, events, and resources be included in listings of comparable groups and functions. In October, 1990, the Executive Director of University Relations and the Director of Affirmative Action overcame several points of institutional resistance and distributed a modified version of the Task Force's original guidelines. Thus, the publications reviewed by the Study Committee were produced before these guidelines were distributed; we hope and urge that in response to the guidelines, many units will revise their publications to include relevant references to lesbians and gay men.

> *"It is the remarkable silence and refusal of dialogue that is the most painful part of being a gay man at UM - Flint." -- student*

In their speeches and presentations, the President, Chancellors, and other University leaders have only very rarely addressed the issue of discrimination based on sexual orientation or recognized the participation and contributions of lesbians and gay men in the University community. In a March, 1989 speech about women's issues, President Duderstadt mentioned topics of concern to lesbians: "Gay women in our community also face unusual challenges because of possible dual discrimination. It is appropriate, in view of the fact that this is Gay Pride Week, that I also state the importance in this set of initiatives that we address the particular concerns that lesbians face as students, faculty, and staff." This acknowledgment of the fact that lesbians are vulnerable to discrimination on the basis of their sexual orientation as well as their gender was a welcome recognition of a genuine problem. But since this speech, President Duderstadt has been conspicuously silent on these issues. Whereas numerous university presidents, including the presidents of MIT, Washington University, Rutgers University, and the University of Wisconsin, among many others, have been in the forefront of issues relating to discrimination and harassment of gay men and lesbians, President Duderstadt has not been a leader in this area. Nor have Chancellors Jones and Wilson exerted visible leadership in regard to these issues on the Flint and Dearborn campuses.

REPRESENTATION ON COMMITTEES

In official reports and within policy-making committees, issues related to sexual orientation are frequently overlooked, probably far more often because of a simple lack of awareness than because of intentional exclusion. Because of the differential impact of many policies, it is especially important that reports and committees reflect the concerns and perspectives of the many components of our multicultural university. While we are aware of two recent instances in which gay men or lesbians were consciously sought for membership on University-wide committees (the President's Advisory Commission on Women's Issues and the Safety and Security Advisory Committee), more often the need for gay and lesbian representation is overlooked. More important than the deliberate inclusion of individual gay men and lesbians on particular committees is that all committees routinely consider whether their areas of concern might be of particular interest to or have a different impact on gay and lesbian members of the University community.

SPEAKERS AND PROGRAMS

Speakers and programs in which issues related to sexual orientation are included are especially important to the University's gay, lesbian, and bisexual citizens. Members of the Study Committee heard numerous pleas for this type of inclusion--not just in speeches dealing specifically with sexual orientation but in those addressing myriad other issues where mention of lesbians, gay men, or sexual orientation in general can provide appropriate and pertinent examples or perspectives.

"Last year, Floyd Abrams, a noted first amendment attorney, was the keynote speaker at the Law School's commencement. In his speech, he alluded to gay sexual orientation twice. Here was this distinguished attorney, introduced by the Law School Dean as a man worthy of great respect, speaking to an audience of 3000 people, mostly families of graduating seniors, weaving lesbians and gay men into his discussion of issues like any other group--not as a peculiar oddity set apart--making it clear that he disapproved of the persecution of gays and lesbians. It was great!" -- staff

DIVERSITY

The University of Michigan has pledged itself to the creation of a multicultural community that values pluralism and diversity. In attempting to articulate and implement the vision of a pluralistic community, University leaders frequently extol the benefits and virtues of diversity. Most often, however, diversity is defined narrowly to comprise only race and ethnicity, and occasionally gender. Many members of the University community find this narrowness extremely frustrating. Specifically, the exclusion of lesbians and gay men when describing the numerous types of people who should be welcomed in a diverse

society is frequently perceived as a deliberate attempt to exclude lesbians and gay men, or at least to keep them invisible. Whether or not this is true, the pervasive silence of high-ranking University officials in regard to sexual orientation and the failure to include lesbians and gay men in the celebrations of diversity are deeply disturbing.

Lesbians and gay men should be recognized as an important constituency in a pluralistic community. Just as the University systematically attempts to combat racism and ethnocentrism, so too should it combat heterosexism. And just as the University makes it clear that women and people of color are welcome and essential components of a diverse University, so too should it dispel any ambiguity about the value of gay men and lesbians to the University community. The history of exclusion and ostracism of gay men and lesbians makes it imperative both that their contributions to world culture be acknowledged and that their presence on campus be recognized. We believe it essential that gay and lesbian concerns be addressed in annual diversity celebrations and that University officials regularly include gay men and lesbians among the groups specifically welcome in the University of the future.

"Each year I attend the 'Diversity Day' events held on campus. Never have I heard mention of the aspect of diversity that includes sexual orientation. In fact, I have mentioned this omission to members of the campus staff, only to be told that lesbians and gay men were not 'real minorities' in the sense that they are actually oppressed." -- student

"At the Martin Luther King celebration three years ago, a regent was restating the university's commitment to welcome and encourage diversity. She ran through a long litany of groups toward whom the university should be especially welcoming. Conspicuously absent from the list were lesbians and gay men. While I understand that she later said privately the exclusion was unintentional, the message that everyone heard was that lesbians and gay men were not as welcome as all of the other groups mentioned." -- staff

RECOMMENDATIONS

We recommend that:

1. Each unit examine its publications--including Announcements, Bulletins, and newsletters--and revise them to include appropriate acknowledgement of the gay and lesbian presence at the University by routinely including information about gay and lesbian student groups, organizations, events, and resources when describing comparable groups and functions.

2. Efforts be made to ensure that University reports and committees regularly reflect the concerns and perspectives of lesbians and gay men, as well as other groups.
3. In their speeches and presentations, the President, Chancellors, and other University leaders address the issue of discrimination based on sexual orientation and recognize the participation and contributions of lesbians and gay men in the University community.
4. University-sponsored speakers and programs that include sexual orientation issues be encouraged and supported.
5. University diversity efforts regularly include recognition of lesbians and gay men as a valuable part of a pluralistic and multicultural community.

VI. ACADEMIC AND CURRICULAR ISSUES

Gay and lesbian topics are generally absent from the curricula of the University of Michigan's schools and colleges. These topics are typically not covered in courses or are raised only occasionally. Students interested in studying lesbian and gay perspectives in their disciplines receive little encouragement to do so. This curricular deficiency deprives both gay and non-gay students of a scholarly perspective on gay and lesbian issues, contributes to the invisibility of gay men and lesbians on campus, increases the alienation of gay and lesbian students, and impoverishes the research agendas of many talented and promising scholars. Although gay and lesbian studies (the research and scholarship on issues related to homosexuality in many disciplines) is a burgeoning field that is attracting increasing attention in the international academic community, it has received relatively little formal recognition at the University of Michigan. Despite the fact that the University has several well-established scholars in this area, it has not been in the forefront of the leading universities that have pioneered by sponsoring gay and lesbian studies departments, centers, and programs in response to the explosive growth of interest, research, and scholarship in this interdisciplinary field.

INCLUSION IN COURSES

Gay and lesbian experience and history are mostly invisible in the classrooms of the University of Michigan, despite the fact that they are appropriate subject matter in a variety of disciplines ranging from sociology, psychology, law, political science, classics, and history to art history, literature, music history, and philosophy. The history, experience, and interests of gay men and lesbians deserve to be addressed in the curricula of the University, not only for their sake but also for the edification of the majority, who may have little knowledge of the complexities and ramifications of sexual orientation issues for society as a whole.

The Study Committee surveyed the deans, directors and chairs of forty-five UM schools, centers, programs and departments on all three campuses (See Appendix B), and almost all of those who responded stated that there are no courses in their schools and departments that have gay and lesbian issues as the central topic. (Notable exceptions on the Ann Arbor campus were a lesbian studies course in Women's Studies and courses in political science and the Pilot Program on the history and politics of gay liberation.) Of the few courses offered with such a focus, almost all were taught irregularly and by teaching assistants or adjunct faculty members. Discussion of lesbian and gay issues does occur in a small number of courses in German, Sociology, English, and the Medical School and Law School, as part of broader topics such as human sexuality, gender, sexual equality, and diversity.

Lesbian and gay topics are not included very often in course offerings even where one might expect it most. A report of a 1990 survey of 846 UM students in 18 large section introductory courses (mainly in the social sciences) to determine their perceptions of curricular attention to issues of race, ethnicity, gender and sexual orientation, concluded in part:

> "Students view the introductory courses assessed here as including less coverage of sexual orientation than any other issues. Race was seen as next least covered, with gender and ethnicity seen as more often included. The proportion of students perceiving no coverage at all ranged from 15% for the general issue of gender, to 67% for individuals of various sexual orientations." (Vanderwater and Stewart, 1990).

A faculty member at the Medical School noted that only one hour of class time is specifically devoted to lesbian and gay issues in the medical curriculum on human sexuality. Although the content of a few Law School courses includes lesbian and gay issues, many students reported that the subject is rarely covered in courses, readings or class discussions. One said, "I find it very disturbing how rarely the subject comes up when you consider the large number of courses, constitutional law, criminal law, and others, where it's relevant."

Most deans and department heads who responded to the survey did not appear to view the inclusion of lesbian and gay subject matter in their curricula as something important enough to promote actively. This tendency is reflected in the following responses of three deans and department heads:

> "None of our courses are related primarily to issues of sexual orientation or lesbian and/or gay male identity. My guess is that issues relating to sexual orientation arise sporadically in various literature courses, but they are not perceived as central to the enterprise of literary analysis."
>
> "To our knowledge, no specific courses (on issues of sexual orientation) are offered. While we do not think that any faculty members are addressing questions of sexual orientation in their courses, a number of faculty members do deal with questions of gender, gender related matters and issues of sexism."
>
> "...[D]uring recent years at least, we have made no concerted effort to offer courses directed toward issues related to lesbian and/or gay male sexual orientation and identity. We have not made a programmatic point of studying such issues, as we have in our treatment of race and genders.... At the same time some of the faculty associated with the program ... make a special effort to include gay studies in their courses.... We expect that at least two of the students joining us next year will focus on gay issues.... We try not to put obstacles in the way of students or faculty that might make it difficult for them to pursue their interests."

> *"I have only one recollection of a professor ever mentioning homosexuality in a positive light and that was met with unchallenged laughter from a handful of students." -- student, Flint*

Although the survey responses reveal a general neglect of lesbian and gay issues in the curriculum and a consensus that issues of sexual orientation are less important than those of race, culture and gender, they do not reflect a conscious or official attitude that lesbian and gay topics are without scholarly or curricular merit. The official administrative viewpoint seems to be that it is fine if these topics are there because of a faculty member's interest, and it is also fine if they are not.

However, many faculty and graduate students interviewed by this Committee note the existence of a pervasive attitude in the University that issues related to sexual orientation are not academic and scholarly but rather are personal or political and therefore not appropriate for the classroom. Clearly this attitude discourages inclusion of gay and lesbian topics in courses. One faculty member told the Committee, "You only find it (coverage of lesbian and gay subject matter) in the curriculum if a faculty member is interested in it. There is no pressure to include it in your courses. There is mostly indifference, sometimes with the view that it is suspect as a subject of scholarly inquiry--really more politics than scholarship. You certainly won't find someone asking in a faculty meeting, `Shouldn't we be more concerned about whether we are dealing with this area in our classes or our research work?' "

The general curricular situation at the University might be regarded as a relatively benign form of neglect on the part of departments and other units that understandably feel they cannot "cover" all of the possible areas of knowledge in their fields of specialization. But this neglect--when it is viewed from the point of view of those students and faculty who are self-identified as lesbian, gay or bisexual--translates into a less benign experience of alienation.

Students report great difficulty in finding the few courses that include lesbian and gay topics and in finding faculty with whom they can do research. This is largely because of the lack of curricular opportunities. Students complain that traditional academic counseling offices do not know which courses are likely to include gay and lesbian issues. In addition, students are sometimes hesitant to disclose publicly an interest in gay and lesbian issues and are, therefore, reluctant to consult academic counselors for this information and cannot find written materials that contain it. Motivated students appear to get most of their information from the Women's Studies Program. However, there is no corresponding resource for students wishing to study gay male culture or topics.

The shortage of coursework that includes gay and lesbian perspectives, the difficulty of identifying those inclusive courses that do exist, and the lack of encouragement to remedy these deficiencies by personal initiative, lead many lesbian and gay students and some faculty to feel that there is an important sense in which the work they do has little relation to who they are. As one graduate student in a humanities discipline said, "I feel there is a split between my private life and my work." She went on to point out very cogently that the effect of this split was impoverishing both in her personal life and in her academic work; and to describe not only the sense that much of what she learned in class was not "about [her]" but also the reluctance she felt even to raise relevant matters in class because of the "electricity" she was aware of in the class whenever such matters did occasionally arise. Such an atmosphere, she said, was scarcely conducive to serene discussion or work, and consequently she mainly preferred to avoid situations in which it might arise. (She did add that she had found one or two groups in which a sensitive professor or a supportive classroom dynamic made it possible to raise her concerns safely.) The kinds of alienation she graphically described were familiar to other students, and it is likely that such problems may be particularly intense for those who, as women and/or people of color (or for other reasons), experience double or even triple discrimination.

"...What is most obvious to me, however, is that it is the issues that surround homosexuality that elicit by far the greatest anxiety, tension and discomfort (as opposed to AIDS as a disease itself). Students have left the room, have gotten physically ill in the presence of a difficult subject, discussed by a bisexual person; have been criticized for putting up program posters in the school of engineering, frat houses and elsewhere (they tell me this shyly, and later); have been accused of being "gay" themselves if they go to the program; woman students have told me that their boyfriends have forbidden (!) them to attend the program on AIDS in the community, although they came anyway, etc. In teaching the section on AIDS, I have learned a great deal about the intense homophobia present in student dorms, living spaces, and home lives. Frankly, I had no idea; I'm sure I have seen only the tip of the iceberg, and I am just in the early learning stages myself. The subsequent striking thing is that almost NOWHERE are these issues addressed on campus and in the classroom. Students are shocked that I raise them. Most are highly grateful. I can only hope that consciousness has been raised to some extent and that people will be able to continue to talk about sexuality and some of the issues that bother them so fundamentally." -- faculty

Lesbian and gay issues, if they are treated at all, are raised at the discretion of individual faculty, as is most specific course content at the University. But instructors may be less likely to integrate sexual orientation than other topics into courses for several reasons. There has been no

leadership from academic administration or faculty governing bodies urging inclusion, and particular faculty may regard sexual orientation as an inappropriate subject matter. Lesbian and gay studies is a relatively new field of scholarship, and faculty may not be aware of or have access to the research in this area. Finally, faculty may be deterred by actual or perceived faculty or student resistance and be unaware of the importance of these issues to lesbian and gay students in particular. Well meaning faculty hesitate to address sexual orientation issues because they are uncertain about their knowledge in the area and are uncertain about their ability to handle classroom tensions that may arise.

> *For the past several years, the topic of sexual orientation has been raised in my "lifespan" course. I began to anticipate and include this discussion, although I did not actually list it on the syllabus until this year. I guess that, in part, I was concerned about the reactions of other faculty to my explicitly including it. -- faculty*

Despite the lack of encouragement for including sexual orientation issues in the classroom, it is crucial that instructors begin doing so. Faculty silence in and out of the classroom contributes to the pervasive sense of invisibility, invalidity, and marginalization reported by gay and lesbian members of the University community. Because of negative societal attitudes toward lesbians and gay men, students are often reluctant to raise questions about sexual orientation in class for fear of being stigmatized. Professional students, for example, fear jeopardizing their careers and placement opportunities by even hinting at their gay or lesbian identity in front of their classmates. A liberal arts student reported, "If I talk about sexual orientation in class, I will be targeted as THE LESBIAN. That will be my label. People start to see all I say as too personal, not objective, too political." Therefore, it is important for faculty to bring to their courses both information and the perspective that not all the world is heterosexual, just as it is crucial that the curriculum reflect that not all the world is white.

The faculty we were able to talk with who are openly gay or lesbian said they felt little hesitancy about addressing issues of homosexuality in class as and when they might arise. They did, however, express some reluctance to offer courses specifically and explicitly focused on such questions, and some younger faculty members and graduate students shared with us plans to turn to research on an issue relating to homosexuality at a somewhat later stage in their careers, but "not now." The concern here appears to arise from a fear of the damage that could be done to their careers by specializing in lesbian or gay studies. This is not--given the generally openminded attitudes that tend to prevail in academia--so much a fear of direct stigmatization but more, as one person put it angrily, that "if you do that kind of work they assume you can't do anything else." Another faculty member described the problem, "Once you're labelled as a

teacher of lesbian or even Women's Studies, you become so narrowly defined. It is very difficult for you to be viewed anymore as something more general, like a modernist or a nineteenth century American historian. Of course, it is even worse for graduate students." Needless to say, there is a stigma involved and it is no less real for being slightly disguised, since people who choose more "mainstream" specialities, however narrow their focus may be, rarely hesitate to specialize for fear of being suspected of not being able to do anything else. Once more, this problem of avoidance is compounded for faculty and students who may wish to combine work on homosexual issues with subject matter relating to women and/or ethnic minorities.

What is needed is positive encouragement by the academic administration for the inclusion of gay and lesbian issues in the curricula and a commitment from the faculty to address them in a sensitive and informed manner. More specifically, readings on lesbian and gay issues should be included in introductory social science and humanities courses; encouragement and support should be given to faculty to develop courses and portions of courses that address lesbian and gay issues from the perspective of all relevant disciplines; and faculty and nonfaculty academic advisors should become more knowledgeable about those course offerings that include sexual orientation issues.

SEXUAL ORIENTATION AND DIVERSITY

In official reports and within policy-making committees on curricular matters, issues related to sexual orientation are frequently overlooked, probably far more often because of a simple lack of awareness than because of intentional exclusion. A recent example (though certainly not the only one) is the widely distributed June 1990 report on the undergraduate experience, "A Michigan Education," in which sexual orientation issues are neglected entirely, even when the need for incorporating diversity into the undergraduate curriculum is being discussed. This omission was articulated in a letter from a faculty member to the chair of the committee responsible for the report:

> "... The committee's deference to the concept of diversity is admirable; but I was saddened to see that, in acknowledging the importance of gender and cultural differences, it has continued our institution's long-standing tradition of gingerliness and avoidance with respect to matters of sexual orientation and identity. At least 10% of the University community, and so of undergraduates--those who are lesbians, gay men or bisexual people--are subject at best to benign neglect of their "difference" and at worst to the more malign forms of homophobia; and that puts them at a crippling educational disadvantage. Furthermore, the report misses the opportunity of pointing out what seems still to be insufficiently acknowledged: that homophobia is of a piece with the

other major forms of social discrimination (especially gender discrimination) and that an institution that is genuinely anxious to combat discriminatory practices will fail unless it actively combats them all." -Professor Ross Chambers, Marvin Felheim Distinguished University Professor of French and Comparative Literature

The need to include gay men and lesbians in the University's vision of diversity applies to curricular as well as noncurricular initiatives.

Hence, it is not surprising that the Study Committee has heard from faculty and students who express frustration and disappointment that LSA's new diversity requirement will not include attention to issues of sexual orientation. Although the requirement was initially conceived as a measure to ensure that undergraduates would take at least one course dealing with issues of race in a particular discipline, it was expanded to include other perspectives such as gender and ethnicity. However, courses dealing with gay and lesbian issues have not been included among those courses that will fulfill the requirement.

> *"I believe there is a clear need to confer with the LSA faculty and administration to ensure the inclusion of this [sexual orientation] component in <u>each</u> diversity class. (This should not be an "optional" segment to be used by the individual instructor; rather again, it should be a confirmed element of the course syllabus.)" -- student*

We urge that the LSA diversity requirement be implemented in a way that embraces sexual orientation issues. In addition, we hope that as other units (including Flint and Dearborn) consider adopting diversity requirements, they will include sexual orientation in their concept of diversity.

THE RESEARCH CLIMATE

Course content is, of course, heavily influenced by faculty research agendas. Almost all the survey responses from deans, directors and department heads stated that they were unaware of any research on sexual orientation in their schools and departments, even in some units where faculty have, in fact, made important scholarly contributions in this area. Virtually all also responded that they saw no obstacles to such research. However, none of the respondants reflected on whether the absence of research on lesbian and gay topics might suggest that obstacles to that research do indeed exist.

The ramifications of the impediments to research extend beyond its negative effects on the curricular coverage of lesbian and gay subject matter. When faculty do little or no research in a given field, then students (both undergraduate and graduate) have difficulty obtaining research supervision in that field. There are few opportunities for teaching assistantships or research assistantships for students interested in the field, and the financial implications for graduate students who wish to pursue the ignored topic are obvious. In such a climate, graduate students cannot find thesis advisors and are often thereby forced to abandon their research interests. In addition, the absence of faculty research conveys the message that anyone who pursues research in the area risks marginalization. In the case of lesbian and gay issues, all of these consequences are keenly felt by graduate students.

> *"As a graduate student, I have felt the discomfort of faculty members who feel my academic interest in Lesbian and Gay Studies is 'not academically challenging or socially rewarding.'" -- student*

Both students and faculty face varying degrees of disincentive that lead them very often to avoid working on topics of lesbian, gay or bisexual interest. Students and faculty are less conscious of being actively discouraged than they are of <u>not being actively encouraged</u>; but homosexuality is an area in which (given prevailing societal attitudes) mere "lack of discouragement" is insufficient to counter the not unjustified fears and suspicions most lesbians and gay men develop in the course of their lives. Active encouragement is necessary.

> *"As a ... faculty member, I've had mainly silence from colleagues--more non-recognition, though occasionally my lover is specifically included on invitations to semi-official social gatherings.... No straight colleague has acknowledged the existence of [my scholarship dealing with gay and lesbian issues], though it is on my c.v., etc. I think it is <u>much</u> harder for graduate students in [my department]. -- faculty*

It is axiomatic that a University should not discourage teaching and research on any topic or in any branch of knowledge, even when the discouragement takes the form of "not actively encouraging." Yet cases abound of students and faculty who have been led to choose relatively "safe" or "mainstream" topics over work on issues of homosexuality. We were told of students having been officially advised, often with the best personal intentions and with the students' interests in mind, to avoid pursuing a topic they were interested in and to take up something more conventionally acceptable instead. Sometimes the advice has felt considerably less benign, and some graduate students reported to the Study Committee the fear of being marginalized just by being openly gay or lesbian, regardless of what research topic they chose.

One said, "If your advisor is the least bit homophobic and you are out of the closet, you can just forget about future teaching opportunities. If I had to do it over, I wouldn't come out."

It seems, then, that there is a more or less conscious avoidance, on the part of lesbian, gay, and bisexual students and professors, which corresponds to the unconscious avoidance they perceive in the course offerings, academic counseling and research priorities of the University as a whole. And this pattern applies as much to the undergraduate contemplating a five-page paper as it does to the graduate student choosing a topic for a term paper or dissertation and to the faculty member designing a research project. One can only speculate about the amount of important, interesting and useful work that fails to get done under such circumstances, and about the degree of damage that may be done, both to the individual concerned and to the work they choose to do, when that work is chosen as an alternative to the project they are more strongly motivated to undertake. As one faculty member put it, "Junior faculty think they have to be brilliant to come out. Fear of coming out has an enormous influence on discourse and on how faculty write and conceive projects; being in the closet blocks you."

Despite the general pattern of avoidance, a significant amount of research on gay and lesbian topics does get done at the University of Michigan by faculty and students from a wide variety of disciplines. A small core of UM scholars has been in the vanguard of the gay and lesbian studies movement, while others have contributed to gender studies and to both theoretical and empirical studies of human sexuality. There is some question, however, as to whether research in the area of gay and lesbian studies has received the collegial recognition it merits. One distinguished professor reported that her recent, widely acclaimed book in the field of gay and lesbian studies has been practically ignored within her department.

For gay and lesbian studies (as for most areas of inquiry) the University Library is a crucially important resource. The Graduate Library's collection of materials related to gay and lesbian studies is strong; and through the Labadie Collection on social and political movements, the Library has built a significant archival collection on the gay and lesbian movement. In addition, the Graduate Library's recent flyer about its collections in lesbian and gay studies has had the effect of calling students' attention to the possibility of pursuing research in the area. We must add, however, that the library resources at Dearborn and Flint are woefully inadequate.

A more encouraging and positive atmosphere on the campuses of the University of Michigan would offset, in some cases and to some degree, the discouraging effects of prevailing professional and societal attitudes. Furthermore, the more work that is done and the more knowledge that becomes available, whether through teaching or research, the greater is the

chance that gay and lesbian studies will come to be regarded as a standard professional field rather than a stigmatizing specialty, and the closer the society as a whole may be brought to the enlightened attitudes that accurate knowledge can foster. We urge, therefore, that a concerted effort be made by the academic administration to encourage and support research in the area of gay and lesbian studies by students and faculty.

A GAY AND LESBIAN STUDIES PROGRAM

Over the past two decades, lesbian and gay studies has emerged as a distinct and necessarily interdisciplinary field of intellectual inquiry, characterized by a particular subject matter--the study of gay and lesbian experience, broadly defined--and by a sympathetic and supportive attitude toward that subject matter. That is, the term "gay and lesbian studies" signifies not merely the study of an issue associated with homosexuality, but also a positive attitude toward homosexuality, an appreciation of the complexity and variety of gay and lesbian experience, and an awareness of the difficulties involved in approaching homosexuality historically and transculturally. As a field, gay studies embraces an extraordinarily wide range of issues and methodologies, welcoming--often demanding--historical, sociological, psychological, anthropological, biological, medical, legal, political, philosophical, aesthetic, cultural, and literary perspectives, among others. The very breadth of this topic means that gay and lesbian studies is perforce interdisciplinary, even though in practice it is nearly always pursued along familiar disciplinary divisions, such as gay and lesbian studies in history or in sociology or in literature. The inclusion of gay and lesbian issues in traditional disciplines has introduced valuable new perspectives to these traditional areas of study, while the application of traditional methodologies to neglected areas of study can test the viability and universality of their claims.

As evidenced by the recent explosion of scholarly books, monographs, and essays in the field, the gay and lesbian studies movement is burgeoning. (See recent reports in the New York Times (12/30/90) and the Chronicle of Higher Education (10/24/90)). Moreover, this international movement is increasingly finding institutional support. Following the lead of several Dutch universities, annual conferences, continuing colloquia, programs, and centers have been established at major American universities, including the City University of New York, Columbia University, MIT, Harvard, Yale, Duke, Rutgers, San Francisco State, and the University of California - Berkeley.

While gay and lesbian studies are increasingly welcome in traditional, long-established academic publications, several important journals have been founded specifically to disseminate gay and lesbian studies research, including Journal of Homosexuality, Genders, and Journal of

the History of Sexuality. The University of Chicago Press, Columbia University Press, and New York University Press have all recently announced publication series devoted to gay and lesbian studies.

Many faculty members contacted by the Study Committee have advocated the establishment of a lesbian and gay studies program at the University of Michigan. Although sexual orientation issues are generally neglected in the University curricula, there is a small core of UM faculty, mostly concentrated in the humanities, who are doing outstanding research on gay and lesbian topics in their fields. Their research is being disseminated in papers delivered at meetings of professional associations, in leading scholarly journals, and in books that are receiving national acclaim.

> *"This letter pertains to the need for a Gay Studies program--not only for students but to assist faculty needs in scholarship. Last year a brilliant Yale graduate came to see me about enrolling in our Ph.D. program in [a UM program]; he had offers from Duke and elsewhere. He questioned me at length about available specialists for contemporary gay male literary studies in U.S. Our absence of scholars in this area (at least, so far as I can tell from reading [department] syllabi) was of great concern to him, and probably influenced his decision to go elsewhere."*
> *-- faculty*

Interest in a program in gay and lesbian studies has also been fostered by the success of the Humanities Institute's focus on the history of sexuality during the 1990-91 academic year. Bringing together individuals who share scholarly interests in the history of sexuality, the Institute also provided an opportunity for students and faculty specifically interested in gay and lesbian topics to identify themselves to each other and to exchange insights across disciplinary boundaries.

Interest among UM scholars in gay and lesbian studies is further evidenced by the creation of a discussion group for faculty and graduate students with a common intellectual interest in this area. The group was formed in the fall of 1990 with the hope that discussions of theory (literary, historical, cultural, and social scientific) would bridge disciplinary boundaries and create a scholarly community out of which a gay and lesbian studies program might develop.

A lesbian and gay studies program would support and disseminate scholarship in this increasingly sophisticated area of inquiry. It would help advance a sense of self-worth in students who are starving for validation of their experiences and scholarly interests and who are searching for the connection between their personal and academic identities. It would also play an important role in creating an interdisciplinary faculty network of those interested in sexual orientation issues. As one faculty member put it, "One problem now is that you've never heard

of any faculty in other fields who are interested in gay studies. Something is needed to make the legitimacy of this study recognizable--some point around which people can revolve on sexual orientation issues. We are losing some of the most intelligent and creative graduate student applicants to other schools because we have no identifiable faculty or focused research endeavors."

> *"[A lesbian and gay studies program] would provide important institutional support, and acknowledgment and validation that this is a particular area worthy of scholarship. It could also draw faculty from around the country who are on the cutting edge of the new history of sexuality field. It could work in the same way that Women's Studies and the Center for African-American Studies enable gender and race to be viewed as important fields of scholarly inquiry." -- student*

Others cite the following advantages to establishing a lesbian and gay studies program as follows. It would decrease the sense of scholarly isolation so keenly felt by many seeking to pursue scholarship on lesbian and gay topics. It would provide a research focus that would undoubtedly enhance opportunities for graduate students to pursue research in the field, obtain supervision from expert faculty, and gain relevant teaching and research assistant positions so critical to financial survival. It would help alleviate the lack of an academic home felt by many who are interested in lesbian and gay topics. It would provide a visible location for academic advising and research supervision of interested students. Finally, a gay and lesbian studies program would attract faculty to the University with scholarly interests in this area.

The establishment of a gay and lesbian studies program should not be a means of ghettoizing the topic, which needs to be integrated throughout the curricula of the University's schools and colleges. Nevertheless, the question of whether to establish a gay and lesbian studies program is an important one, worthy of serious consideration and exploration. We recommend that the Dean of LSA appoint a committee to investigate the feasibility of creating a lesbian and gay studies program or center, as well as other means of fostering research and teaching in the area of lesbian and gay studies.

RECOMMENDATIONS

We recommend that:

1. Deans, department chairs, and faculty work to ensure that gay and lesbian issues are included in the curricula. Ways in which this might be accomplished include:

a. a self-study of curricular content to assess the degree of inclusion of issues related to sexual orientation;
b. encouragement and support for faculty to develop courses and portions of courses that address lesbian and gay issues from the perspectives of all relevant disciplines.
c. the inclusion of readings addressing lesbian and gay issues in introductory social science and humanities courses.

2. The LSA diversity requirement be implemented in a way that embraces sexual orientation issues and that other units (including Flint and Dearborn) also acknowledge the necessity for including sexual orientation in their attempts to address diversity in the classroom.
3. Deans and department chairs actively encourage faculty interest in research and teaching about lesbian and gay issues and culture, and where necessary seek to make new appointments with the needs of such teaching and research in mind. Ways in which this scholarship might be encouraged include:
   a. provision of financial support or released time for course development that includes sexual orientation issues;
   b. acknowledgment of such curricular innovation in annual merit reviews;
   c. invitations to visiting scholars and speakers and organization of symposia to address gay and lesbian topics;
4. Deans and department chairs take steps to ensure the availability of current information and positive academic counseling to students interested in gay and lesbian studies.
5. The University library continue its efforts to provide resources necessary for research and scholarship about sexual orientation issues and perspectives, including subscriptions to relevant journals and acquisitions of pertinent reference materials. The Flint and Dearborn libraries should likewise pursue this goal.
6. The Dean of LSA appoint a committee to prepare a detailed plan for encouraging research and teaching in lesbian and gay studies at the University and, specifically, to investigate and report on the feasibility of creating a lesbian and gay studies program or center as a means of fostering such research and teaching.

VII. POLICIES AND PRACTICES THAT DISCRIMINATE ON THE BASIS OF SEXUAL ORIENTATION

Although policy of the University of Michigan prohibits discriminatory conduct that affects the terms, conditions, privileges or benefits of a person's education, employment, housing or participation in a University activity (see Section II), a variety of policies and practices do, in fact, have a very different impact on lesbians and gay men because of their sexual orientation.

> *"The Presidential policy prohibiting discrimination on the basis of sexual orientation should be enforced in a systematic and comprehensive way, and units and offices within the University should examine their policies and practices and amend those that violate the policy." -- 1990 Report and Recommendations of the President's Advisory Commission on Women's Issues*

From those of major importance (personnel benefits including the provision of health insurance or availability of university-subsidized housing) to those of a more minor nature (the availability of football tickets or invitations to university events), services provided to married heterosexual couples are denied to lesbians and gay men.

AN ISSUE OF EQUITY

Many University policies and practices violate the principle of equity. An equity standard requires that individuals who are in the same position should be treated similarly, not differently based on an irrelevant characteristic. Lesbian and gay employees and their partners ought to be treated like other employees and their partners, not differently because of their sexual orientation. Equitable access to university programs and activities for all members of the university community, regardless of their sexual orientation, should be a fundamental principle guiding the policies and practices of this institution.

Many university policies and practices have a differential impact depending on an individual's marital status; in addition, gay men and lesbians face the additional inequity of being treated as single even when they are in longstanding committed relationships and have formed families that often include children or other dependents.

Policies and practices at UM and other institutions have not kept pace with the changing structure of the present-day family. The emerging notion of family incorporates and values diversity in family life and is more flexible than that recognized by much existing law. This broader definition of family is that of people living together who support each other emotionally

and financially. It is this definition which was cited by Judge Vito Titone of the New York Court of Appeals in his majority opinion in Braschi v. Stahl Associates in July, 1989. (The court ruled that a man whose long-time partner died had the right to the lease on his partner's rent-controlled apartment.) Titone wrote:

> (T)he term family ... should not be rigidly restricted to those people who have formalized their relationship by obtaining, for instance, a marriage certificate or adoption order.... (T)he intended protection against sudden eviction ... should find its foundation in the reality of family life.... (A) more realistic, and certainly equally valid, view of a family includes two adult lifetime partners whose relationship is long term and characterized by an emotional and financial commitment.

This broader definition of family also has ramifications for heterosexual partners who are not married. Although they are legally permitted to do so, many heterosexual couples choose not to marry for a variety of reasons, while maintaining committed relationships and care of children. Many policies and practices that discriminate against lesbians and gay men also discriminate against unmarried heterosexual couples and do not address the reality of their family life.

"Families consisting of or headed by lesbian and gay couples mirror those consisting of or headed by heterosexual couples--some consist of the couple only; some include minor children; some include parents and grandparents of one or both of the couple or other family members. The needs and requirements for caring for family members are the same regardless of the sexual orientation of the heads of the household. -- In Every Classroom, The Report of the President's Select Committee for Lesbian and Gay Concerns, Rutgers University

PERSONNEL POLICIES

Many personnel policies at the University of Michigan discriminate against lesbians and gay men because they extend benefits only to employees' legally married spouses. It should be noted that the policies that do not provide coverage for lesbian and gay male couples also do not apply to heterosexual couples who are not married.

Central to the discussion of applicability of benefit policies is the definition of immediate family. The most explicitly inclusive policies use a definition of immediate family that includes a "domestic partner with whom the staff member shares living accommodations and expenses" (SPG 201.03, page 1) and the relatives of the domestic partner equivalent to a spouse's relatives; many other benefits are confined to legally married spouses.

Among the University's inclusive policies are SPG 201.3, "Funeral Time," and SPG 201.11, "Sick Time Pay," which allows the usage of sick time to care for family members. New in 1990, SPG 201.92, "Tenure Probationary Period: Effects on the Tenure Clock of Childbearing and Dependent Care Responsibilities," includes partners as an example of dependents for whom, if care is provided, an exclusion of one year can be made from the countable years of service that constitute a faculty member's tenure probationary period.

"My partner--of 5 years' standing, with whom I co-own a home and share all living expenses, and alternately rejoice and weep together over the evolution of our collective five children's progress in life, and in general are a lot like any middle aged couple aging contentedly together--my partner happens to be a woman. [Because of an injury], she is unable to hold employment that might provide benefits. A legally married (straight) couple in these circumstances would immediately enroll the partner in University health coverage. Under the University's current health care options, I don't have a glimmer of a chance at any price. Disproportionate (discriminatory) impact? You bet." -- staff

Inconsistencies are found in the "insured benefit" personnel policies. On the positive side, faculty or staff members have complete discretion in naming anyone they choose as their beneficiaries in the event of death under SPG 203.4, "Group Life Insurance," and SPG 203.5, "TIAA-CREF Retirement Plan." There is also discretion about who is named as the survivor once annuities are started.

"Is there any intent to consider changing the policies regarding partners receiving such benefits as being listed on an employee's health insurance policy, etc.? This is not an issue for me because my partner of 6 1/2 years is a college professor at another institution and she has full benefits. I do well remember, however, a time when she was still in school and paying a large monthly rate for her own health coverage." -- staff

The most significant discriminatory benefit policies are those pertaining to health insurance. Gay and lesbian faculty and staff members cannot include their partners and the children of their partners in their health insurance coverage. This is true no matter which of the several available health insurance plans is selected. This denial of coverage creates a tremendous burden on lesbian and gay male faculty and staff who are unable to secure health insurance for their family members, even if willing to pay the additional cost for two-person or family coverage. They are forced to seek far more expensive forms of health insurance if available or, far worse, provide no health insurance for their partners or children. Because such coverage is not available when the faculty or staff member is actively working, it is also not available to their partners when the person retires or dies. In contrast, because married faculty and staff members are able to enroll their family

members in health insurance plans, they thereby automatically provide them with protection following retirement or if the faculty or staff member dies. (See SPG 203.2, "Health Insurance"; SPG 203.3, "Health Insurance: Major Medical Expense Plan"; SPG 203.9, "Dental Assistnce Plan"; and SPG 203.10, "Benefit Reimbursement Account.")

Currently, faculty and staff members are being offered the opportunity to participate in a new long-term care insurance program offered by TIAA. This benefit will be open not only to all faculty and staff members, but also to their spouses, parents, and the parents of their spouses, yet domestic partners are excluded. For several reasons, it is particularly ironic that domestic partners and their parents cannot be included in this new benefit: eligibility will be determined by TIAA through a health screening, the full premium is to be paid by each participant, and the University will not contribute any of the premium.

The Study Committee is aware of two approaches that different institutions have taken in order to provide more equitable access to personnel benefits formerly restricted to married heterosexual couples: extension of eligibilty to all unmarried couples, heterosexual and homosexual; and extension of eligibility only to same-sex couples. Each of these approaches is described briefly below.

Some organizations have extended access to spousal benefits to all committed, unmarried couples, regardless of their sexual orientation. Cities and other institutions that have expanded benefit availabilty to include nonmarried partners have found that approximately three-fourths of the couples who take advantage of this eligibility are heterosexual--a clear indication of the discrepancy between the former policy standards and the reality of current family structure. Several cities and a number of collective bargaining agreements have adopted this broader definition of family; in most cases the couple file an affidavit as domestic partners with City Hall or they register at their employer's Personnel Office. Usually they must have lived together for a designated period of time and must be financially interdependent. This approach provides equitable access to benefits for all employees, and recognizes the realities of changing family structures.

In seeking to provide access to benefits in a way that does not discriminate on the basis of sexual orientation, some institutions have selected a more specific approach than that described above. Recognizing that heterosexual couples have the option of legally recognizing their partnership through marriage but that this is currently impossible for same-sex couples, some institutions have extended spousal benefits specifically to gay and lesbian couples and not to unmarried heterosexual couples. Montefiore Hospital in the Bronx is one such example. The

largest private employer to provide the same health benefits for gay and lesbian workers and their partners as for heterosexual workers and their spouses, Montefiore extends health care coverage to married spouses and to people who are unable to marry because of laws prohibiting marriage of persons of the same sex. Comparable benefits are not extended to unmarried heterosexual couples. This more limited approach has obvious economic advantages. Additionally, it is far less likely that individuals will attempt unfairly to obtain access to personnel benefits and university services by claiming falsely to be a gay or lesbian couple than it is that they would claim to be an unmarried heterosexual couple.

Because of the undue financial burden placed on lesbian and gay employees of the university, we believe that the "insured benefit" personnel policies should treat domestic partners and their children in the same manner as spouses and their children. Several methods of rectifying this inequity are immediately apparent. The University of Michigan owns and manages a Health Maintenance Organization (HMO), M-Care, and we understand that the University for all practical purposes "self-insures" through Blue Cross/ Blue Shield. Thus, the University of Michigan has an unusual degree of influence in determining who is permitted to enroll in these health insurance programs and could provide equitable access for the family members of its gay and lesbian employees. Anticipating that additional study will be required we recommend that a task force be established to investigate existing options and to determine the most fiscally responsible method of providing health insurance in an equitable and nondiscriminatory manner. In addition to correcting its own discriminatory health insurance practices, we urge the University to exercise its considerable leadership capabilities to influence other insurers to provide benefits fairly and equitably.

HOUSING

The University of Michigan provides a variety of housing services in addition to a large residence hall system. The Housing Information Office provides assistance to students, faculty, and staff seeking off-campus rental housing by maintaining a listing of available rental properties with descriptions provided by the landlords. To take advantage of this service, landlords not affiliated with the University must sign an agreement to abide by the University's non-discrimination policies, including the policy prohibiting discrimination based on sexual orientation. (It should be noted that all Ann Arbor landlords are also bound by the city ordinance prohibiting such discrimination.) When, on occasion, a landlord has refused to sign the agreement or has specifically deleted the sexual orientation clause, the University has refused to allow him or her to participate in its placement program.

Ironically, in providing housing the University does not meet the nondiscrimination standards it requires of others. Subsidized housing is made available to married heterosexual couples, but committed lesbian and gay couples are excluded.

An increasing number of colleges and universities are providing access to married student housing for committed same-sex couples, including Columbia University Teachers College, Harvard University, Massachusetts Institute of Technology, Miami University (Ohio), New York University Law School, Stanford University, University of California - Berkeley, University of California - Irvine, University of North Dakota, and the University of Oregon. (The University of Oregon provides access to married student housing only for those lesbian and gay couples with dependents.) Implementation of these policies differs among institutions; many have no applicable written policy, others have a formal policy that requires evidence of a committed relationship.

> *"Many of our peer institutions are moving forward to make access to family housing equitable, to provide access to all couples. It is embarassing that we are not." -- housing staff*

The provision of subsidized housing for married couples is a legacy of efforts to encourage returning war veterans to attend the University. It is not clear why, in 1991, the University of Michigan is more interested in providing housing for married students and their non-student spouses than for any two students, regardless of their relationship. While this might seem a clear example of discrimination based on marital status, the Study Committee is aware that Michigan's Elliott-Larson civil rights law, which prohibits discrimination on the basis of marital status, includes a specific exception for university housing. It is also curious that the University's priorities in providing housing are based on marital status rather than on the presence of dependents. These issues are not easily resolved and extend far beyond the scope of this report; it seems clear that it is time that the University re-consider some of the basic tenets that underlie housing policies and practices. But given that current housing policy favors students in established relationships, we recommend that housing be made available to committed gay and lesbian couples on the same basis as it is provided for legally married couples.

Although UM excludes lesbian and gay couples from family housing, through an ad hoc arrangement in the 1990-91 academic year, a Resident Director's same-sex partner was given permission to live with the RD in the apartment provided. This arrangement was apparently the first of its kind and set an important precedent for equitable access to University housing.

OTHER DISCRIMINATORY POLICIES AND PRACTICES

In addition to the major concerns of personnel policies and subsidized housing, a variety of other University policies and practices are discriminatory on the basis of sexual orientation. One is the tuition differential paid to non-resident family members of University employees. Tuition paid by Michigan residents is significantly less than that paid by non-resident (out-of-state) students; resident tuition rates are approximately one-third those for nonresident undergraduate students, and approximately one-half those of non-resident graduate and professional students. The University will provide the differential between resident and non-resident tuition fees for courses taken by spouses and/or dependent children of employees, if the employee's employment at the University was the reason for the move to Michigan. The University-paid differential represents a dramatic savings and makes education at UM possible for many spouses and dependents of employees who would otherwise be unable to afford nonresident tuition fees. This educational assistance is provided for "spouse and/or dependent children (sons/ daughters of the immediate family who have never been emancipated or independent)" (Standard Practice Guide 201.69-1). Same-sex partners are excluded, as are children of same-sex couples if the employee is not the biological parent. We believe that this inequity should be immediately rectified.

Lesbian and gay faculty, students, and staff endure constant reminders that their relationships and families are not recognized by the University. For many students, for example, attending UM football and basketball games is an enjoyable and memorable part of their years at Michigan. Unfortunately, this simple but symbolic part of collegiate life is made more difficult and more expensive for those students with same-sex partners than for their heterosexually married classmates. Students may purchase tickets to intercollegiate athletic events at a reduced rate for themselves and their spouses, with proof of marriage. Students wishing to purchase tickets for same-sex partners, however, must buy separate tickets at the full price. In contrast, each faculty and staff member may purchase tickets for one individual in addition to his or her own. There is no need for the second individual to be the employee's spouse. This policy penalizing students in same-sex committed relationships should be changed.

The Career Planning and Placement Office in Ann Arbor and comparable offices on the Flint and Dearborn campuses do not exclude hiring organizations which discriminate on the basis of sexual orientation. Because the University policy prohibiting discrimination on the basis of sexual orientation exempts outside agencies, the Career Planning and Placement Office is not obligated to exclude discriminatory employers. It is a serious actual and symbolic affront to gay and lesbian members of the University community that the University makes its placement facilities available to employers with overt discriminatory policies.

In October, 1988, the faculty of the Law School adopted a policy that the placement services of the Law School not be made available to any organization or individual that discriminates in recruitment or employment against any person on the basis of sexual orientation. (The policy had already been in effect for many years with respect to race, color, national origin, ancestry, religion, creed, age, sex, marital status, handicap, and Vietnam-era veteran status.) In October, 1989, the University administration instructed the Law School to make its placement facilities available to public agencies which discriminate on the basis of sexual orientation.

The University's action prevents the Law School from meeting standards of nondiscrimination expected within its professional community. Peer institutions, such as the law schools of Harvard, Yale, Columbia, Stanford, Chicago, and New York University, have the very policy which the University of Michigan Law School was required to retract. The Association of American Law Schools' accreditation standards require that member schools provide students with equal opportunity to obtain employment without discrimination on the basis of sexual orientation, among other characteristics, and they require that the member schools communicate this requirement to all potential employers. Proposed amendments to the Michigan Rules of Professional Conduct and the Michigan Rules of Judicial Conduct would make it a violation of professional conduct for lawyers and judges to discriminate on the basis of sexual orientation.

Universities are fearful that if military recruiters are banned from campus because of the military's discriminatory policies, the universities will lose their Department of Defense funding. However, current federal regulations provide that if a "subordinate element of an institution" bars military recruiting, the prohibition on the use of Department of Defense funds applies only to that unit (32 CFR 216.3). The Department of Defense has not cut funding to any university whose law school has banned military recruiters, and few, if any, law schools receive Department of Defense funding. We recommend that outside agencies, private and public, be required to comply with the University policy of nondiscrimination on the basis of sexual orientation if they are allowed to use university placement or other facilities. This course of action would be consistent with the University's values of nondiscrimination and dignity for the diverse members of its community. We acknowledge the risk the University faces in loss of Department of Defense funds if military recruiters are banned from the entire University. However, the University faces no such risk under current regulations by barring discriminatory private employers or by permitting units which do not receive Department of Defense funds to apply their nondiscriminatory policies to outside agencies. Additionally, we recommend that

the University in conjunction with other leading research universities bar public agencies that discriminate on the basis of sexual orientation from campus-wide recruiting.

A report recently requested by the Department of Defense concluded that there is no sound basis for the military's policy of discrimination, drawing an analogy to race discrimination by the military in the past (Sarbin and Karola, 1988). It is important at this time for the University to stand by its own principles of nondiscrimination and refuse to remain a willing accomplice to discriminatory policies of other institutions.

INCLUSIVE POLICIES AND PRACTICES

A few units within the university have made conscious efforts to modify their policies and practices to ensure equitable access to their services and programs. For example, in response to urging from the Task Force on Sexual Orientation, the Alumni Association has taken clear steps to correct formerly discriminatory practices, thus becoming a potentially important avenue for gay and lesbian participation in the University.

Evidence of the Association's desire to provide fair and equitable treatment includes its modification of eligibility for joint memberships so that gay and lesbian partners are treated in the same manner as married spouses. Additionally, the Association changed the wording describing eligibility for several activities from "spouse" (which excludes partners of gay men and lesbians) to a more inclusive phrase. The Association has also included sexual orientation sensitivity training in their staff workshops, which are attended by members of the Board of Directors and Executive Committee.

> *"Several of the major donors for our school's scholarship funds are lesbian couples. But no one seems to be aware of that--especially not the students who are struggling to feel OK about their sexual orientation." -- staff*

In recent years, gay and lesbian alumni organizations have become very popular nationwide. Gay and lesbian alumni have taken the initiative to organize these groups, with the result that many major universities and colleges now have such a group. The only UM gay and lesbian alumni group that the Study Committee is aware of is that of Law School alumni. The formation of the gay and lesbian group, established with administrative support from the Law School, was recently announced in Law Quad Notes, the alumni magazine. Although gay and lesbian UM alumni have attempted the creation of at least one other group, they have thus far not sought the help of the Alumni Office in establishing and sustaining the groups. Yet it appears that the Association would be willing to

cooperate with those gay and lesbian Association members who are presently seeking ways to represent the concerns of the University's many gay, lesbian, and bisexual alumni. We recommend, therefore, that gay, lesbian, and bisexual alumni work with the Alumni Association to establish programs similar to those at other leading universities.

The Study Committee also learned that policies governing several University services ensure that gay and lesbian couples have equitable access to those services. For example, the University Health Service makes it possible for students to secure limited health care for their same-sex partners. Available on a pre-paid plan or a fee-for-service basis, basic health care (office visits, x-rays, laboratory work, etc.) can be secured for any individual who is sponsored by a registered, enrolled student. Similarly, the University's Recreational Sports facilities are available to partners as well as spouses. The Recreational Sports program allows each faculty member, staff member, and student to sponsor one adult for an additional fee, thus enabling the sponsored individual to use the recreational facilities. There are no restrictions pertaining to who may or may not be sponsored.

RECOMMENDATIONS

We recommend that:

1. The definition of "family" be made consistent throughout University policy to ensure inclusion of same-sex partners and their dependents.
2. Employee benefit programs be made available to committed gay and lesbian couples and their families on the same basis as they are provided to legally married couples.
3. Access to University-subsidized health insurance be extended to the partners and dependents of gay and lesbian employees. A task force should be established to investigate existing options and to determine the most fiscally responsible method of providing health care insurance in an equitable and nondiscriminatory manner.
4. University housing policies not discriminate against gay and lesbian couples and their families. Housing should be made available to committed gay and lesbian couples and their families in the same manner as it is to their married counterparts.
5. Units within the University undertake a complete review of their policies and procedures, and those policies which have a differential impact based on sexual orientation be modified to ensure fair and equitable access to all university services.

6. External agencies be required to conform with the University's nondiscrimination policy in order to use University facilities for recruitment efforts.
7. The University of Michigan exercise leadership among its peer institutions in ensuring that its policies and practices are consistent with university policy and do not discriminate on the basis of sexual orientation.

VIII. RESERVE OFFICERS' TRAINING CORPS (ROTC)

AN ISSUE OF NATIONAL CONCERN

Systematic discrimination against lesbians and gay men occurs in the Reserve Officers' Training Corps (ROTC) programs. ROTC consists of three branches (Army, Navy, and Air Force) organized, managed, and funded by the Department of Defense (DOD). In accordance with military policy, all three ROTC branches prohibit enrollment of lesbian and gay students and are required to disenroll any individual who declares her or himself to be a homosexual or who is discovered to have homosexual desires or tendencies, even if such desires and tendencies have never been acted on.

Army Regulations 635-200 (Chapter 15.1) state: "Homosexuality is incompatible with military service. The presence in the military environment of persons who engage in homosexual conduct or who, by their statements, demonstrate a tendency to engage in homosexual conduct, seriously impairs the accomplishment of the military mission. The presence of such soldiers adversely affects the ability of the armed forces to maintain discipline, good order, and morale; to foster mutual trust and confidence among soldiers; to insure the integrity of the system of rank and command; to facilitate assignment and worldwide deployment of soldiers who frequently must live and work under close conditions affording minimal privacy; to recruit and retain soldiers of the armed forces; to maintain the public acceptability of military service; and to prevent breaches of security."

Although this policy has come under fire by civil rights organizations and has frequently been contested in the courts, the federal judiciary has generally been hesitant to prevent the military from discriminating against gay men and lesbians, as well as other categories of individuals such as women and, until relatively recently, African-Americans. Despite much evidence that lesbians and gay men have played a significant role in the military (see Allan Berube's Coming Out Under Fire: The History of Gay Men and Women in World War Two), the Department of Defense continues to insist that gay and lesbian soldiers threaten its mission. When a DOD Commission concluded in 1989 that gay men and lesbians should not be prohibited from serving in the military, the DOD, rather than following the recommendations of its own Commission, attempted to suppress the document that made the recommendations (Dyer, 1990). Given the consensus among major universities and colleges that sexual orientation discrimination is not permissible, the conflict between universities and the military over ROTC policy has become increasingly intense and widespread. Unlike its other antidiscrimination policies, the University of Michigan's sexual orientation policy specifically exempts federal agencies from compliance,

bringing into question the University's commitment to opposing sexual orientation discrimination (See Section II).

In order to be eligible for ROTC, a student must sign a statement declaring that she or he has never "engaged in, desired or intend to engage in bodily contact with a person of the same sex for the purpose of sexual satisfaction." Were this statement answered literally and honestly, a large fraction of American men and women would be ineligible for military service. Depending on the branch, the student may be required to affirm this declaration annually. In order to receive a commission as an officer cadet or an ROTC scholarship, the student is again required to make this declaration of nonhomosexuality.

At the University of Michigan, ROTC students experiencing confusion, difficulty, or doubt about their sexuality have theoretically the same access to University counseling services as any other student, but obviously they may be very hesitant to take advantage of such services, especially those offered by the Lesbian - Gay Male Programs Office.

Some highly publicized recent cases indicate that the military not only disenrolls cadets who admit to having homosexual feelings (even when not intending to act on such feelings), but will also attempt to force the student to repay any scholarship funds received through ROTC. In one such case, the provost of Washington University protested the request and warned that such an action would only cause more friction between the university community and ROTC; twenty-four members of Congress also expressed their outrage in a letter to the commander in charge of the case (The Advocate #548, pp. 8-9).

Even though less than half of one percent of UM students are enrolled in ROTC programs, ROTC is a very visible presence at the University. ROTC students participate in the full life of the campus, including fraternities and sororities, student government, marching band, etc. Unlike some universities, UM does not contribute scholarship funds to its ROTC program in order to attract more enrollees. However, the program is housed in University facilities and some units of the University give credits for some ROTC courses (for instance, the Schools of Engineering and Nursing).

The DOD policy of discriminating against lesbians and gay men has been harshly criticized, especially since the Gulf War. In a recent poll conducted by Penn and Schoen Associates for the Human Rights Campaign Fund, 81% of Americans opposed the military policy barring lesbians and gay men. Editorials against the policy have been published in a wide range of newspapers including both the Detroit Free Press and the Detroit News. Lawrence Korb, an

assistant secretary of defense during the Reagan administration and a consultant to the Bush administration, has compared the Pentagon's refusal to enlist gay men and lesbians to its past reluctance to accept women and blacks. According to Korb, "If nobody had pressured the military from the outside, today the [armed forces] would consist of draftees who are heterosexual, single, male, and white." He has also suggested that the campus campaigns against ROTC will definitely be successful in helping to change the military's policy (see "Top Pentagon Official during Reagan Tenure Blasts Military Policy," The Advocate #578, June 4, 1991, pg. 25).

In the last few years especially, ROTC's discriminatory policy has become very controversial at many universities and colleges, public and private, large and small, in all regions of the country. A coordinated effort, including university administrators, faculty senates, and student organizations from across the country, has been organized to pressure the DOD to amend its discriminatory policy.

During the Vietnam War controversy Harvard University banned all ROTC programs from its campus. This decision was recently reaffirmed and the faculty council voted to condemn ROTC's discriminatory policy and to disassociate Harvard from all ROTC activities unless the policy is changed in two years. In 1990 Pitzer College in Claremont, California expelled ROTC from its campus because of the military's policy. Amherst College will no longer enroll new students in its ROTC program. The faculty senate at the State University of New York at Oswego voted to have ROTC banned from campus by 1996 if the military does not begin to enlist gay men and lesbians by that time. Faculty at nearly twenty colleges and universities have taken the same step, voting to expel ROTC by a set date if the military policy is not changed.

Universities have formed coalitions in other efforts to change the discriminatory policy. In 1990 a group of prestigious university presidents and provosts sent letters to the secretary of defense demanding that the military revise its regulations. Among this group were the president of the University of Pennsylvania and the provost of the Massachusetts Institute of Technology, the university with the highest percentage of DOD contracts. The University of Wisconsin has been especially instrumental in bringing attention to ROTC discrimination. The faculty senate voted to ban ROTC from campus and the chancellor lobbied the board of regents to approve the faculty vote. In May of 1990, the University of Wisconsin coordinated nationwide protests on twenty-six college campuses. In November of 1990 the University of Minnesota sponsored a conference called "About Face: Combatting ROTC's Anti-Gay Policy," in conjunction with the Lesbian and Gay Rights Project of the American Civil Liberties Union. From student protests and faculty votes to campaigning and lobbying at the highest levels of university administration,

Michigan's peer institutions have been taking steps to bring about a nondiscriminatory environment for all members of the academic community by focusing on ROTC's unfair policies and practices.

THE UNIVERSITY OF MICHIGAN

What has the University of Michigan done to contribute to this fight against discrimination in ROTC? Although the University has not been at the forefront of movement on this issue and has not been as vocal or visible as some of its peer institutions, some steps have been taken recently on several fronts. After receiving a request from the University of Wisconsin coalition organizers, the Senate Assembly Committee on University Affairs (SACUA) brought before the full Senate Assembly a watered-down resolution, which expressed "serious reservations concerning the current Department of Defense policy" and asked the DOD to "act to reconsider this discriminatory policy." After a heated debate, the Senate Assembly approved a more strongly worded version of the resolution, stating that the Assembly "is opposed to" the current policy, calling on the government to change the policy, and adding a final clause that calls on the President of the University "to lend his support to the principles of this resolution."

President Duderstadt has also taken steps to encourage a policy change. However, because the UM administration has been silent on the issue when administrators from other universities have spoken out on the issue to help make their positions clear, many members of the University community have assumed that the administration was not committed to seeking a policy change. Many in the community do not know that President Duderstadt was a signatory of several letters sent to Defense Secretary Cheney by university presidents committed to bringing about a change in ROTC policy. Recently, members of the Big Ten Council of Presidents and Chancellors, including President Duderstadt, sent a letter to Secretary Cheney requesting a meeting to discuss sexual orientation discrimination in ROTC. Because these efforts have not been publicized, some members of the university community have interpreted the administration's silence as another instance of ignoring discrimination against lesbians and gay men on campus. Adding to the confusion within the community about the university's stance, Walter Harrison, executive director of university relations, was reported as suggesting that the University "most likely will not take a position on the ROTC issue" (see Ann Arbor News, April 11, 1991, C1-C2).

Whereas on other campuses ROTC sexual orientation discrimination has been taken up as an issue of major concern to the whole academic community, at UM action has been either slow and hesitant in coming or shrouded in silence. When action has come, it has been initiated

primarily by a handful of students and staff, or from other universities which have taken a vocal, visible, and unambiguous stance. SACUA's original limited response to the Wisconsin initiative and the administration's silence may indicate some uneasiness with the idea of taking a strong, unequivocal public stance against discriminatory practices involving lesbians and gay men. Until such a stance is taken, all individuals within the University community will remain confused about the University's position on this issue, and lesbians and gay men will remain vulnerable to those who would practice such discrimination.

We believe that it is crucial that members of the University of Michigan administration continue to work with officials from other leading universities to demand that the discriminatory policy be changed; and that a plan be developed through which, if the discriminatory policy is not changed, the University will expel ROTC from its campuses.

RECOMMENDATIONS

We recommend that:

1. The University administration develop a plan by which ROTC be removed from UM facilities on all three campuses unless the Department of Defense policy is changed.
2. Members of the University administration continue to work with officials from other universities who are committed to combatting military discrimination on their campuses.
3. The Senate Assembly and other appropriate faculty bodies in the colleges and schools continue to bring pressure to bear against the Department of Defense's discriminatory policy.

IX. UNIVERSITY SERVICES FOR LESBIANS, GAY MEN, AND BISEXUALS

THE LESBIAN - GAY MALE PROGRAMS OFFICE

> "We celebrate the uniqueness of the individual spirit and support the premise that inclusiveness is the foundation of community." -- LGMPO motto

For several decades, lesbians and gay men have fought to establish university services and organizations that would address their needs. As a result of pressure from campus and community groups, the University in 1971 established a Human Sexuality Office, later renamed the Lesbian and Gay Male Programs Office. The Office was the first of its kind within an American university and it remains an important symbol of the University's commitment to ending discrimination against, and the invisibility of, lesbians, gay men, and bisexuals. The coordinators, with the help of volunteers from the University and community, offer educational outreach, counseling and referral, advocacy, and community consultation.

Staff from this office design, organize, participate in, and evaluate educational workshops for classes, seminars, conferences, residence halls, faculty and staff, and community organizations. Lesbians, gay men and bisexuals who have a positive and open attitude about their sexual orientation share their personal experiences and educate the audience about sexual identity, same-sex relationships, harassment, discrimination, and other issues. The participants are encouraged to share their own values and beliefs through values clarification exercises, role playing, small- and large-group discussions, and question-answer sessions. The Coordinators estimate that between 2000 and 3000 people attend LGMPO educational programs each year.

"When I taught a PSYCH class about 'prejudice, social identity, and intergroup relations' I had a panel of 4 persons from the LGMPO talk in my class. This was extremely useful! I wish more students would have a chance to have a panel like this in their classes! Other instructors might not know about the possibility to do this! Can't you distribute more information to the Faculty?" -- faculty

According to the Coordinators, the demand for educational programs exceeds their current ability to offer them. They estimate that the demand for educational programs about sexual orientation issues is great enough to require two full-time employees simply to do programming. It should be noted that staffing levels of this office have historically been very modest and have increased only gradually. In 1971 there were two quarter-time advocates; in 1977 there were two half-time professional staff; and in 1987 the two posts became full-time.

> *"On a very positive note, I have used the services of the Lesbian and Gay Male Unit of the Counselling Office...." -- staff*

The two LGMPO Coordinators offer crisis intervention and professional counseling for individuals, couples, and groups. In addition, Coordinators and peer workers have in the past provided crisis intervention by telephone. Referrals to University and community resources are available upon request. To help people develop a positive sexual identity and learn to form caring and supportive interpersonal relationships, the LGMPO periodically organizes "coming out" groups in which group members are provided a safe place in which to explore their concerns about sexual identity and self-esteem, same-sex relationships, and sharing their orientation with others. These groups are gender-specific and open to people of all ages.

The Coordinators report that the demand for their counseling services far outweighs their ability to meet with clients. Consequently, they are forced to refer individuals to non-University counselors although the cost can be prohibitive for many students, or to University counseling services where few counselors have been specifically trained to deal with sexual orientation issues. The Coordinators estimate that the demand exists for at least two to three full-time counselors for lesbian, gay and bisexual members of the University community. Although a regent recently criticized this office and questioned the necessity or appropriateness of having counseling services especially for sexual orientation concerns, the counseling services provided by the LGMPO are a valuable and necessary component of the University's counseling resources. Because existing resources are insufficient to meet the current demand for these services, we recommend a significant increase in the counseling program within the LGMPO.

The unmanageable demand for programming and counseling is evidence of widespread recognition and appreciation of LGMPO's services. Yet the Coordinators feel that their services and skills are largely underutilized and unrecognized by the University administration and some University units.

No formal relationship exists between the LGMPO and the Flint and Dearborn campuses. The Coordinators have given presentations at the Flint campus twice in the past several years; the most recent presentation was a direct result of inquiries made in the course of compiling this report. The LGMPO could be a valuable resource for the branch campuses; we recommend that formal links be established between the LGMPO and appropriate offices at Dearborn and Flint.

ORGANIZATIONS

Lesbians, gay men, and bisexuals have created a variety of organizations at the University. The organizations serve many different functions: some are primarily social groups; some are political; some schedule events, programs, and conferences. The diversity of organizations reflects the diversity of the University's lesbian, gay, and bisexual community and the ways in which this community adds to the diverse fabric of University life. For many individuals, these organizations are an important source of affirmation and support. Merely knowing that such organizations exist can be tremendously affirming to individuals who may not actually participate in these groups. The visible presence of gay and lesbian organizations on the Ann Arbor campus is even helpful to individuals on the Flint and Dearborn campuses where pressures for students to hide their sexual orientation may be even greater than on the Ann Arbor campus.

The Study Committee is aware of over a dozen independent organizations: Alliance of Lesbian and Gay Male Social Work Students; Black Gay Men Together; Black Lesbian Womyn and Gay Men in Struggle; Committee for Accurate Images; East Quad / Residential College Lesbian, Gay Male, and Bisexual Social Group; Faculty and Graduate Students Gay and Lesbian Studies Reading Group; Faculty / Staff Social / Support Group; Gay and Lesbian Advocacy and Support Group (GLAS) - Flint; Gay and Lesbian Library Association (GALLA); Gay and Lesbian Medical Students and Residents; Lesbian and Gay Law Students Association; Lesbian and Gay Men's Rights Organizing Committee (LaGROC); New Queer Agenda; and Wimmin of Power (Lesbian of Color Collective). Additionally, a student group is responsible for the production of a weekly radio broadcast focused specifically on gay and lesbian events, music, and culture.

> *"The computer conferences are phenomenal. They were my first and, for a while, my only contact with the GLBi community. They were a lifesaver." -- student*

There are two computer conferences specifically intended for lesbians, gay men, and bisexuals. LGM:RAP, a public conference, was established in early 1988, and is now in its third volume; it is funded by the Lesbian - Gay Male Programs Office and the Office of the Vice President for Student Services. Between November 1989 and November 1990, 258 individuals participated in the conference, discussing 112 various items during a total of 3270 hours. Students, faculty, and staff members of widely varying ages used the conference to discuss current events, engage in heated political arguments, share book and film reviews, ask questions, become acquainted, joke around, socialize, and learn about the experiences of other lesbians and gay men at the

University. The second conference, a private one, was restarted in January, 1990, and has 93 participants discussing 54 items.

These widely used conferences are an important means of communication among lesbians, gay men, and bisexuals at the University. For many people who are only beginning to accept the fact that they are gay, lesbian, or bisexual, the conferences provide an opportunity to explore their feelings and obtain accurate information in a very nonthreatening (and even anonymous) way.

THE LACK OF A SAFE SOCIAL AREA

> *"There are too many anti-gay feelings in my area at [a UM residence hall]. Nothing seriously violent, but cruel jokes if one was gay." -- student*

The Study Committee heard repeatedly about the need for a safe social area for lesbian, gay, and bisexual students. The importance of this suggestion was made clear as we gained an understanding of the unseen pressures and discomfort many students experience on a daily basis living in the residence halls or other University housing.

> *"Being gay and being out about it is not safe.... I need these people to like me to be in a study group with." -- student*

The social climate is an extremely important part of the academic culture on any university campus, especially residential campuses. No sharp separation exists between students' learning in formal courses and their time outside of class. Many of students' most challenging and stimulating intellectual debates and discussions do not occur within the confines of a 50-minute class period. Informal social interactions also provide a crucial component of students' education and the bulk of their learning about "diversity" issues as they learn to live, work, and study with individuals very different from themselves.

> *"I didn't move into the dorm because I didn't want to move into a room with two straight men and subject myself to being back in the closet." -- student*

Yet, for many lesbian and gay students, this segment of their education is stifled by daily pressures to hide their sexual orientation and their ongoing search to understand themselves as a lesbian or gay man within a strongly heterosexist society.

A safe social area for gay and lesbian students, a "safe space" where students could relax, talk openly and freely with other students without feeling pressured to censor their speech or maintain a facade is urgently needed. A gay and lesbian student lounge might serve as a resource area for gay and lesbian-related books, publications, and music, and it would be a welcome alternative to gay bars as a place where students could relax and be themselves. Students expressed varied ideas about possible locations, hours, and administration of a safe social area, but they were unified in their recognition of the tremendous need for such a facility.

> *"Gay and lesbian students become masters in the art of constructing gender-free sentences. Try describing your social life or a significant relationship without using 'he' or 'she'." -- staff and alumna*

The Study Committee is convinced that gay and lesbian students' formal studies and informal social aspects of college life suffer as a consequence of an often hostile social climate. We believe that the creation of a safe social area for gay and lesbian students would be an important step toward remedying an unfortunate situation.

> *"I foolishly moved into the dorm and now I can't have phone conversations with my gay friends from my room for fear of my roommates learning I am gay. I have to hide books and magazines so they won't find out." -- student*

RECOMMENDATIONS

We recommend that:

1. The funding and staffing levels of the LGMPO be examined and compared with other offices providing similar programming and services, and any existing insufficiencies be corrected.
2. Available counseling for individuals dealing with issues related to their sexual orientation be expanded to approximate more closely the demand that exists.
3. A safe social area be made available for lesbian, gay, and bisexual students.
4. More formal links be established between the LGMPO and appropriate offices at Dearborn and Flint in order to increase the availability of counseling services and to develop programming.
5. Support for student organizations be sustained, including the creation and maintenance of student organizations on the Flint and Dearborn campuses and the continued support of computer conferences intended specifically for lesbian, gay, and bisexual faculty, staff, and students.

X. THE CLIMATE FOR LESBIANS AND GAY MEN OF COLOR

A NATIONAL CONTEXT

Lesbians, gay men and bisexuals exist in all racial and ethnic groups and in all socioeconomic classes within these groups. It is therefore as difficult to generalize about lesbians, gay men, and bisexuals of color as it is to generalize about people of color generally. It is clear, however, that homosexuals in minority groups are subject to great harassment and discrimination, and may face special difficulties in educating the larger society about their contributions and needs and in learning how to integrate their sexual orientation with their racial identity.

In recent years, the phenomenon of multiple discrimination has begun to receive more attention nationally and at the University. Unfortunately, lesbians and gay men from the majority culture exhibit as much racial prejudice as their heterosexual counterparts. Hence, gay men, lesbians, and bisexuals of color become a minority within a minority, having to confront racism and discrimination from white homosexuals in the same way that they contend with these problems in the majority heterosexual culture. As gay men and lesbians began to create their own communities in urban areas during the seventies, they were largely middle- and upper-middle class communities established with the resources of men and, to a lesser extent, women of European descent. These new gay communities tended to be, at worst, hostile and, at best, indifferent to the needs of people of color and those of a lower socioeconomic class. Even though integration of racial and sexual minorities is usually more of a necessity in smaller towns like Ann Arbor and Flint than in cities like Chicago and Detroit, the same kind of racial stereotyping and discrimination is evident in the smaller communities and on university campuses. As a result, people of color usually do not find the same degree of solace and security within these newly established gay communities as their white counterparts.

African, Asian, Latino, Arab, and Native Americans often experience a conflict of interest and feel that they must choose between their sexual orientation as gay men and lesbians and their racial or ethnic identity. Obviously, individuals resolve this dilemma in different ways, and because each of these racial groups historically has integrated homosexuality differently, the cultural traditions of each group provide varying resolutions to the problem of conflicting identity. Many people of color feel a closer tie to their racial identity, since it is forged in the earliest stages of childhood, and since family, religious, and cultural bonds remain strongly intact even after an individual has come to accept her or his sexual orientation, usually in adolescence or later. Some lesbians and gay men of color, however, attempt to gain a sense of community with other homosexuals, rather than be subjected to the shame, anger, and sense of

betrayal to the race that often are directed at openly gay individuals in some communities of color.

One of the stereotypes about communities of color that is often propagated in the dominant white culture, both homosexual and heterosexual, is that racial minorities are more homophobic than whites. This stereotype is ironic, considering that homophobic, heterosexist laws and practices in the United States have been put in place largely by white Americans. Whites who promote this stereotype often cite the role of the fundamentalist church in African-American communities, the role of Catholicism in Hispanic communities, the role of Islam in Arab communities, and the role of family conformity in Asian communities. As with all stereotypes, this one is based on a very small grain of truth surrounded by accumulated layers of ignorance, misunderstanding, and distortion. We are only now beginning to study and teach in earnest the richly complex histories and traditions of people of color, and the various complex attitudes toward homosexuality in these cultures. One of the major projects of the new, thriving gay and lesbian studies programs in universities across the nation is to document, analyze, and disseminate the plethora of information being collected about the contributions of lesbians, gay men, and bisexuals in communities of color. Recent essays and books address such topics as the role of homosexuality in the Harlem Renaissance, the acceptance of sexual diversity as natural and desirable in Native American tribes, the views on homosexuality in Chicano/a culture, and the conventions of male love in classic and modern Chinese and Japanese cultures. The complexity of attitudes toward homosexuality in cultures of color can be suggested by the fact that gay men have traditionally played a visible and major leadership role in northern urban black churches. It is not coincidental that Jesse Jackson is the only candidate for President who has strongly and vocally advocated lesbian and gay rights as a part of his platform and campaign agenda. Even when people of color express prejudice toward lesbians, gay men and bisexuals, that prejudice tends to be tempered by their own experience as the victims of both blatant racial crimes and more subtle forms of discrimination by the dominant culture.

Just as positive attitudes toward gay men and lesbians in communities of color are sometimes expressed in different ways than in the majority culture, so bigotry and discrimination may manifest itself in different ways. (Whites often misunderstand these differences of kind as differences in degree of homophobia in minority communities.) Communities of color sometimes view the problems of homosexuals as less pressing than those of blacks, Hispanics, and Native Americans. Poverty, unemployment, inner-city crime, drugs, infant mortality, teenage pregnancy, lack of educational opportunities, and the cycle of despair that have resulted from hundreds of years of discrimination, segregation, and genocide against these communities are viewed as demanding greater attention than the civil rights of homosexuals. Lesbians, gay

men, and bisexuals of color are thus sometimes prone to guilt and frustration in trying to sort out and work toward reforms that will address the problems of all minorities.

The view that the problems of lesbians and gay men are less pressing than those of racial or ethnic minorities arises partly from a stereotype of lesbians and gay men within communities of color: that they are better off, have large disposable incomes, and are taking away needed services and attention from their communities. This stereotype partly derives from the fact that middle-class white gay men started the trend of gentrification in inner-city areas during the 1970s, where it was not uncommon to see middle-class gay men and poor racial minorities living peacefully alongside each other (for instance, in San Francisco, Boston, New York, Chicago, Houston, and Atlanta). Another stereotype that resulted from this encounter was the idea that all gay men are white, that homosexuality is a "white disease" threatening Black and Chicano men, and that homosexuality is not native to African-American or Hispanic life. These stereotypes often exist side by side with more enlightened views of homosexuality that predate the visibility of white gay men in the landscape of inner-city minority communities. Finally, people of color occasionally view homosexuality as an assault on the masculinity of men from racial minorities (African, Hispanic, Arab, and Native Americans usually) who have traditionally been subjected to intensely negative stereotypes in the wider culture. Men of color are often depicted either as lacking conventional masculine values (such as the capacity to be the breadwinner) or as possessing overly masculine characteristics (such as the exaggerated machismo of black and Hispanic men promulgated in the media). The idea that homosexuality threatens the unity of communities of color by emasculating their men can also be seen in the controversy surrounding feminists of color that occurred several years ago. When some African-American women novelists began to offer a critique of the Black male, some African-American men interpreted this as the destructive influence of white feminists and lesbians on women of color. The tendency to associate homosexuality with a failure of manliness or lesbianism with a threat to womanhood is part of the larger problem in communities of color and in white communities of matching traditional gender roles with changing ideas about gender.

In recent years, gay men, lesbians, and bisexuals of color have begun to organize formally and informally, nationally and locally to address problems of educating their ethnic communities about homophobia and heterosexism and their homosexual communities about racism and classism. They have also begun to form organizations and institutions to generate dialogue among themselves, to foster self-esteem, and to make themselves more vocal and visible in both the communities of color and the lesbian and gay communities. There now exist national organizations, especially in the African-American gay and lesbian community, such as the

National Coalition of Black Lesbians and Gays, the Black Gay and Lesbian Leadership Forum, and People of All Colors Together (sometimes called Black and White Men Together, as is the Detroit chapter). Black lesbians and gay men have also founded national magazines, such as Black/Out and BLK. There are religious groups that cater to lesbians, gay men, and bisexuals of color, such as Full Truth Fellowship of Christ Church in Detroit, which ministers especially to the needs of African-American sexual minorities. In the midst of the AIDS crisis, which has been felt deepest in both the people of color and gay communities, homosexuals of color have begun to form health care organizations to meet the dire needs of both communities. HOPES, Inc. (Healing Ourselves through Prevention, Education, and Services) is an example of such an organization based in Detroit.

THE UNIVERSITY OF MICHIGAN

At the University of Michigan, gay men and lesbians of color have experienced the same difficulties and challenges that have faced their communities on a national level. Likewise, they have begun to organize themselves on campus. New organizations include Black Gay Men Together, Black Lesbian Womyn and Gay Men in Struggle, and the Lesbian and Womyn of Color Collective. Comprised primarily of students, these groups tend to be organized by students in order to meet needs not being addressed by the University. This kind of networking, growing more common among lesbians, gay men, and bisexuals of color nationally, often depends on the "grapevine" for gaining interested participants, and addresses the dilemma of multiple minority identities explained earlier.

The Lesbian and Gay Male Programs Office (LGMPO) has given support to such groups, inviting their continued growth and assuring that they have access to whatever resources the office can provide (such as making space available for holding meetings). However, despite genuine attempts to open the LGMPO to people of color and to do outreach in tandem with racial minorities, people of color tend to view LGMPO as still focused on issues of the white majority at the expense of a broader agenda that would more satisfactorily integrate the concerns of people of color, a problem not yet solved by most institutionalized lesbian and gay forums and organizations.

Lesbians, gay men, and bisexuals of color on campus also may experience greater pressures than their white counterparts in regard to coming out. Students of color, especially graduate students, who already have external and internal pressures to perform at a higher level of competence in order to prove themselves to professors, are frequently hesitant to come out, not wishing to further complicate the attitudes and judgments of their professors. Lesbian and gay

faculty of color, who have no institutional resources and are totally ignored as a group by the University, are often viewed through a single-focus lens. Because they are often given more responsibilities in relation to mentoring students of color and because they themselves usually have a strong commitment to do extra work in order to sustain the presence of minorities at the University, gay and lesbian faculty of color may sometimes be especially hesitant to come out. Visibility as lesbians and gay men could easily jeopardize whatever influence they have and thus also jeopardize their capacity to serve as models and mentors for students.

The University has unfortunately contributed to the misunderstanding and ignorance concerning the relation between sexual minorities and racial minorities. Virtually all of the programs and policies of the University mistakenly assume that diversity is a single-identity problem. Each individual is assumed to have a single identity, usually an ethnic/racial or gender identity. In order to be effective as a person of color working for racial minorities, an individual is expected to suppress her or his homosexual orientation; in order to be understood as a lesbian or gay man, the person is expected to suppress other identities, such as race. This view of diversity tends to ignore the variety that can be found in each racial/ethnic group, and it tends to ignore the fact that individuals experience their group identities in a variety of ways that can never be reduced to a single label. People of color have class, geographic, ideological, religious, and sexual orientation identities, all definitely shaped by their cultural origins and bonds, but such identities are no more uniform or unified than the identities of other lesbians and gay men or those of European Americans.

If the university is truly committed to promoting the understanding of diversity in its richest form, it will address questions of multiple identity and it will encourage dialogue concerning the myriad conflicts and resonances that exist among various minority groups and that exist within individuals, all of whom possess, in this sense, multiple identities.

RECOMMENDATIONS

We recommend that:

1. The Lesbian - Gay Male Programs Office and other offices and groups doing programming for and counseling lesbians and gay men recognize and address the distinctive experiences of lesbians and gay men of color.
2. The Office of Minority Affairs and other offices doing programming for people of color recognize and address issues of multiple discrimination, including discrimination based on sexual orientation.

3. As perspectives of other cultures are incorporated into the curriculum and other aspects of University life, attention be paid to the varied roles and manifestations of homosexuality in different cultures and traditions.

XII. UNIONS AND UNIONIZED STAFF

Between 6500 and 7000 university workers are members of recognized unions. The American Federation of State, County, and Municipal Employees Local 1583, the largest AFSCME local in the state, represents approximately 2400 service and maintenance employees. The University of Michigan Professional Nurse's Council organizes approximately 1800 Registered Nurses. The House Officer's Association represents over 700 residents at the University of Michigan Medical Center, and the Graduate Employees' Organization represents approximately 1800 graduate student teaching and staff assistants. The Washtenaw County Local Building Trades Board of Directors is the exclusive bargaining agent for various skilled maintenance trade classifications and represents about 410 workers. The International Union of Operating Engineers represents about 50 employees in the heating and power plants, and the Michigan Association of Police represents security officers. Union organizations are thus involved in both bargaining terms and conditions of employment of large numbers of University employees and in contributing to the workplace climate and culture. Unions and their memberships are, however, diverse in many ways.

UNIONS AND NONDISCRIMINATION POLICIES

Formally, the University of Michigan as an employer abides by a policy of nondiscrimination on the basis of sexual orientation. In addition, the University binds itself not to discriminate on the basis of sexual orientation through a nondiscrimination clause in its agreement with each union.

However, in interviews the Committee conducted, union officers showed different degrees of awareness of both of these important specifications of University policy. The Nurse's Council representative, for example, was aware of both the general University policy and contract clause, and thought that nurses were the first in the University to include sexual orientation language in the contract. An AFSCME official was also aware of both provisions. Other union officials were aware of general University policy prohibiting discrimination on a variety of grounds including sexual orientation but not sure that their contracts included sexual orientation in their non-discrimination clauses. The House Officer's Association official did not know about University policy on sexual orientation and was not aware of any contract language that referred to it. These responses may suggest that some unions regard the sexual orientation policy of the University as a relatively low priority and as the administration's policy for which they themselves bear little responsibility.

Union officers indicate that any awareness members have of the University policy prohibiting discrimination on the basis of sexual orientation results from the University's diversity training rather than the contract clause, University new employee orientation, or union educational efforts. The chief steward of one small union commented that he knew that all his members received diversity training that included sexual orientation because he has had feedback "ranging from a shrug of the shoulders and 'I guess we should know about it,' to adamant opposition to even discussing sexual orientation because of religious beliefs." A representative of the Nurse's Council thinks that the language in the contract is important and "contributes to some level of general awareness" about sexual orientation, while she thinks most members don't know about the sexual orientation language.

THE WORK CLIMATE AND HARASSMENT PROBLEMS FOR UNIONIZED WORKERS

It is difficult to characterize work climates with any degree of certainty. Most union officers suggested that there are no problems on the job or said that they did not know what the work climate was like for their lesbian and gay members. AFSCME Bargaining Chair Judy Levy, however, says that there have been incidents of harassment of lesbian and gay workers and of union officers, both by supervisors and managers and by their co-workers. Levy, who ran for union office on a platform that included non-discrimination on the basis of sexual orientation, has also been harassed by other union officers.

"Also, on a more personal level, my brother is gay and is dying of AIDS. At first, it was hard for me to share this information with my work family because I did not know what the reaction would be. I am pleased to report that telling others about the situation has been a very positive experience for me. Everyone has been extremely supportive. Not even one person has treated me differently because of it." -- staff

In interviews, unionized workers reported incidents of harassment in their work environments. These included the following experiences:

1. A supervisor told workers not to vote for a candidate for union office because she was a lesbian.
2. A food service manager cautioned women working under her not to become one of another female worker's "girls."
3. An openly gay worker was disciplined because supervisors did not approve of his dress when he appeared on university premises on his day off to pick up his paycheck.

4. A female hospital worker was accosted and harassed by fellow workers about her sexual orientation.
5. Workers have reported overhearing a general conversation in which one co-worker commented that "homosexuals are worse than murderers."
6. A gay hospital worker repeatedly complained about harassment by a fellow worker. The harassment was not addressed. The gay worker and the harasser eventually wound up in a fist fight on the premises, and both were fired.

GRIEVANCES AMONG UNIONIZED WORKERS

Most union officials said no grievances had been lodged by their members on this issue, though they were not sure whether this was because there were no reasons to do so or because the grievance procedure was not seen as available or effective. In a few cases, grievances have been filed but not upheld. Several employees told us that they had little faith in grievance procedures on this issue due to past personal experience or to a general perception that personnel representatives do not take this issue seriously. One employee commented that gay and lesbian workers needed to know that supervisors and managers understood University policy on this issue and took harassment based on sexual orientation seriously and that supervisors and managers who engaged in harassment needed to be disciplined. Co-workers, she said, may otherwise think that supervisors and managers condone harassment of gay and lesbian workers.

"People make mocking flippy-wristed hand motions behind my back during conversations. Sometimes people explain later that jokes and mocking had been made behind my back, but they are reluctant to confront the people doing the name-calling. Privately they are empathetic and supportive, but they are reluctant to try to stop it. Recently, one of my co-workers was orienting a new employee, and I made a suggestion. The co-worker said to the new employee, 'Oh, don't mind him, he's just a fruit' while I was standing right there." -- staff

The University needs to give clearer direction and more training to supervisors and managers with responsibility for unionized workers. Supervisors and managers themselves need to understand University policy. They need to make it clear to employees that discrimination against or harassment of fellow workers on the basis of sexual orientation is not acceptable.

RECOMMENDATIONS

We recommend that:

1. New employee orientation for unionized workers clearly explicate the University's policy prohibiting discrimination based on sexual orientation as well as the nondiscrimination clause of the union's contract.
2. Training for supervisors of unionized workers include a clear explanation of the University's policy prohibiting discrimination based on sexual orientation as well as the nondiscrimination clause of the union's contract.
3. Both staff and supervisors' training include information about using the union grievance procedure to deal with discrimination based on sexual orientation.

VIII. THE CLIMATE AT THE FLINT CAMPUS

THE GENERAL CLIMATE

The climate for lesbian and gay male students, staff and faculty on the Flint campus is difficult to characterize simply. As on the other University of Michigan campuses, the climate is the result not only of official University policy but also of informal behaviors and personal understandings. On the whole, students, staff, and faculty appear to have either a personal belief that harassment on the basis of sexual orientation is unacceptable and/or are aware of and conform to the university policy prohibiting discrimination on the basis of sexual orientation. In general, however, lesbian and gay students remain fearful and uncomfortable.

> *"...[A]lthough I have only been aware of this part of myself for about a year, I am very frustrated at my prospects for leading a "normal" life. This includes a life without ridicule or shame or violence because of who I am. I find it very hard to understand the prejudices of students and of the rest of society when I, too, am intelligent, hardworking, and of no threat to anyone. However, the fact that my partner is a woman seems to make all the difference, even though it feels as natural as breathing to me." -- student, Flint*

Beliefs and behaviors of members of the University vary, as was vividly and painfully demonstrated by an exchange of student letters in the student newspaper, The Michigan Times, in September, 1990. In what represents the most extreme intolerance expressed on campus, a student who was also an elected student government representative wrote that the "Gay-Lesbian support group club (sic)" should be "forced to be disbanded because of who they are. They represent what is evil in the Judeau-Christian (sic) religious doctrine.... How can we allow people who deliberately break God's law to practice an immoral lifestyle in an area where christians lives, works, or studies at (sic)...." He went on to ascribe a number of "detrimental" practices, such as spreading AIDS and abusing children, to lesbians and gay men. A large number of student letters vigorously disagreed with the writer's sentiments and arguments. The responses to the initial letter clarified the judicial history with respect to homosexual rights, addressed the charges of child abuse by gay men, informed readers of the positions of the major religious denominations, explained the history of the Gay and Lesbian Advocacy and Support Group (GLAS), discussed the AIDS epidemic, gave personal testimony about the painful coming out of friends, and discussed the importance of learning tolerance and respect for others as part of a university education.

Some characteristics of the Flint campus differentiate it from the Ann Arbor and, to a lesser extent, Dearborn campuses and structure the environment for lesbians and gay men in particular ways. The Flint campus of the University is not residential, and there is limited "campus life." Students are tightly enmeshed in both family and area employment networks. Jobs are scarce in the geographical area, and many students are not only currently employed in Flint but see their future job prospects in the area. Therefore, lesbian and gay students may feel that the campus is not a safe place to reveal their sexual orientation and that the family and employment risks of doing so are extremely high.

> *"I have not experienced any direct discrimination on campus because of my sexual preference for two reasons, I believe. One, as my gay friends tell me, I do not "look" gay to straight people. Second, my partner and I have learned to hide very well our intimate relationship. This part really hurts me because it feels so unfair to see a man and a woman holding hands or kissing on campus, where we are afraid to even come too close to one another for fear of detection. We live two different lives." -- student, Flint*

The feeling of risk may be heightened by the perceived conservatism of the Flint community. Public authorities have been slow to affirm the rights of lesbians and gay men through nondiscrimination policies, and sexual orientation has only recently been incorporated into the city's Human Rights Ordinance. Major employers do not have the reputation of being progressive or protecting employees against harassment. Many churches, which are an important part of life in the Flint area, "oppose" homosexuality.

Students' sense of risk and their resulting caution, as well as overt hostility on campus, have made it difficult for them to maintain a continuous student organization representing gay and lesbian students or even to become known to one another. Maintaining an organization is also difficult because students are often self-supporting or at least carry a heavy schedule of paid employment; many also have family responsibilities.

Some students, staff and faculty have expressed the view that the lack of awareness in the community that there is such a thing as homosexuality may protect them at the same time that it makes them invisible, and they are concerned that increasing awareness of sexual orientation without increasing sensitivity and tolerance could be detrimental. These external pressures seem to operate less on staff and faculty, who seem less concerned to conceal their identity and views, but who remain somewhat isolated from each other and from students.

> *"...it is a non-issue. Percentage-wise very small group." -- student, Flint*

> *"I have had no known contact with gay people. I don't care what someone is, just leave me out of it." -- student, Flint*

The Flint campus is located in a city with a substantial African-American population and in a racially diverse region of Michigan. The University administration has over the last several years been outspoken about its commitment to recruiting African-American students, staff, and faculty and about creating tolerance of racial diversity on campus. However, it has been silent about tolerance for people with different sexual orientations. Some members of Students for Black Achievement (SBA) and staff expressed regret that there was one workshop on sexual orientation during Diversity Week 1991; they saw this workshop as diverting attention from what diversity events should really be about. This negative response occurred despite the fact that the workshop was well attended. Those who participated were mainly lesbians and gay men, many of whom encountered each other for the first time. The gay men and lesbians in attendance were African-American as well as white; the presence of gay men and lesbians of color illustrates the fact that for many African-American students, staff, and faculty, sexual orientation is an important and inseparable part of their individual identities.

THE NONDISCRIMINATION POLICY

On the Flint campus, the highest administrative officers, including the Chancellor, seem to be aware of the University policy prohibiting discrimination on the basis of sexual orientation and are concerned that this prohibition is not incorporated into the University bylaws.

However, at the time the Committee began its work, high-level administrators had not publicly acknowledged or disseminated the policy in many years. The policy had never been mentioned in a major address or statement by the Chancellor and was not mentioned by the Affirmative Action officer in a strategic planning document she had recently completed. The policy was not mentioned in orientation for new faculty, staff, or students. The college catalogue contained some mention of the policy. The Student Rights Handbook carried the prohibition against discrimination on the basis of sexual orientation. Public and private organizations invited to recruit for employees on campus were neither made specifically aware of the policy nor asked to comply with it. In December, 1990, well into the period of the Committee's study, the Director of University Relations and the Director of Affirmative Action circulated to all faculty and staff guidelines on language related to sexual orientation, which had been developed on the Ann Arbor campus. The Flint memorandum made reference to the University's commitment to creating an educational environment free of discrimination and discriminatory harassment and had been reviewed by the Chancellor's Cabinet.

On the Flint campus, administrators appear to conform unevenly to the University policy. Some appear to interpret the policy very narrowly, to mean only that direct, explicit harassment is prohibited; some appear unaware of the implications of some of their own behaviors. Others had not been aware of the policy but had supported student activity on gay and lesbian issues over the years. But there were complaints from students and staff about the homophobic attitude of a staff member with considerable control over physical space of the university. During the course of our study, we also received a report that a Cabinet-level officer had strongly discouraged a student group from including lesbian and gay issues or lesbian and gay students. (The Chancellor immediately took steps to make clear that this sort of advice to students was not consistent with University policy.) At the request of the Chancellor, the Affirmative Action officer planned for the Cabinet to participate in an educational program offered by the Lesbian - Gay Male Programs Office from Ann Arbor. The two-hour training was mostly well received and administrators reported it to be useful.

The work of the Study Committee on the Flint campus seems to have raised awareness of existing policy, and the Chancellor, Dean of Students, and others have begun to make the policy better known and to express support for increased educational activity on these issues.

In order to continue this progress, we suggest that the Chancellor establish a small UM-Flint Task Force on Sexual Orientation and that this group oversee implementation of this report's recommendations and continue to encourage improvements in the climate for lesbians and gay men. Additionally, we recommend the designation of one individual to be directly responsible for overseeing further efforts on behalf of lesbian and gay students, faculty, and staff; the appointment should be widely publicized on campus. This person might be the chair of the Task Force, a new part-time staff member, or a current staff or faculty member. (It may be appropriate to specify a fraction of a current employee's workload for these duties.)

LESBIANS AND GAY MEN IN UNIVERSITY PUBLICATIONS

On the Flint campus there is minimal reference to lesbians and gay men in University publications. The main exception to this invisibility is consistent news coverage of campus events that feature speakers on gay and lesbian issues, although these events are rare. The student group that has existed for relatively short periods over the last several years, the Gay and Lesbian Advocacy and Support Group (GLAS), has been listed in the Student Handbook and in the 1988-91 Catalogue.

HARASSMENT

On the Flint campus there have been no official reports to the Affirmative Action Office of harassment based on sexual orientation, though a student group, United Coalition Against Discrimination (UCAD), has recorded three incidents; the Safety Department has recorded one incident of threatened violence; and the Dean of Students was aware of one case of inter-student harassment in a classroom. Members of the Gay and Lesbian Advocacy and Support Group (GLAS), the single group for gay men and lesbians on campus, have been threatened with physical violence and its advisor harassed anonymously by telephone. (This incident was reported to the Safety Department.) Gay and lesbian student group posters are frequently defaced, or more often ripped down. One student who engaged in a number of inappropriate behaviors on campus, including posting flyers that were offensive to lesbians and gay men, was expelled and issued a trespass warning. One reason that the student group may have such difficulty sustaining itself may be fear by students of harassment. Many same-sex couples reported that they avoid open identification as such because they fear violence and harassment. Campus administrators feel that acts of harassment should be reported, but most believe that students probably would not feel comfortable coming to their offices and that the actual and perceived risks of such reporting are quite high.

> *"Something is wrong. You are genetic misfits!" -- student, Flint*

Safety officers cite only one reported incident related to homophobia in the last ten years, the threats against the Gay and Lesbian Advocacy and Support Group through their advisor. They say that the threat was investigated "as far as it could be." While safety officers were put through forty hours of sensitivity training on the Flint campus last summer, the training did not refer to sexual orientation. The nine full-time safety officers may attend ten-week sessions run by Leo Heatley, Director of Safety, in Ann Arbor in the future, and they believe this will probably include sexual orientation issues. However, the Department of Public Safety currently employs 19 part-time students who are "young and may do things not sanctioned by the Department," according to a full-time officer. The Department does not believe it can justify longer-term training off campus for these employees; it might be possible to develop shorter on-campus training that addresses issues of sexual orientation. The Department of Public Safety reports to the Vice-Chancellor for Administration and Financial Affairs, but has no broad oversight committee.

ACADEMIC AND CULTURAL EVENTS

Academic and cultural programming that addresses issues of sexual orientation is fairly rare. It is very difficult for lesbian and gay students themselves to do the programming, in view of their difficulty in sustaining an organization.

> *"UM-Flint has virtually no activities for the lesbian and gay community." -- student, Flint*

Such programming has not generally been funded by the University administration. Sexual orientation issues have not, for example, been included in Diversity Day activities, until as part of the course of discussions for this report the Chancellor expressed a willingness to consider developing such Diversity Day events. Subsequently, a sensitivity workshop conducted by the Lesbian - Gay Male Programs Office in Ann Arbor was included in a 1991 "Diversity Week" calendar of events. There has been very limited programming by the Office of the Dean of Students.

> *"I am interested in becoming involved in some type of lesbian-gay group here on campus, not only in order to try to discredit the stereotypes about homosexuals, but also to provide me with some feeling of solidarity in my life. The isolation homosexuality brings with it is difficult to cope with." -- student, Flint*

Small student and student-staff-faculty groups working with gay students or GLAS have done limited programming. For example, the Student Coalition organized a panel discussion in 1988 on lesbian and gay issues. In 1989, in cooperation with GLAS, the Women's History Month Committee invited as a main speaker Jeff Levi, then Executive Director of the National Gay and Lesbian Task Force. These events built the confidence of gay and lesbian students and made important issues of sexual orientation visible on a campus where they are seldom discussed. Because of the difficulties of maintaining an active student organization, the history of limited campus programming, and the limited number of activities for gay men and lesbians in the Flint area, we recommend that the Office of the Dean of Students engage in program planning that addresses the needs of lesbians and gay men.

THE CURRICULUM AND ACADEMIC RESOURCES

Especially on a campus such as Flint, which has little student life or extracurricular programming, the curriculum is one place where gay and lesbian students could learn about their history and confirm their identity and where heterosexual students might gain academic and analytic perspectives on sexual orientation. Yet to our knowledge there is no course in which the sole or primary focus is on sexual orientation, and we doubt that it is a substantial

subject matter in any existing course. However, sexual orientation issues are being introduced as a substantial focus of a new political science course in public policy and values. In addition, a recent sociology search explicitly listed gay and lesbian studies as a preferred secondary area for a post in sociology of gender and sociology of the family, and two candidates writing on lesbian issues were brought to campus for interviews. Sexual orientation issues are mentioned in several courses in history, sociology, and political science. Apparently no current faculty member has a major research interest in gay and lesbian studies. According to one faculty member, this absence of curricular inclusion and of research expertise is "frustrating for students who want to learn and for faculty who wish to facilitate this learning."

However, one faculty member who responded to the Study Committee said that there were several instructors in the social sciences who at least regularly referred to gay and lesbian issues in courses. (One such faculty member had recently left the Flint campus.) Several of these faculty, who do not have research expertise but have some knowledge of the literature, have worked with gay students on independent readings and research, and often two or three faculty have worked with the same student on different aspects of a project. The respondent observed, "These ... students represent students with an extraordinary degree of motivation, competence, confidence and imagination, and the independent projects reflect their initiatives more than the existing curriculum. While we will try to call attention to these (independent) projects among larger circles of students and faculty, these projects do not expose large numbers of students to sexual orientation issues. These students also pursue their projects despite a considerable degree of isolation, and they would benefit greatly from either more regular informal contact with others working on these issues in the University of Michigan system as a whole or from a more institutionalized lesbian and gay male studies program."

The Study Committee is unaware of any requests for funding for faculty research on lesbian and gay issues. One Honors student was funded to research the relationship between the anti-apartheid and gay and lesbian movements in South Africa.

The library on the Flint campus is not a research library, but students who have limited time and mobility are dependent on it. It is also used by other people living in the region. A large share of books and journals are dependent upon faculty ordering, though librarians also order. Books on gay and lesbian issues appear to have been ordered primarily by librarians who estimate that there are about 40 titles in the collection. The librarian responsible for fiction has compiled and made available for library users an annotated bibliography on gay fiction. The librarians note that the manual check-out system (users sign their names and write their social security numbers on cards which are kept at the circulation desk and later reinserted into the

books when they are returned) may deter users from checking out books on gay and lesbian issues. They also have no knowledge of use of materials for course assignments, though reference librarians report that students sometimes pick "homosexuality" as something "controversial" to write about in introductory writing classes. The acquisition of Gay Community News several years ago was the result of a student initiative and occurred despite the objections of the then Library Director.

RECOMMENDATIONS

We recommend that:

1. The Chancellor establish a Task Force on Sexual Orientation to oversee the implementation of this report's recommendations at UM-Flint.
2. The Chancellor designate one person with responsibility for overseeing further efforts on behalf of lesbian and gay students, faculty and staff at UM-Flint.
3. The University policy prohibiting discrimination on the basis of sexual orientation be more widely disseminated at UM-Flint and brought to the attention of students, faculty and staff, for example through inclusion in University publications.
4. The activities of the UM-Flint Affirmative Action Office related to harassment and discrimination routinely incorporate sexual orientation.
5. Education about sexual orientation for faculty, staff, and students be established at UM-Flint. This might occur in student orientation sessions, in diversity training sessions, in activities during Diversity Week, and through sessions offered by LGMPO.
6. The Dean of Students at UM-Flint should ensure that lesbian and gay culture is represented in programming done by that office.
7. A multi-faceted and ongoing liaison be created between UM-Flint and LGMPO.
8. Deans, department chairs, and appropriate faculty committees actively encourage faculty interest in teaching and research on gay and lesbian issues by, for example, considering the existing deficit in gay and lesbian studies when making new appointments, acknowledging curricular innovation that incorporates sexual orientation issues when performing merit reviews, providing financial support for course revision and development, and continuing to develop the library resources pertaining to sexual orientation.
9. The Director of Safety ensure that part-time as well as full-time employees are sensitive to and responsive to the concerns of lesbians and gay men on campus.

IX. THE CLIMATE AT THE DEARBORN CAMPUS

THE GENERAL CLIMATE

Due to their relative invisibility on campus, the climate for gay men and lesbians at the University of Michigan - Dearborn is difficult to assess with much precision. On the one hand, there are few reports of overt discrimination on the basis of sexual orientation; there seems to be widespread support among students, faculty, and staff for the policy against discrimination; and the central administration seems sincerely committed to enforcing it. On the other hand, however, it is also clear that the non-discrimination policy with regard to sexual orientation is neither widely publicized nor presented with the same sense of urgency as the non-discrimination policies affecting race, religion, ethnicity, etc. Most disturbingly, many gay men and lesbians on campus find the environment intimidating to the extent that they fear social ostracism or harassment should their sexual orientation be revealed or exposed.

The greatest problem at Dearborn is the widespread perception of social intolerance. It is less important whether the perception is justified than that is exists, for the perception of intolerance creates effects almost as damaging as the reality itself: it inhibits individuals from expressing themselves, forcing them to censor their words and thoughts and, thus, not only stunting themselves but also limiting their contributions to the community as a whole. This unfavorable perception undoubtedly discourages the enrollment of some potential students at Dearborn and leads to the attrition of other students, while poisoning the educational experience of still more. The University has a responsibility to help dissipate the fear and anxiety that forces most gay men and lesbians at Dearborn to remain invisible. The atmosphere of intimidation sensed by many faculty, staff, and students not only contributes to unnecessary pain and suffering, but it also directly contravenes the spirit of exploration and freedom essential to a liberal education.

Key administrators at Dearborn have expressed a great deal of good will and displayed admirable sensitivity toward the concerns of individual gay and lesbian members of the University community. Much more needs to be done, however, to demonstrate concretely their commitment to the cause of fairness and diversity and to help ensure a much needed change of perception.

THE NONDISCRIMINATION AND HARASSMENT POLICIES

The policy prohibiting discrimination on the basis of sexual orientation is not currently included in either the official Announcement or in the Student Handbook (which does, however, refer briefly to the interim policy on discriminatory harassment). Posters and flyers highlighting the

policy are occasionally posted and distributed, but they tend to be defaced and destroyed with predictable regularity. And while the policy is routinely mentioned in the periodic briefings that the Affirmative Action Coordinator and the Director of Personnel give to various groups, it receives little or no detailed attention. Sexual orientation issues are not significantly featured in the various sensitivity training sessions designed to alert University employees to the importance of tolerance and respect for diversity. Moreover, the policy against discrimination on the basis of sexual orientation is only rarely referred to in statements issued by the highest officials of the University, including the Chancellor and the Provost.

While there have been no official complaints by faculty or staff members alleging discrimination on the basis of sexual orientation, some staff members privately express the belief that they may have been discriminated against but that they lack sufficient evidence to pursue an official complaint or that they fear exposure or reprisals should they do so. A number of faculty and staff members feel the need to disguise or conceal their sexual orientation because of the fear that they might experience discrimination or harassment should their sexual identity become known. Many of these "closeted" faculty and staff members find the climate at Dearborn repressive. On the other hand, the few faculty and staff members who are openly gay or lesbian report few instances of overt discrimination and many examples of encouragement and acceptance.

There has been only one official student complaint alleging harassment on the basis of sexual orientation. It was filed against another student. The plaintiff in the case was generally pleased with the seriousness with which the charge was taken by University officials and with the sensitivity displayed by them in adjudicating the dispute. Gay and lesbian students have also expressed fear and anxiety about the possibility of harassment and discrimination to counselors in the Counseling Center.

The campus administration needs to disseminate the policies prohibiting discrimination and harassment on the basis of sexual orientation much more widely than is currently the practice. By publicizing these policies and emphasizing the seriousness with which the University regards violations of them, the campus administration can help foster an atmosphere in which individuals can be spared the fear and anxiety that some members of the community currently experience. The Chancellor and the Affirmative Action Coordinator in particular should exert leadership in this area, as should the Affirmative Action Advisory Committee, which may be the most appropriate campus-wide body to monitor the dissemination and enforcement of the policies prohibiting discrimination and harassment on the basis of sexual orientation.

EXTRACURRICULAR ISSUES

The relative invisibility of gay men and lesbians on the Dearborn campus is exacerbated (and perpetuated) by the absence of an official student organization devoted to gay and lesbian issues. Over the past five years, a gay and lesbian student group has functioned sporadically, but is currently dormant. Although the group's formation in 1986 was greeted by blatantly homophobic attacks by one faculty member and a few students, the opposition actually was a great spur to the organization's initial success, especially because the homophobic responses both concretely demonstrated the need for the group's existence and, in turn, stimulated an outpouring of support for the group from students, faculty, and staff alike.

The difficulty in sustaining the organization may be related to a number of factors, including differences among the members as to whether its primary emphasis should be on providing emotional support for gay and lesbian students, on promoting social events, or on sponsoring educational and political activities. In addition, the nature of the typical Dearborn student, who lives at home, commutes to school, works at least part-time and often full-time, and tends to be burdened by enormous family and job as well as academic obligations, may also have contributed to the group's lack of viability. Overextended commuter students on a small campus may simply not be able to afford the large investment of time, energy, and courage that an embattled organization demands. But probably the biggest obstacle to the group's vitality was the fact that only a small number of gay and lesbian students felt free and safe enough at Dearborn to assume visible roles of leadership.

The fear that most actual and potential members of the gay and lesbian student organization felt bespeaks a campus atmosphere of social intolerance, either real or imagined. As to whether this fear is justified, there is contradictory evidence. Posters announcing the organization's meetings and activities were routinely defaced and destroyed, but there was also a heartening amount of support for the group from most segments of the University community. Recurrent anti-gay graffiti in the elevators and restrooms and occasional contemptuous references to homosexuals in overheard hallway conversations provide further concrete evidence that bigotry is present on campus, yet it is unclear that these ugly incidents represent much more than the isolated fulminations of a small number of disturbed individuals. One student whose homosexuality was involuntarily and maliciously made public apparently endured considerable harassment from a few students (as well as considerable support from others), but the few openly gay and lesbian students on campus, including the most outspoken and visible gay student leader, report having experienced little or no harassment or ostracism at Dearborn. Despite the mixed evidence as to whether their fear is justified, however, the unhappy fact

remains that many--probably most--gay and lesbian students perceive the Dearborn campus as not offering a safe or welcoming environment for them.

The support that gay and lesbian students at Dearborn receive from faculty and staff is largely individual rather than institutional and, hence, is of a hit-and-miss kind, dependent largely on chance and word-of-mouth. In the absence of an official student organization devoted to gay and lesbian issues, the Counseling Office should assume leadership in forming a peer counseling group that could help gay and lesbian students deal with problems related to or compounded by their sexual orientation. The Counseling Office might also attempt to identify supportive faculty and staff who might be able to serve as resource persons for gay and lesbian students.

One of the consequences of the lack of an official student organization devoted to gay and lesbian issues is that there has been no group to lobby for or to sponsor extracurricular programs addressing gay and lesbian concerns. Indeed, there has been a paucity of extracurricular events and activities targeted at gay and lesbian students or that focus on issues of particular interest to them. The programming that has been done--mainly lectures, poetry and fiction readings, discussion groups, and movies--has generally been sponsored by academic units or the gay student organization rather than by the Office of Student Activities. Gay and lesbian issues are not included in the annual Diversity Week programming, nor are gay and lesbian students at Dearborn made aware of the resources available in Ann Arbor through the Lesbian - Gay Male Programs Office.

Extracurricular programming for gay and lesbian students is an area that demands immediate attention. In the absence of an official student group devoted to lesbian and gay issues, the Student Activities Office should take the initiative in promoting events directed toward the interests and concerns of gay and lesbian students. Resources should be made available to sponsor gay awareness events, as well as to integrate gay films, public lectures, and other events and activities into the regular programming.

Gay and lesbian students at Dearborn tend to regard the faculty and administration as generally more accepting and supportive than the student body as a whole, although they are also aware of individual faculty members whom they identify as homophobic and of many fellow students whom they regard as supportive. This perception of a largely supportive faculty and a potentially homophobic student body may simply be a projection of the widely held (though untested and perhaps inaccurate) belief that the faculty--especially in the College of Arts, Sciences, and Letters--is more liberal on social issues than the generally conservative student body. In any event, the perception underlines the need for gay and lesbian issues to be

prominently featured in the orientation sessions for new students. Students need to be made aware of University policies designed to create an educational atmosphere free of intolerance and bigotry of all kinds, including that based on sexual orientation.

CURRICULAR ISSUES

There are no courses regularly offered on the Dearborn campus that are specifically devoted to gay and lesbian topics, though gay and lesbian issues are regularly raised in a number of isolated courses in a variety of disciplines, including especially psychology, sociology, and literature classes. In some courses that should encompass gay and lesbian issues, however, these issues are unaddressed or treated perfunctorily and sometimes hostilely. In the absence of regularly scheduled courses dealing with gay and lesbian issues, some students have pursued independent studies on gay and lesbian topics under the direction of knowledgeable faculty. A small number of faculty at Dearborn are engaged in gay studies research, and some of their work has been supported by faculty research grants and awards. Although there are no formal obstacles to pursuing research in gay and lesbian topics or to incorporating gay and lesbian issues into the curriculum, neither is there much impetus to do so.

The Mardigian Library at Dearborn is primarily an undergraduate repository. Its collection of materials relating to gay and lesbian issues or to gay and lesbian studies is minimal at best. It subscribes to no periodicals that focus specifically on gay and lesbian concerns, not even to the Journal of Homosexuality. While Dearborn students and faculty have access to the Ann Arbor collections, the absence of material readily available at Dearborn is a serious deficiency.

Gay and lesbian studies (including both research and teaching in the area) should be actively encouraged and appropriately funded by academic units, including especially the College of Arts, Sciences, and Letters. Gay and lesbian perspectives should be incorporated into existing courses whenever appropriate and specific courses devoted to gay and lesbian issues should be developed by faculty members with appropriate expertise. Students interested in pursuing gay and lesbian studies should be referred to knowledgeable faculty members by academic counselors. Finally, the Mardigian Library's collection of materials related to gay and lesbian concerns and to gay and lesbian studies needs to be dramatically expanded. Librarians should consult knowledgeable faculty members to assess the current holdings and plan for systematic acquisitions to increase the collection in this neglected area.

RECOMMENDATIONS

We recommend that:

1. The policies prohibiting discrimination and harassment on the basis of sexual orientation be prominently featured in University publications and frequently and forcefully brought to the UM-Dearborn community's attention by appropriate officials, including the Chancellor, the Provost, the Affirmative Action Coordinator, the Director of Personnel, the Dean of Students, and other unit heads, both academic and non-academic.
2. The UM-Dearborn Affirmative Action Advisory Committee monitor the dissemination and enforcement of the policies prohibiting discrimination and harassment on the basis of sexual orientation; and one member of the committee be charged specifically with advocating the concerns of the gay and lesbian members of the University community.
3. Sexual orientation issues be incorporated into sensitivity training sessions designed to alert UM-Dearborn employees to the importance of tolerance and respect for diversity.
4. The UM-Dearborn Counseling Office sponsor a peer counseling group to help gay and lesbian students deal with problems related to or compounded by their sexual orientation, and attempt to identify supportive faculty and staff who might volunteer to serve as resource persons for gay and lesbian students.
5. The UM-Dearborn Student Activities Office take the initiative in promoting events directed toward the interests and concerns of gay and lesbian students, utilizing where appropriate the services of the Lesbian - Gay Male Programs Office in Ann Arbor.
6. Sexual orientation issues be prominently featured in the orientation sessions for new students, faculty, and staff on the Dearborn campus.
7. UM-Dearborn Academic units, especially the College of Arts, Sciences, and Letters, actively encourage the inclusion of gay and lesbian issues and concerns in the curriculum and in the research activities of faculty and students.
8. The Mardigian Library's collection of materials related to gay and lesbian concerns and to gay studies be dramatically expanded.

XIV. SUMMARY OF RECOMMENDATIONS

We believe that the following recommendations describe a framework of simple actions that would markedly improve the climate for lesbian, gay, and bisexual faculty, staff, and students at the University of Michigan. Most of these recommendations can be implemented easily, quickly, and at little or no cost, yet their impact would be tremendous in creating an environment in which the contributions of lesbians and gay men are recognized, in which lesbians and gay men have equitable access to University services, and in which all students, faculty, and staff are free to work and study without fear of harassment and discrimination. We recognize that the reduction of harassment and discrimination against lesbians and gay men and their full integration into the University community will not occur instantly, but these recommendations are a significant beginning for an important and on-going process. To celebrate past achievements and describe future strategies, we recommend that the Director of Affirmative Action provide annual reports of the progress in this area to the University community.

These recommendations are listed in the order in which they appear in the text.

We recommend that:

1. The Regents amend Bylaw 14.06 to include a prohibition of discrimination on the basis of sexual orientation.
2. The specific exemption of external agencies from the nondiscrimination policy be abandoned.
3. The University's policy notice statement be modified to include all characteristics for which the University has non-discrimination policies, including sexual orientation.
4. Units ensure that their publications contain statements which are inclusive of all UM nondiscrimination policies, including sexual orientation.
5. The top levels of the University administration--including specifically the President and the Chancellors--provide the leadership necessary to inform the university community about the institution's commitment to non-discrimination on the basis of sexual orientation.
6. The policy prohibiting discrimination based on sexual orientation be more widely disseminated and be included whenever the University's nondiscrimination efforts are described, including University publications, recruitment materials (for students, faculty, and staff), training for graduate student teaching assistants, and new employee orientation programs (including those for faculty). Student orientation should continue to include information about the University's

prohibition of discrimination and harassment based on sexual orientation as well as race and gender.

7. The Affirmative Action Office conduct regular self-audits to ensure that complaints of harassment or discrimination on the basis of sexual orientation are taken as seriously as those complaints based on other characteristics.
8. The Affirmative Action Office increase its outreach efforts to the University community, especially to the student population, to encourage reporting of harassment and discrimination based on sexual orientation.
9. The Affirmative Action Office staff include a representative who is fully aware of and knowledgeable about sexual orientation issues.
10. Individuals throughout the university who are likely to be receiving complaints of harassment and discrimination receive training about sexual orientation issues.
11. The systematic funnelling of reports of harassment and discrimination to the Affirmative Action Office be improved, and that the Safety and Security Advisory Committee and each of the University security forces ensure that reports of harassment are classified by type and where appropriate conveyed to the Affirmative Action Office.
12. All Campus Safety and Security Officers receive adequate education and training about sexual orientation issues, and that membership on the oversight committee for campus safety issues continue to include an individual who is openly gay or lesbian.
13. The University's efforts to educate faculty, staff, and students about diversity and multiculturalism explicitly include sexual orientation.
14. The Medical Center investigate more thoroughly the climate that exists for lesbians and gay men, and devise appropriate strategies to create an atmosphere of respect and understanding among its employees.
15. Student orientation sessions on the Ann Arbor campus continue to discuss homophobia as a form of discrimination along with racism and sexism; and Flint and Dearborn also educate incoming students about these issues.
16. A series of educational programs in residence halls, fraternities, and sororities be established that continues the discussions about discrimination based on race, gender, and sexual orientation begun during student orientation, utilizing the already-trained diversity facilitators.
17. University units include education about sexual orientation issues as a specific part of their diversity training programs, taking advantage of the models already developed and the resources available at the University.

18. Each unit examine its publications--including Announcements, Bulletins, and newsletters--and revise them to include appropriate acknowledgement of the gay and lesbian presence at the University by routinely including information about gay and lesbian student groups, organizations, events, and resources when describing comparable groups and functions.
19. Efforts be made to ensure that University reports and committees regularly reflect the concerns and perspectives of lesbians and gay men, as well as other groups.
20. In their speeches and presentations, the President, Chancellors, and other University leaders address the issue of discrimination based on sexual orientation and recognize the participation and contributions of lesbians and gay men in the University community.
21. University-sponsored speakers and programs which include sexual orientation issues be encouraged and supported.
22. University diversity efforts regularly include recognition of lesbians and gay men as a valuable part of a pluralistic and multicultural community.
23. Deans, department chairs, and faculty work to ensure that gay and lesbian issues are included in the curriculum. Ways in which this might be accomplished include:
    a. a self-study of curricular content to assess the degree of inclusion of issues related to sexual orientation;
    b. encouragement and support for faculty to develop courses and portions of courses that address lesbian and gay issues from the perspectives of all relevant disciplines.
    c. the inclusion of readings addressing lesbian and gay issues in introductory social science and humanities courses.
24. The LSA diversity requirement be implemented in a way that embraces sexual orientation issues and that other units (including Flint and Dearborn) also acknowledge the necessity for including sexual orientation in their attempts to address diversity in the classroom.
25. Deans and department chairs actively encourage faculty interest in research and teaching about lesbian and gay issues and culture, and where necessary seek to make new appointments with the needs of such teaching and research in mind. Ways in which this scholarship might be encouraged include:
    a. provision of financial support or released time for course development which includes sexual orientation issues;
    b. acknowledgment of such curricular innovation in annual merit reviews;
    c. invitations to visiting scholars and speakers and organization of symposia to address gay and lesbian topics in their disciplines;

26. Deans and department chairs take steps to ensure the availability of current information and positive academic counseling to students interested in gay and lesbian studies.
27. The University library continue its efforts to provide resources necessary for research and scholarship about sexual orientation issues and perspectives, including subscriptions to relevant journals and acquisitions of pertinent reference materials. The Flint and Dearborn libraries should likewise pursue this goal.
28. The Dean of LSA appoint a committee to prepare a detailed plan for encouraging research and teaching in lesbian and gay studies at the University and, specifically, to investigate and report on the feasibility of creating a lesbian and gay studies program or center as a means of fostering such research and teaching.
29. The definition of "family" be made consistent throughout University policy to ensure inclusion of same-sex partners and their dependents.
30. Employee benefit programs be made available to committed gay and lesbian couples and their families on the same basis as they are provided to legally married couples.
31. Access to University-subsidized health insurance be extended to the partners and dependents of gay and lesbian employees. A task force should be established to investigate existing options and to determine the most fiscally responsible method of providing health care insurance in an equitable and nondiscriminatory manner.
32. University housing policies should not discriminate against gay and lesbian couples and their families. Under current practices, housing should be made available to committed gay and lesbian couples and their families in the same manner as it is to their married counterparts.
33. Units within the University undertake a complete review of their policies and procedures, and that those policies which have a differential impact based on sexual orientation be modified to ensure fair and equitable access to all university services.
34. External agencies be required to conform with the University's nondiscrimination policy in order to use University facilities for recruitment efforts.
35. The University of Michigan exercise leadership among its peer institutions in ensuring that its policies and practices are consistent with university policy and do not discriminate on the basis of sexual orientation.
36. The University administration develop a plan by which ROTC be removed from UM facilities on all three campuses unless the Department of Defense's discriminatory policy is changed.

37. Members of the University administration continue to work with officials from other universities who are committed to combatting military discrimination on their campuses.
38. The Senate Assembly and other appropriate faculty bodies in the colleges and schools continue to bring pressure to bear against the Department of Defense's discriminatory policy.
39. The funding and staffing levels of the LGMPO be examined and compared with other offices providing similar programming and services, and any existing insufficiencies be corrected.
40. Available counseling for individuals dealing with issues related to their sexual orientation be expanded to more closely meet the demand that exists.
41. A safe social area be made available for lesbian, gay, and bisexual students.
42. More formal links be established between the LGMPO and appropriate offices at Dearborn and Flint in order to increase the availability of counseling services and to develop programming.
43. Support for student organizations be sustained. This should include the creation and maintenance of student organizations on the Flint and Dearborn campuses and the continued support of computer conferences intended specifically for lesbian, gay, and bisexual faculty, staff, and students.
44. The Lesbian - Gay Male Programs Office and other offices and groups doing programing and counseling for lesbians and gay men recognize and address the distinctive experiences of lesbians and gay men of color.
45. The Office of Minority Affairs and other offices who do programming for people of color recognize and address issues of multiple discrimination, including discrimination based on sexual orientation.
46. As perspectives of other cultures are incorporated into the curriculum and other aspects of University life, attention be paid to the varied roles and manifestations of homosexuality in different cultures and traditions.
47. New employee orientation for unionized workers clearly explicate the University's policy prohibiting discrimination based on sexual orientation as well as the nondiscrimination clause of the union's contract.
48. Training for supervisors of unionized workers include a clear explanation of the University's policy prohibiting discrimination based on sexual orientation as well as the nondiscrimination clause of the union's contract.
49. Both staff and supervisors' training include information about using the union grievance procedure to deal with discrimination based on sexual orientation.

50. The Chancellor establish a Task Force on Sexual Orientation to oversee the implementation of this report's recommendations at UM-Flint.
51. The Chancellor designate one person with responsibility for overseeing further efforts on behalf of lesbian and gay students, faculty and staff at UM-Flint.
52. The University policy prohibiting discrimination on the basis of sexual orientation be more widely disseminated at UM-Flint and brought to the attention of students, faculty and staff, for example through inclusion in University publications.
53. The activities of the UM-Flint Affirmative Action Office related to harassment and discrimination routinely incorporate sexual orientation.
54. Education about sexual orientation for faculty, staff, and students be established at UM-Flint. This might occur in student orientation sessions, in diversity training sessions, in activities during Diversity Week, and through sessions offered by LGMPO.
55. The Dean of Students at UM-Flint should ensure that lesbian and gay culture is represented in programming done by that office.
56. A multi-faceted and ongoing liaison be created between at UM-Flint and LGMPO.
57. UM-Flint Deans, department chairs, and appropriate faculty committees actively encourage faculty interest in teaching and research on gay and lesbian issues by, for example, considering the existing deficit in gay and lesbian studies when making new appointments, acknowledging curricular innovation that incorporates sexual orientation issues when performing merit reviews, providing financial support for course revision and development, and continuing to develop the library resources pertaining to sexual orientation.
58. The UM-Flint Director of Safety ensure that part-time as well as full-time employees are sensitive to and responsive to the concerns of lesbians and gay men on campus.
59. The policies prohibiting discrimination and harassment on the basis of sexual orientation be prominently featured in University publications and frequently and forcefully brought to the UM-Dearborn community's attention by appropriate officials, including the Chancellor, the Provost, the Affirmative Action Coordinator, the Director of Personnel, the Dean of Students, and other unit heads, both academic and non-academic.
60. The UM-Dearborn Affirmative Action Advisory Committee monitor the dissemination and enforcement of the policies prohibiting discrimination and harassment on the basis of sexual orientation; and one member of the committee be charged specifically with advocating the concerns of the gay and lesbian members of the university community.

61. Sexual orientation issues be incorporated into sensitivity training sessions designed to alert UM-Dearborn employees to the importance of tolerance and respect for diversity.
62. The UM-Dearborn Counseling Office sponsor a peer counseling group to help gay and lesbian students deal with problems related to or compounded by their sexual orientation, and attempt to identify supportive faculty and staff who might volunteer to serve as resource persons for gay and lesbian students.
63. The UM-Dearborn Student Activities Office take the initiative in promoting events directed toward the interests and concerns of gay and lesbian students, utilizing where appropriate the services of the Lesbian - Gay Male Programs Office in Ann Arbor.
64. Sexual orientation issues be prominently featured in the orientation sessions for new students, faculty, and staff on the Dearborn campus.
65. UM-Dearborn academic units, especially the College of Arts, Sciences, and Letters, actively encourage the inclusion of gay and lesbian issues and concerns in the curriculum and in the research activities of faculty and students.
66. The Mardigian Library's collection of materials related to gay and lesbian concerns and to gay studies be dramatically expanded.

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Appendix A

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Blenda Wilson

ROTC command officers
Various members of the LSA, Law School, Medical School, and School of Nursing faculties
Various members of the faculties at Flint and Dearborn
Graduate students in Rackham, the School of Education, the Law School
Administrative staff in numerous units on the Ann Arbor campus
COVER DESIGN: Teryl Lynn
STAFF SUPPORT: Brian Clapham

Appendix B

Individuals surveyed regarding sexual orientation content in the curriculum and scholarship of their units:

Ann Arbor campus:

- Deans of
  - School of Education
  - School of Law
  - Medical School
  - School of Social Work
  - College of Literature, Science, and the Arts
- Directors of
  - Center for African and Afro-american Studies
  - Program in American Culture
  - Program in Comparative Literature
  - Program in Linguistics
  - Pilot Program
  - Residential College
  - Women's Studies Program
- Department chairs of
  - Asian Languages and Cultures
  - Classical Studies
  - English Language and Literature
  - Germanic Languages
  - History
  - History of Art
  - Near Eastern Studies
  - Philosophy
  - Political Science
  - Psychology
  - Romance Languages

Slavic Languages
Sociology
Theatre and Drama

Flint campus:

Deans of

College of Arts and Sciences
School of Health Sciences

Chairs of

African and Afro-American Studies
Education
English
Foreign Languages
History
Philosophy
Political Science
Psychology
Sociology/Anthropology/Social Work/Criminal Studies

Dearborn campus

Deans of

College of Arts, Sciences and Letters
School of Education

Chairs of

Humanities
Behavioral Sciences
Social Sciences

Appendix C

Summary of Campus Harassment Surveys of Gay, Lesbian, and Bisexual Students

	Yale (n=166)	Rutgers (n=141)	Penn State (n=1252)
Verbal insults	65%	55%	76%
Overheard anti-gay remarks	98	90	NA
Threats of physical violence	25	16	26
Property damaged/destroyed	10	6	17
Objects thrown	19	12	12
Followed or chased	25	18	22
Spat upon	3	1	5
Assaulted/wounded with weapon	1	2	1
Punched, hit, kicked, beaten	5	4	5
Sexually harassed/assaulted	12	8	NA
Anticipate future victimization	92	86	94
Fear for safety	57	35	64
Know others who have been victimized	76	66	NA
Non-reporting of at least one incident	90	88	94

Yale, Rutgers and Penn State data are by Herek (1986), Cavin (1987), and D'Augelli (1989), respectively.

Adapted from Berrill, Kevin. Organizing for Equality: Newsletter of the NGLTF Campus Project. National Gay and Lesbian Task Force, March, 1989; and Anti-Gay/Lesbian Violence, Victimization and Defamation in 1990, National Gay and Lesbian Task Force Policy Institute.

Appendix D

ITD Sexual Orientation Diversity Training Session
Audience Members' Responses (n = 285)

	Before	After
Excited	16.8 %	18.9 %
Curious	66.3	15.1
Put upon	9.1	5.6
Hopeful	26.7	35.8
Inconvenienced	12.6	7.4
Pleased	24.2	58.6
Rather be working	17.2	8.1
Dread	4.2	2.1
Positive	35.1	58.2
Not prepared	4.9	0.7
Apprehensive	29.5	6.0

Data provided by the ITD Diversity Committee.

Appendix E

OUTCAST, MISCAST, RECAST:
A DOCUMENTARY HISTORY OF LESBIANS AND GAY MEN AT THE UNIVERSITY OF MICHIGAN

By Tim Retzloff

Prepared for the Study Committee
on the Status of Lesbians and Gay Men,
University of Michigan,
January, 1991

OUTCAST, MISCAST, RECAST:
A DOCUMENTARY HISTORY OF LESBIANS AND GAY MEN AT THE UNIVERSITY OF MICHIGAN

The University of Michigan has long wrestled with how it relates to the lesbians and gay men within its community. Published references to this evolving relationship span over thirty years in the *Michigan Daily* and other sources. From this printed record a picture emerges which attests to the progress, often piece-meal, that the University has made toward understanding lesbians and gay men, and in applying such understanding to its policies.

This progress, in turn, has resulted in some improvement in campus life for lesbians and gay men at the University. Along with the progress, though, remains a lingering sense among many that the relationship between the University and its lesbian and gay community is unfulfilled.

What follows is a *documentary* history of lesbians and gay men at the University of Michigan. That is, it is based exclusively on the printed record and is, therefore, necessarily incomplete and skewed, especially for the period before the gay liberation movement brought homosexuality into a new public focus. Before 1970, homosexuality is almost invisible in the public record of the University of Michigan, surfacing only as a threatening menace and mostly in relation to sexual activity and solicitation in public men's rooms on campus. The record ignores the rich but perforce clandestine gay and lesbian life that existed in Ann Arbor even during the witchhunts of the 1950s and 1960s, and it generally reflects--without analyzing or critiquing--the climate of oppression that promotes solicitation in public restrooms. This history, then, can only hint at the diversity and complexity of gay and lesbian life at the University. It should be read with full cognizance of the limitations implicit in the documentary approach.

Outcast: Pre-1971

In years prior to 1971, the University of Michigan, in several recorded instances, demonstrated outright hostility with regard to homosexuality. Paralleling trends in American society, the hostility continued until after lesbians and gay men began to stand up and demand better treatment.

During the 1950s and 1960s the overall mood in the United States was fiercely anti-homosexual. Coinciding with the notorious anti-Communist crusades then prevalent, round-ups of suspected homosexuals, seen as "moral perverts" and a threat to society, were conducted around the country.[1]

At this time, the University cooperated with local law enforcement to rid itself of a perceived homosexual menace through periodic purges with a self-righteousness akin to UM's McCarthy-era anti-Communism.[2] Known homosexual crackdowns in Ann Arbor, directed exclusively toward men, occurred in 1958, 1959/60, 1962, and 1964, with those of 1959/60 and 1962 well-documented. Daniel Tsang, author of a pair of articles about the purges, characterized the city as "one place where town and gown conspired to conduct a ferocious witch-hunt against homosexuals."[3]

In a seven-week crackdown in December, 1959, and January, 1960, undercover Ann Arbor police arrested up to thirty-four men in restrooms of various UM buildings, most charged merely with soliciting. Fourteen or more were students, several were staff members, and one was an associate professor of political science. Some men not affiliated with the University were also apprehended, one of whom, a Detroit businessman, committed suicide after his conviction in a jury trial.[4]

Defense attorneys argued that the police had approached the men first, and lured them into making advances. One undercover officer admitted to waiting around a

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[1]For background on the national mood and anti-homosexual crusades see John D'Emilio, *Sexual Politics, Sexual Communities* (Chicago: U of Chicago Pr, 1983), chap. 3.

[2]The firing of three faculty for refusing to testify before HUAC has received much recent attention. Examples of coverage may be found in the *University Record*, 1 Oct. 1990, p. 4; 5 Nov. 1990, p. 4; 12 Nov. 1990, p. 4; and 3 Dec. 1990, pp. 1, 10.

[3]For an overview see Daniel Tsang, "Gay Ann Arbor Purges," *Midwest Gay Academic Journal* 1.1 (1977), pp. 13-19 and "Ann Arbor Gay Purges: Part Two," *Midwest Gay Academic Journal* 1.2 (1977), pp. 11-13 for an overview.

[4]Ibid. See also *Mattachine Review*, March 1960, pp. 18-19; *Ann Arbor News*, 22 Dec. 1959, p. 17; *Chicago Daily Tribune*, 23 Dec. 1959, pt. 2, p. 9; and *Michigan Daily*, 5 Jan. 1960, p. 1. The suicide was reported in *Mattachine Review*, May 1960, pp. 10, 21.

restroom nearly two hours before making an arrest. The authorities, however, denied there was any entrapment.[5]

No event triggered the crackdown on so-called "contact centers," Tom Hayden noted in a *Daily* editorial. He questioned the value of arresting, as criminals, people who suffered from "serious psychological difficulties." The belief that homosexuality was a mental illness, in concert with the conceptions of the time, also clouded the few other published criticisms of police motives and methods.[6]

Rather than face the possibility of stiffer punishment and greater publicity, most defendants pleaded guilty to the procurement charges. They were then typically sentenced to ten days in jail, a $275 fine, and five years probation.[7]

The investigation was conducted with the sanction of University officials. Walter B. Rea, Dean of Men, told the *Ann Arbor News*, "The University's policy has always been clear. It does not tolerate activity of this kind." Indeed, the associate professor was forced to resign, and at least four of the students were suspended once they pleaded guilty. The *Michigan Daily* further reported that students were told to receive psychiatric help and they would be eligible to be readmitted when they were "again considered good social risks."[8]

The University's intolerance was evidenced in a similar crackdown two years later. In May, 1962, Ann Arbor police on special assignment arrested sixteen men in campus restrooms, of which most were reported to be students, a few were area professionals, and two were faculty.[9]

By the end of June the number arrested passed thirty. After they confessed, most were convicted, fined, and given probation. One man, a repeat offender, was sentenced to prison for two to five years. William Ager, Washtenaw County Prosecutor, justified the crackdowns to prevent recruitment of students: "Especially in a university community where there are a lot of young men, most of whom are unmarried, the homosexuals have to be stopped."[10]

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[5]*Michigan Daily*, 21 Feb. 1960, p. 1; *Mattachine Review*, March 1960, p. 19.

[6]Hayden's editorial appeared in the *Michigan Daily*, 9 Jan. 1960, p. 4. Letters to the *Daily* about the crackdown may be found in 8 Jan. 1960, p. 4 and 12 Jan. 1960, p. 4.

[7]*Michigan Daily*, 16 March 1960, p. 1 and 10 May 1960, p. 1.

[8]See *Chicago Daily Tribune*, 23 Dec. 1959; *Ann Arbor News*, 22 Dec. 1959; *Michigan Daily*, 10 May 1960.

[9]*Ann Arbor News*, 18 May 1962, p. 19

[10]*Michigan Daily*, 29 June 1962, p. 1.

Two front-page features in the *Michigan Daily* about the "special surveillance" probed UM's role in the round-up, and further revealed the attitude of school officials toward homosexuality. As a matter of policy, students were handled with more leniency. The University made sure they had legal counsel, and, if they were convicted and suspended, the University granted them readmission upon the recommendation of a psychiatrist.[11]

Those employed by the University, on the other hand, were routinely dismissed as a matter of policy. "It's always been regarded as disqualification," explained Marvin L. Niehuss, Executive Vice President, who was interviewed for the articles. "I don't want the University to become known as a happy home for these people," he said. "Let's make no mistake that it's a sickness like appendicitis . . . there aren't very many cured, and people have incipient tendencies." He concurred with the notion that homosexual faculty were a bad influence. "What the University is concerned with is the possibility that normal boys might be pulled into homosexual behavior," Niehuss said.[12]

In his comments to the *Daily*, James A. Lewis, Vice President for Student Affairs, made no distinction between homosexual behavior and homosexual orientation: "The University has to take the position that homosexuality is a crime."[13] Roger W. Heyns, Vice President for Academic Affairs, voiced concern that treating homosexuals as criminals might hinder them from receiving needed "treatment." Nonetheless, he too felt that homosexuality warranted dismissal. "We have to think about protecting people with incipient tendencies as best we can," he said.[14]

For apprehended students and faculty alike the handling they endured hardly constituted protection. A psychiatrist who analyzed several of the arrested men conceded that the arrests and public trials devastated many of them. He questioned whether the arrests were necessary because he saw no empirical basis for the belief that confirmed homosexuals could "convert" others. He also speculated that sexually segregated dormitories contributed to homosexual activity.[15]

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[11]Both articles were reprinted in *Mattachine Review*, Sept. 1962, pp. 11-17.

[12]Ibid., pp. 13, 15.

[13]Ibid., p. 13.

[14]Ibid., p. 16.

[15]Ibid., p. 17.

These early purges did more than merely target restroom activity. Those arrested were frequently pressed to "name names" of other homosexuals. The police apparently maintained a list of known or suspected homosexuals, including many who had had no history of arrests. The purges were distinguished not just by heartless witch hunting, but also by the resignation of the men involved. The men did not protest the indignity. They followed along, pleading guilty and accepting the shame that society and the school imposed.

On its part, the University did not question its own role in such activities. Since its understanding of homosexuality was limited, it never considered that cruising campus restrooms may have been an individual's desperate attempt to make human contact in an atmosphere oppressive to homosexual feelings.

During this era everyone was considered to be heterosexual. While gay and lesbian life in Ann Arbor was actually quite rich, for documentary purposes other dimensions of homosexual experience were largely invisible, with lesbians seemingly non-existent. The mainstream media discussed only homosexual scandal, so the dominant picture that survives omitted the hidden, more typical experience hinted at in novels, and in early homophile publications.[16]

The eve of change for gay men and lesbians at UM came in 1970. Following the Stonewall riots in New York City in June, 1969, an exuberant defiance toward society's hostility emerged among homosexual men and women, who began increasingly to organize nationally. Chapters of the Gay Liberation Front (GLF) sprouted up all over the country, including Michigan chapters in Detroit, in Port Huron, at Central Michigan University, and at UM-Ann Arbor.[17]

Jim Toy and other individuals who had been involved in the GLF in Detroit launched the UM chapter with a meeting on March 17, 1970. The group aimed to battle stereotypes of gays, to fight homophobic prejudice, to invalidate the mental illness model of

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[16]Two fictional portrayals of homosexual life at UM have been written by alumni. For an account of the 1950s, see in Edmund White, *The Beautiful Room is Empty* (New York: Knopf, 1988); an account of the 1920s may be found in Forman Brown [Richard Meeker], *Better Angel* (New York: Greenberg, 1933; reprint ed., Boston: Alyson Publications, 1987). For an example of other scant evidence, see *ONE*, Feb. 1956, pp. 28-29.

[17]For background on the Stonewall riots see D'Emilio, *Sexual Politics*, chap. 12. A discussion of the early GLF may be found in Warren J. Blumenfeld and Diane Raymond, *Looking at Gay and Lesbian Life* (Boston: Beacon Pr, 1989), pp. 298-301. A directory of organizations in the state, including GLF chapters, appeared in the *Gay Liberator* [Detroit], March 1971, p. 11; also Sept. 1972, p. 2.

homosexuality, and to push for sexual freedom. It soon received formal recognition as a campus organization by the Student Government Council. Within a month, attendance reached 100 people, ten percent of them lesbian.[18]

Working through committees, GLF soon offered counseling and information, sought to improve conditions at a local gay bar, planned a weekly newsletter, and located a lawyer to defend those arrested for homosexual offenses. An article on GLF's formation indicated that arrangements were also being made for use of University facilities for a conference of Midwest gay organizations planned for the summer of 1970.[19]

Among its early achievements, the GLF sponsored what was probably the first public gay dance in the state on June 12, 1970, at the Michigan Union. According to a contemporary report, approval for the dance was obtained "after doing battle" with Robben Fleming, President of the University.[20]

The group had less luck gaining approval for the Midwest conference on homosexuality it wanted to hold on campus. After granting permission, President Fleming denied use of UM facilities. He explained that since the conference would not involve professionals it was not considered "educational." He later implied that such a conference might also displease the state legislature.

The Civil Liberties Board of the Senate Assembly issued a statement faulting Fleming's ban as "a denial of freedom of assembly." The Office of Student Services Policy Board expressed concern that the University not assess educational value to determine use of its facilities. An editorial in the *Daily* agreed, and further took issue with the justification about potential legislative backlash, asserting that such controversial events as the 1968 national convention of Students for a Democratic Society did not harm legislative support.[21]

GLF took the matter to the Regents, apparently the first time any issue regarding homosexuality was brought before the University's governing body. It unanimously endorsed Fleming's decision barring the conference from campus.[22]

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[18]*Michigan Daily*, 12 April 1970, pp. 1, 10.

[19]Ibid.

[20]*Detroit Liberator*, July 1970, p. 1.

[21]See *Michigan Daily*, 8 Jan. 1971, p. 1; 5 Feb. 1971, p. 1; and 6 Feb. 1971, p. 4.

[22]The official action of the Regents may be found in University of Michigan, *Proceedings of the Board of Regents, 1969-1972*, Sept. 1970 meeting, p. 654.

Throughout 1970-71 and the controversy surrounding the Midwest conference, the Federal Bureau of Investigation conducted surveillance of GLF, in one instance spying on a demonstration at President Fleming's home. FBI documents released in the late 1970s revealed that the agency maintained a file on the group and probed its suspected links to SDS and the New Left. One memo described GLF as "small in number and ineffectual." It continued, ". . . this group is mainly interested in social and campus acceptance of homosexuals rather than being a politically-oriented organization." The FBI apparently closed the investigation in July, 1971.[23]

Differences and divisions in GLF led to the formation of the Radical Lesbians, who held Ann Arbor's first all-women's dance in spring 1971. The group had forty members at its peak. A "smaller, more radical spin-off" of this group was the Revolutionary Lesbians, publishers of a separatist magazine called *Spectre*. The Male Liberation Collective, a group primarily for distributing feminist literature, resulted from a split among gay males over gender issues. Each of these groups was short-lived.[24]

The University showed some signs of moderating its stance in May and June, 1971, when the Office of Religious Affairs sponsored a series of seminars on homosexuality. These focused on efforts then underway to decriminalize consensual homosexual activity and to reform the medical model that saw homosexuality as a sickness.[25]

Forums such as these, and the activities of the GLF, Radical Lesbians, and other groups, sought an end to a prejudiced and uninformed conception of homosexuality. They laid the groundwork for a significant improvement in the University's relations with lesbians and gay men.

Miscast: 1971-1984

In May, 1971, an ad hoc committee of campus gays urged the University of Michigan to create two advocate positions similar to those instituted for Black, Chicano, women, and other minority students. The recommendation grew out of a discussion about the "problems of homosexual students in dealing with the University" between GLF member

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[23]*Ann Arbor News*, 10 May 1978, p. A-3; *Michigan Daily*, 11 May 1978, pp. 1, 10.

[24]Information about these groups comes from a helpful history of the early Ann Arbor gay liberation movement in the *Ann Arbor News*, 1 Jan. 1978, pp. B-1, B-4. For copies of the *Spectre*, see the Labadie Collection, Hatcher Library, University of Michigan. Newsletters for GLF and Radical Lesbians may be found in Special Collections, Northwestern University Library, Evanston, Illinois.

[25]*Michigan Daily*, 16 June 1971, p. 4.

Jim Toy and Angela Lawson, assistant to Robert Knauss, Vice President for Student Services.[26]

The positions were approved in September, 1971, with little fanfare. Cynthia Gair, a member of the UM chapter of Radical Lesbians, and Jim Toy were hired that fall to join twenty-eight other part-time program assistants in the advocate program under Elizabeth Davenport, Director of the Office of Special Services and Programs (OSSP). Together the positions were paid a total of half a salary. According to the *Detroit News* it was "the first attempt by a major university to offer supportive services to homosexual students." Among those services would be peer counseling, information, speakers, and other activities.[27]

Gair explained that two principal benefits of the new office would be "to educate the heterosexual public about the damaging myths concerning homosexuality" and to "build a sense of community among gays and allow them to find pride and contentment in their homosexuality."[28]

Robert Knauss hedged a bit. He stressed that Gair and Toy were "part of a developing program built around the theme of 'Human Sexuality'" which included counseling on a variety of sexual issues. "We certainly don't feel that offering this service is condoning or promoting homosexuality," he said. Knauss was also quoted saying that UM was not "advocating something that's against the law," a shift which signified that some administrators no longer equated sexual behavior with sexual orientation.[29]

The University seemed to be adopting a more neutral stance, but not without prodding. "I'm convinced we wouldn't have been hired if we hadn't pushed for it," Gair said. "The University wouldn't have done it out of the kindness of its heart."[30]

The existence of Human Sexuality Advocates, as the University called them, was threatened in 1974, in a re-shuffling of offices that threatened all advocate positions. In a proposal under consideration by the OSSP and Vice President for Student Services Henry Johnson, the advocates for ethnic and racial groups would operate out of the International

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[26]*Michigan Daily*, 26 May 1971, p. 3.

[27]*Michigan Daily*, 10 Dec. 1971, pp. 1, 8; *Detroit News*, 28 Dec. 1971, p. 6-C. The pay was noted in a profile of Toy in the *Flint Journal*, 10 Feb. 1974, p. D-3.

[28]Ibid.

[29]Ibid.

[30]Ibid.

Center, while the Human Sexuality Advocates would fall under the Office of Ethics and Religion.[31]

The proposal was seen as an attempt by the University to restrict the advocates. The *Daily* urged support for the advocate program, arguing that while the positions were established to "placate" minority students and were not a "panacea" for their problems, they had turned out to be successful. Jim Toy feared that becoming part of the Office of Ethics and Religion would alter the image of the Human Sexuality Advocates. Jackie Bailey, then Human Sexuality Advocate for women, feared that a change would limit access.[32]

The Human Sexuality Advocates were spared and their role expanded over the years. They soon provided "almost round the clock counseling" in person and through a telephone hotline. All concerns discussed with advocates were confidential. The advocates did not define problems for those seeking help. "We have the students define what their concerns are," Toy said in 1976.[33]

The Human Sexuality Advocate positions were upgraded to half-time in January, 1977. By the late 1970s the office conducted "raps" in classes, with dormitory directors, and with resident advisors. Cathy Couch, lesbian advocate during this period, thought the most progress came in housing, sensitizing dorm residents to issues of sexuality. She saw a definite need for the Human Sexuality Office because "gay people are labeled criminally diseased and sinful by a large majority of U.S. citizens."[34]

By 1982, the Office of Human Sexuality had become part of the University's Counseling Services, and the advocate positions were now termed "Program Coordinators." Beth Doyle, lesbian program coordinator at the time, described how she viewed the office within the University: "We're not a boastful program, one of those programs that puts [the University] in good light . . . Nobody is going to pat them [administrators] on the back for having a gay office."[35]

With Human Sexuality Advocates fulfilling such support functions as counseling and referral, the focus of GLF, after 1971, became increasingly political. While maintaining a social role, the group staged a variety of militant demonstrations. This included "liberation

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[31]*Michigan Daily*, 26 Feb. 1974, pp. 1, 4.

[32]Ibid.; also *Michigan Daily*, 27 Feb. 1974.

[33]*Michigan Daily*, 5 Sept. 1974, Student Life supp. p. 4 and 9 Sept. 1976, p. 4.

[34]*Michigan Daily*, 8 Sept. 1977, Perspectives supp. p. 3 and 7 Sept. 1978, p. 65.

[35]*Michigan Daily*, 9 Sept. 1982, p. 5-C.

visits" to straight bars, picketing the Rubaiyat and Flame Bars for alleged discrimination against lesbians and transvestites, and protesting the showing of "Boys in the Band" by a campus film co-operative.[36]

During Pride Week in 1973, GLF ambushed a University Medical School conference on human sexuality, attended by 200 experts, because of an absence of input from gays. GLF's chief contention was that keynote speaker Dr. Elva Poznanski, who was to lecture on gay lifestyles, was unqualified to speak on the subject. The demonstrators contended that only gays themselves were qualified, since their understanding was not tied to a flawed medical model. Poznanski's speech was interrupted, and about one-fourth of the conferees walked out to attend a panel discussion conducted by Jim Toy and the GLF.[37]

Efforts to incorporate lesbian and gay issues into the curricula at UM were also made throughout the 1970s. Shortly after he was hired as an advocate Jim Toy expressed the hope that the University would eventually establish a gay studies program. In November, 1973, a chapter of the Gay Academic Union (GAU) was formed on campus, an initial step toward influencing curriculum and encouraging scholarship. The group held a conference March 7-9, 1975, for academics from ten Midwestern states, and for two years published the *Midwest Gay Academic Journal*.[38]

Daniel Tsang, a graduate student who played a leading role in GAU, taught a course entitled "Politics of Lesbian and Gay Liberation" for the Winter term of 1976. He co-taught, with Mary Spooner, "Lesbian and Gay Experience" for Winter term 1977. Each course drew about thirty students. Courses with lesbian and gay themes had also been taught earlier as part of the Pilot Program and Women's Studies.[39]

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[36]For "Liberation visits", see *Michigan Daily*, 22 Feb. 1973, p. 4; 28 Feb. 1973, p. 4; 2 March 1973, p. 1. For the Rubaiyat controversy, see *Michigan Daily*, 9 Dec. 1973, p. 1; 11 Jan. 1974, p. 4; 22 Feb. 1974, p. 4. For picketing of the Flame see *Michigan Daily*, 19 Sept. 1972, pp. 1, 10 and *Gay Liberator* [Detroit], Oct. 1972, p. 1. For protests of the film, see *Michigan Daily*, 6 Apr. 1973, p. 4; 3 Apr. 1973, p. 4; 27 June 1973, pp. 3, 10; and 1 Aug. 1973, p. 4.

[37]*Michigan Daily*, 17 July 1973, p. 4.

[38]Toy's view was recorded in the *Detroit News*, 28 Dec. 1971, p. 6-C. Information about the Gay Academic Union is from *Michigan Daily*, 19 Feb. 1975, p. 4; and the *Advocate*, 12 March 1975, p. 11. The *Midwest Gay Academic Journal* published three issues in 1977 and 1978.

[39]*Ann Arbor News*, 1 Jan. 1978, pp. B-1, B-4.

Prior to 1982, five dissertations relating to homosexuality were submitted to the University of Michigan for doctorates in various fields. The earliest, "Attraction and Aversion to Power: A Conflict Theory of Homosexuality in Male Paranoids," was written in 1963, by Howard M. Wolowitz for a Ph.D. in psychology. The later dissertations, by Donald A. Brown in 1973, Alice M.L. Propper in 1976, Edmund F. SantaVicca in 1977, and Richard J. Follett in 1980, covered such disciplines as Educational Psychology, Sociology, Library Science, and General Literature.[40]

Throughout the 1970s and early 1980s the Human Sexuality Advocates worked extensively with the Ann Arbor gay community as well as on campus. In an ordinance pushed for by Jim Toy and the GLF, Ann Arbor city council, on July 10, 1972, amended the city code to prohibit discrimination based on sexual orientation in employment, housing, and public accommodations. The provision applied to homosexuals and bisexuals, but not to transsexuals and transvestites, and provided criminal penalties of $500 and/or ninety days in jail for violators. It was the first such ordinance in the country. It did not, however, apply to the University. As an autonomous public institution, it was exempt.[41]

Ann Arbor proclaimed Gay Pride Week in June, 1972, after the city council passed a resolution drafted by GLF. One council member who opposed the motion questioned the need for a "whole week." The fellow Republican who also opposed it considered homosexuality a private matter.[42]

The next year, during a stormy council session in which Mayor James Stephenson ordered a brief adjournment due to sixty heckling demonstrators, a new Republican majority voted down Gay Pride Week. The mayor called it "extraneous." Even without the council's endorsement, activists held the week anyway. A separate Lesbian Pride Day was held because of differences in politics and tactics, and because of residual sexism.[43]

Ann Arbor City Council, during another disrupted meeting, again rejected a bid to recognize Gay Pride Week in 1974, despite lobbying by new member Kathy Kozachenko, who had been elected as an open lesbian, the first gay candidate to win electoral victory in the country. Activists again held events anyway, charging the media with focusing on the

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[40]The dissertations were cited in William Parker, *Homosexuality: A Selected Bibliography of Over 3,000 Items* (Metuchen, NJ: Scarecrow Pr, 1971), p. 29; Idem, *Homosexuality Bibliography: Supplement, 1970-1975* (Scarecrow Pr, 1977), p. 26; Idem, *Homosexuality Bibliography: Second Supplement, 1976-1982* (Scarecrow Pr, 1985), pp. 50, 59, 61.

[41]*Advocate*, 16 Aug. 1972, pp. 1, 16; *Gay Liberator*, Sept. 1972, p. 1.

[42]*Advocate*, 19 July 1972, pp. 1, 30; *Michigan Daily*, 14 June 1972, p. 4.

[43]*Michigan Daily*, 5 June, 1973, p. 1 and 27 June 1973, pp. 3, 12.

disruption and not on the issues. The week was "meant to be educational, not confrontational," said an activist.[44]

Lesbian and Gay Pride Week was recognized by the council once again in 1975, passing by a six to three margin. When the council went back to rejecting recognition in 1977, the time of Anita Bryant's "Save Our Children" campaign, the mayor recognized the week with a proclamation.[45]

Links between the University's and Ann Arbor's gay community remained strong. A radio program, "Closets are for Clothes," played on campus station WCBN, 89.5 FM. For several years in the late 1970s a Gay Community Center, with a drop-in center, a library, a newsletter, and an archives, provided meeting space for such community and campus organizations as Gay Youth, the GAU, Gay AA, and various coming out groups.[46]

A group called Lesbian and Gay Male Community Services (LGMCS), working closely with the UM Human Sexuality Office, organized Pride Week activities in 1980, in which 1,300 participated. Attendance for Pride Week events dropped after a gunman threatened demonstrators at the rally in 1983. Rally backers said that police responded slowly to calls for help.[47]

The University remained aloof to such harassment and often contributed to it. A full-page article in the *Daily*, by feature editor Robert Barkin, gave insight into the campus environment that existed during the 1970s. Barkin interviewed Jim Toy and Jean Hasler, who was the female Human Sexuality Advocate in 1973, and prominent in a group called the Gay Awareness Women's Kollective (GAWK). Hasler described the University atmosphere as oppressive. "The University has an unwritten policy to eliminate homosexuals from sensitive positions," she said. "If a homosexual is found in a sensitive area, he or she is transferred to a non-sensitive position." She also charged the Medical School with being "very oppressive" and denying admission to gay students.[48]

Allen Smith, Vice President for Academic Affairs, told Barkin such policies did not exist. "It would not surprise me, however, if you could document subtle situations [at the

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[44]*Michigan Daily*, 18 June 1974, pp. 1, 10 and 19 June 1974, p. 3. Kozachenko's election was reported in the *Gay Liberator*, May 1974, p. 1.

[45]*Michigan Daily*, 4 Sept. 1975, p. 10; *Ann Arbor News*, 19 July 1977, p. B-5.

[46]*Michigan Daily*, 8 Sept. 1977, Perspectives supp. p. 3.

[47]*Michigan Daily*, 10 Sept. 1981, p. 19-B; *Ann Arbor News*, 26 June 1983, p. A-3 and 28 June 1983, p. A-3.

[48]*Michigan Daily*, 25 March 1973, p. 4.

University]," he said, ". . . a huge segment of society does not understand nor wants to understand the homosexual." The Medical School Admissions Committee admitted to the reporter that a person's "sexual identity" would be considered a factor in considering applicants if it were disclosed.[49]

Hasler and Toy repeated concerns about discrimination, writing in the *Daily*: "Many students, especially those in the medical, dental, and law schools and the School of Education, live in constant fear that their orientation will be discovered and they will be asked to leave the University."[50]

The struggle to get the University to acknowledge the discrimination against lesbians and gay men on campus and to adopt a substantial policy protecting them from it dates back to 1971.[51]

The first significant inroads toward adopting a policy occurred in 1975. The Graduate Employees Organization (GEO), bargaining during a strike with the University, proposed that sexual preference be included in the non-discrimination portion of its contract. Automatically associating sexual preference with sexual misconduct, UM representatives declined. They denied bias against gay employees existed, asserted that sexual preference was not an "appropriate category" for protection, and argued that such a clause would be unworkable. GEO countered that the University's refusal implied that it reserved the right to discriminate. In the end the University relented, and the strike was settled with the clause included. A Regent was later quoted as calling the clause "embarrassing."[52]

The union had its recognition rescinded for a time when the University insisted that graduate employees were students rather than staff. Anti-bias language in a contract between UM and clerical workers was nullified when that union was decertified. The Michigan Nurses Association local won protection in its March, 1978, contract, but this was

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[49]Ibid.

[50]*Michigan Daily*, 6 Sept. 1973, Student Life supp. pp. 6, 12. This article was accompanied by a photo of Richard Nixon in drag.

[51]Memorandum from Virginia Nordby to Members of the Task Force on Sexual Orientation, 26 Nov. 1984. My thanks to Herb Crandell for this document. For a discussion on the Task Force, see below.

[52]*Michigan Daily*, 11 Feb. 1975, p. 4; 13 Feb. 1975, p. 4; 15 Feb. 1975, p. 1; and 12 March 1975, pp. 1, 7. The Regent's comment was noted in the *Advocate*, 14 July 1976, p. 10.

weakened when the University held that such protection applied to employees but not applicants.[53]

Pushing for protection broader than employee contracts, sixteen members of the Center for the Study of Higher Education in 1975, urged a campus-wide policy. In April, 1977, the student body added its voice to support for gay rights in a referendum to add an anti-bias amendment to the all-campus constitution of the Michigan Student Assembly. The University was not expected to comply since it insisted that it was subject solely to state and federal laws regarding discrimination.[54]

Two years later, an attempt was made to revise Regent by-laws to read that discrimination was forbidden against "any legally impermissible characteristic or status." The Human Sexuality Advocates, Maureen O'Rourke and Jim Toy, argued against the change, saying that a non-specific by-law would indicate that the University felt no compulsion to go beyond whatever federal and state laws may exist. Specific listing of groups was essential to put discriminators and victims on notice. Rather than weakening protection, O'Rourke and Toy urged that protection be strengthened to include sexual orientation and marital status.[55]

Recast: 1984-1988

Lesbian and Gay Rights On Campus (LaGROC) provided the needed push during the early 1980s in prodding the University of Michigan to concede to a policy prohibiting discrimination based on sexual orientation. This action would signify the most dramatic shift yet in the relationship between the school and its lesbian and gay students, faculty, staff, and alumni.

The GLF, by the early 1980s, had become a "networking and connecting type group" whose focus was primarily social. LaGROC, which formed after a demonstration against discrimination in winter 1982, became "slowly more political and more open" during 1983, according to Bruce Aaron, an early spokesperson for the group. The new organization aggressively took up the battle for a by-law.[56]

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[53]*Midwest Gay Academic Journal*, 1.1 (1977), p. 3; 1.3 (1978), p. 2.

[54]*Michigan Daily*, 11 April 1975, p. 4; *Midwest Gay Academic Journal* 1.1 (1977), p. 3.

[55]*Michigan Daily*, 8 Jan. 1977, p. 4.

[56]*Michigan Daily*, 8 Sept. 1983, pp. 15-A, 16-A. The description of GLF at this time comes from the *Michigan Daily*, 9 Sept. 1982, p. 5-C.

The need was clear. In fall 1982, Donovan Mack described having to move to another residence hall after he came out to fellow students. "The threats were both verbal and physical. It was really quite scary," he said. During a rally to protest violence, in response to the gunman at the 1983 Pride Week gathering, a member of LaGROC gave a speech with a paper bag over his head. "It's not safe to be gay," he told the audience.[57]

Bruce Aaron and other representatives met with President Harold Shapiro in April, 1983, to present a case for a by-law amendment. "There are presently no legal channels through which gays can file grievances against the University," LaGROC told the *Daily*. Shapiro assured the activists that he took discrimination seriously and would take action, but the form of such action remained in dispute. Virginia Nordby, Director of the Office of Affirmative Action, was expected to recommend a presidential policy rather than a by-law change.[58]

Five months later LaGROC "zapped" Shapiro at his annual Presidential Reception. He was greeted by forty activists who urged him to quit stalling and declare his position on anti-gay discrimination by October 14. According to one newspaper account, Bruce Aaron pressured Shapiro with a button, worn by supporters throughout campus, which simply read "October 14."[59]

On October 5, 1983, Virginia Nordby announced that she and Shapiro were working on a draft of a presidential policy, and that they would work with LaGROC on its language. Speaking for LaGROC, Aaron expressed disappointment that Shapiro would not pursue a by-law. He cautioned that the administration had "not committed to doing anything yet."[60]

Later that month, Nordby said that the policy was forthcoming, that it was being fine-tuned. She defended the choice of a policy statement over a by-law because a statement could be written to exempt the ROTC. She stressed the need for a uniform, campus-wide approach, "one with teeth, with central enforcement and commitment." She also cited concerns students had about including gay political activities on graduate scholarship applications, and fears faculty and staff had for their jobs.[61]

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[57]*Michigan Daily*, 9 Sept. 1982, p. 5-C; *Ann Arbor News*, 7 Aug. 1983, pp. A-3, A-8.

[58]*Michigan Daily*, 1 April 1983, p. 7 and 2 April 1983, p. 3.

[59]*Ann Arbor News*, 30 Sept. 1983, p. A-3.

[60]*Ann Arbor News*, 5 Oct. 1983, p. A-8.

[61]*Ann Arbor News*, 27 Oct. 1983, p. A-3.

In early March, 1984, a rally of such campus groups as LaGROC, the Progressive Student Network, the Lesbian and Gay Task Force of the Michigan Student Assembly, the Queers Action Committee (QuAC), the Lesbian Network, and the GLF protested delays in issuing the policy. Activists again met with Shapiro.[62]

Shortly afterward it was announced that a policy statement would be issued. Though pleased with the resolution of a long struggle, activists were disturbed with comments by Shapiro that he had not seen "solid evidence" of discrimination against lesbians and gay men. Cathy Godre, of QuAC, felt the comment "totally discounted us." She stressed that bias was often subtle, as when lesbians and gay men are afraid to disclose their sexual orientation. Bruce Aaron pointed out that the use of phrases like "fags" and "dykes" as acceptable for ridicule was evidence enough.[63]

President Shapiro presented his proposed policy at that month's Board of Regents meeting, giving them an opportunity to veto it if they so chose.

Deane Baker, a Regent since 1972, expressed his fierce opposition to the proposed policy by placing his remarks in the official minutes of the Board of Regents, filling three and a half pages. He parroted fears reminiscent of views expressed during the early campus purges:

> I am particularly concerned about these young people who arrive adventurous, awed by the University, alone, sometimes gullible and receptive. They may not, for whatever reason, refuse the sexual advances of a homosexual classmate or other member of the University community under these circumstances of newness.[64]

He viewed homosexuality as elective, a choice. "The collective experience of religious history weighs against the homosexual lifestyle," Baker said. He later told the *Daily* that he knew of no examples of discrimination on campus, but knew of examples of homosexual conduct. He contended that the policy would violate state laws prohibiting sodomy and gross indecency.[65]

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[62]*University Record*, 5 March 1984, pp. 1, 2.

[63]*Michigan Daily*, 15 March 1984, pp. 1, 2.

[64]University of Michigan, *Proceedings of the Board of Regents, 1981-1984*, March 1984 meeting, p. 993.

[65]Ibid., p. 992-995. See also *Michigan Daily*, 16 March 1984, pp. 1, 3. Portions of Baker's statements also appeared in the *University Record*, 9 April 1984, p. 4.

Regent Thomas Roach countered Baker's remarks at the meeting. He said that being homosexual was not a violation of state law. Many heterosexual acts were illegal but being heterosexual did not presume criminality. The University could not presume that gays broke the law. He later admitted, though, to being "not completely comfortable" with gay students in leadership roles, such as dormitory resident advisor.[66]

When Regent Baker moved that President Shapiro remain silent on the issue, he received no second. The motion failed and Shapiro was free to issue the policy statement. It was formally issued March 21, 1984.[67]

The University made headlines. "[UM] believes that educational and employment decisions should be based on the individual's abilities and qualities and should not be based on irrelevant factors," reported the *Detroit Free Press*. The *Detroit News* quoted Shapiro as saying, "I've thought about all the issues. I've come down to judging this would be the appropriate way to proceed."[68]

Most campus groups saluted the policy. QuAC member Paula Rust told the *Record*, "It can't stop discrimination. But it's a good first step." LaGROC's Bruce Aaron also spoke to the paper. "We are very pleased that the statement contains the exact two amendments we requested," he said, "--that the University go on record as prohibiting discrimination on the basis of sexual orientation and that the Human Sexuality Office be listed along with the Affirmative Action Office for counseling services."[69]

Some criticized the policy, though, as not going far enough. It did not have the scope of a by-law and would not be included in the affirmative action policy notice statement (also known as the logo) which lists protected groups on University documents. "The only people who will [put their sexual preference] on their resumes . . . will be the people who do it now," an anonymous student told the *Daily*. Others countered that the policy set a "powerful precedent" at the University. It had been modeled after the sexual harassment policy and would be effective.[70]

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[66]University of Michigan, *Proceedings of the Board of Regents, 1981-1984*, March 1984 meeting, pp. 1016-1019; *Newsweek on Campus*, May 1984, pp. 4-10.

[67]University of Michigan, *Proceedings of the Board of Regents, 1981-1984*, March 1984 meeting, pp. 1016-1019. The text of the policy statement was printed in the *University Record*, 19 March 1984, p. 6; see also 26 March 1984, p. 3.

[68]*Detroit Free Press*, 17 March 1984, p. 3-A; *Detroit News*, 17 March 1984, pp 1-A, 6-A.

[69]*University Record*, 19 March 1984, pp. 3, 6.

[70]*Michigan Daily*, 17 March 1984, pp. 1, 2 and 22 March 1984, p. 4. See also *University Record*, 23 Apr. 1984, p. 4.

President Shapiro followed his new policy with the formation of the Task Force on Sexual Orientation. The twenty member committee was charged with examining "the issues surrounding the implementation" of the University's policy statement. At its initial meeting on December 18, 1984, members suggested the tasks remaining to be done at UM. Among them were publicizing the policy, including it in the logo, sensitizing affiliates of the University to related issues, and providing an atmosphere where people could "come out" safely. Members were critical of a lack of black and union representation on the committee. The Task Force soon sought University wide input on how best to implement the presidential policy.[71]

"One thing I see the policy doing is freeing up students to report harassment," Lesbian Advocate Nancy Blum said in fall 1985. During the Pride Week march that year a woman had been assaulted. The next year the gay hotline tallied 1,066 harassment calls. Homophobia was evident throughout the campus.[72]

Three assaults prompted new demands to Shapiro in March, 1987. Campus groups wanted by-law protection, recognition as a minority, a method for reporting incidents anonymously, increased funding for the Lesbian-Gay Male Program Office (the new name for the Human Sexuality Office), and inclusion of lesbian and gay issues in freshman orientation.[73]

Harassment was seen as steadily increasing, due in part to the increasing visibility of AIDS. In the *Daily*, Linda Kurtz detailed several incidents which occurred within a two-week span, including a woman whose door was urinated on because she was lesbian. Kurtz further detailed difficulties in filing a complaint with the Affirmative Action Office. "We don't deal with your minority here," she was told by a secretary. Kelly Smith and Amy Blake, two participants in the 1987 March on Washington for Lesbian and Gay Rights, were as quoted saying, "In Ann Arbor, it's not safe or comfortable to be together in public . . . we're fearful of bodily injury."[74]

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[71]Memorandum from Virginia Nordby to Members of the Task Force on Sexual Orientation, 26 Nov. 1984; Minutes of Task Force on Sexual Orientation, 18 Dec. 1984. My thanks to Herb Crandell for these documents. See also *University Record*, 8 April 1985, p. 6.

[72]*Ann Arbor News*, 23 June 1985, p. A-3; *Michigan Daily*, 5 Sept. 1985, pp. A-3, A-15 and 4 Sept. 1986, p. 11-A.

[73]*Detroit News*, 19 March 1987, p. 6-A.

[74]*Michigan Daily*, 12 Nov. 1987, p. 4; *Ann Arbor News*, 12 Oct. 1987, pp. A-1, A-5.

A renewed push to get the Regents to include sexual orientation in the non-discrimination by-law came when Robben Fleming assumed duties as interim president after the departure of President Shapiro. He brought the issue before the Regents, who unanimously rejected a motion to amend the by-laws and change the logo. With Regent Baker protesting, the Board then affirmed the presidential policy statement of March, 1984, by a vote of six to two, giving it their formal sanction for the first time.[75]

Casting About: Dearborn and Flint

The University of Michigan-Dearborn and the University of Michigan-Flint were established in the late 1950s "to reduce enrollment pressure on the parent campus and to satisfy the need for a senior institution in two of the state's largest communities."[76] Both are commuter campuses located in cities with an automobile manufacturing base, and have developed distinct and separate identities from UM-Ann Arbor. At the same time, governance of the branch campuses is not totally separate. As such both came under the University's policy on sexual orientation almost by accident. Documentation of the experience of lesbians and gay men at both schools is likewise spotty.[77]

The Dearborn campus, in April, 1980, hosted "The Development of a Positive Gay Identity: A Day of Warmth and Sharing." This program was apparently the earliest such event at UM-Dearborn. A similar program was presented a year later that featured Betty Fairchild, author of *Now That You Know*.[78]

A formal group was not attempted at the school until summer 1986, when the Gay/Lesbian Support Organization (GLSO) was established, and it caused a major cataclysm. In a letter to the *Michigan Journal*, Dearborn's student newspaper, Professor Elton Higgs expressed his disapproval of the new group. He feared that the idea of the "gay/lesbian lifestyle" as morally neutral would go unchallenged. "The open practice and

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[75]University of Michigan, *Proceedings of the Board of Regents, 1987-1988*, January 1988 meeting, pp. 160-165. See also *Michigan Daily*, 18 Jan. 1988, pp. 1, 2; 19 Jan. 1988, p. 4; *University Record*, 18 Jan. 1988, p. 16.

[76]Sharon Ann Claus Campbell, "A History of the Development of the Flint and Dearborn Branches of the University of Michigan" (Ph.D. dissertation, University of Michigan, 1973), p. 4.

[77]A portrait of both schools may be found in the *Michigan Daily Weekend Magazine*, 10 Feb. 1989, pp. 12-13, 15, 18-20.

[78]*Advocate*, 3 Apr. 1980, p. 11 and 16 Apr. 1981, p. 16.

justification of homosexuality is one of those elements in our society that betokens a disturbing insensitivity to practices which are spiritually debilitating," he wrote.[79]

The letter provoked a flood of responses--including those from Professor Peter Amann and student activist James Paul Laich--which appeared in the paper over the next several months. They mirrored a campus uncomfortable with homosexuality and gave unprecedented exposure to issues that had barely been addressed at the school before.[80]

Some students did not appreciate the new visibility of lesbians and gay men. "I try not to think about them," one student told the *Journal*. Another said, "It is socially unacceptable here. I don't see what their purpose is."[81]

Many responses, though, were more critical of Higgs, saying he lacked understanding and sensitivity. Other letters praised the work GLSO was trying to do. Professor Claude J. Summers wrote to point out that the University had a policy against discrimination on the basis of sexual orientation. Higgs, who was on sabbatical at the time, wrote back to apologize for how his earlier letter was received. "I must concede," he said, "that it was not written with sufficient cognizance of the pain suffered by those who have struggled with homosexual inclinations."[82]

The following week an anonymous, hateful letter rekindled the attack on GLSO. In closing the writer wrote:

> As a parent of a student at UM-Dearborn I may remove my child from there, even in the senior year, if this kind of thing is permitted. I will not tolerate my child to be brainwashed by school professors that say their Christian morality is outdated and the gay life is in.[83]

The letter controversy was credited with helping GLSO toward achieving recognition by the Student Government. Such status, however, could have been a

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[79]*Michigan Journal* [UM-Dearborn], 3 Sept. 1986, p. 7.

[80]Letters appeared in *Michigan Journal*, 10 Sept. 1986, p. 7, 10; 17 Sept. 1986, p. 5; 24 Sept. 1986, p. 5; 8 Oct. 1986, p. 5; 22 Oct. 1986, p. 6; 19 Nov. 1986, p. 5; 26 Nov. 1986, p. 5; 3 Dec. 1986, p. 5; and 28 Jan. 1987, p. 5. Amann's letter appeared 10 Sept. 1986, p. 7; Laich's appeared 19 Nov. 1986, p. 5.

[81]*Michigan Journal*, 10 Sept. 1986, p. 3.

[82]Summers' letter appeared in the *Michigan Journal*, 10 Sept. 1986, p. 7. Higgs' second letter appeared 29 Oct. 1986, p. 8.

[83]*Michigan Journal*, 5 Nov. 1986, p. 5.

drawback for the privacy of lesbians and gay men on the campus. Joseph Wright, Dean of Student Affairs, told the paper that as members of a formal student organization, their names would be open to public access under the Freedom of Information Act.[84]

The subsequent history of GLSO was not reported in the *Michigan Journal*. The last known record of any such group at UM-Dearborn was a notice for a meeting of the Gay and Lesbian Alliance which appeared in November, 1988.[85]

Indications of lesbians and gay men active on the Flint campus are almost as sparse. Jim Toy conducted a workshop with the staff of "Flint-M" at least as early as 1974.[86] Fellow advocate Jackie Bailey joined Toy in speaking at the school in January, 1975, as part of a human sexuality series. They presented such topics as coming out, the horrors of aversion therapy, and advances in religious understanding. Bailey also pointed out: "You can be gay in Ann Arbor, but you can't be at home." It was an apt comment to make to a commuter campus audience.[87]

A support group formed on the campus in December, 1980, to serve both UM-Flint and Mott Community College. It met in private homes to provide a comfortable atmosphere and ensure confidentiality. An unnamed spokesperson told the *Michigan Times*, the student newspaper, that the group was "small in number but huge in determination." The group folded after an apparently short existence.[88]

On March 3, 1988, the first Gay/Lesbian Awareness Day took place at UM-Flint. The event was organized by the Student Coalition, a non-gay student group, to break the "'back alley' and 'taboo' mentality that surround questions about gay and lesbian people." The program, co-sponsored with the Student Government Council and the Women's History Month Committee, included an information table, films, and a panel discussion moderated by Robert Kinney, Dean for Student Services. Billie Edwards, the new lesbian programs coordinator, represented the Lesbian-Gay Male Programs Office at UM-Ann Arbor.[89]

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[84]*Michigan Journal*, 24 Sept. 1986, p. 1.

[85]*University Record*, 21 Nov. 1988, p. 13.

[86]*Flint Journal*, 10 Feb. 1974, p. D-3.

[87]*Flint Journal*, 1 Feb. 1975, p. B-3; *University News* [UM-Flint], Jan. 1975, p. 3.

[88]*Michigan Times* [UM-Flint], 11 Feb. 1981, p. 3.

[89]*Flint Journal*, 4 March 1988; *Michigan Times*, 15 March 1988, p. 1; *Memo* [UM-Flint], 14 March 1988, p. 6.

A direct result of the Awareness Day was the formation of the Gay/Lesbian Advocacy and Support group (GLAS). The group experienced repeated harassment. Its flyers were torn down, or defaced with slogans like "Kill Gays" and "Destroy All Gays." Professor Peggy Kahn, the faculty advisor for GLAS, received a series of threatening phone calls as a result of her affiliation.[90]

In the midst of these pressures, GLAS successfully petitioned the UM-Flint Library to carry a lesbian and gay publication, and conducted an in-service with some of the campus staff. It also helped arrange a second Awareness Day, in conjunction with the Women's History Month Committee and the Student Coalition. Jeff Levi, Executive Director of the National Gay and Lesbian Task Force, was the featured speaker of the day. His speech received front-page coverage in a city where the lesbian and gay community is rarely visible.[91]

In September, 1990, a student wrote to the *Michigan Times* complaining about GLAS, arguing that the group should not exist at his school. Responses, which covered three pages of the following issue, found the student misinformed on several points, including the very existence of the group. It had been inactive for over a year.[92]

Conclusion

Instead of eliminating the problem of homosexuality at the University of Michigan, the campus purges in the 1950s and 1960s created a hostile atmosphere of intimidation and fear, where differences would not be tolerated. Those homosexuals who were not outcast in actuality were outcast in spirit, kept invisible.

A visible gay community in the 1970s succeeded in convincing the University of the need for the Human Sexuality Advocates. The move signaled a dramatic shift in policy, where differences would be tolerated, at least to an extent. Under this new relationship, the University miscast gays into the role of a group who needed help adjusting to their problem.

In 1984, the University finally conceded that the real problem was intolerance and discrimination. The University of Michigan recast its relationship with lesbians and gay

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[90]*Michigan Times*, 8 Dec. 1988, p. 2; *Memo*, 9 Jan. 1989, p. 2.

[91]*Flint Journal*, 21 March 1989, pp. A-1, A-11. For an extended excerpt from Levi's speech, see *Memo*, 8 May 1989, p. 5.

[92]*Michigan Times*, 7 Sept. 1990, p. 3 and 19 Sept. 1990, pp. 7, 8, 12. GLAS has since been reactivated.

men when it went on record with a policy that clearly stated that sexual orientation was irrelevant.

The two campuses at Dearborn and Flint, in the meantime, lacked the resources and the large, active lesbian and gay community of Ann Arbor. Their circumstances hinted more to an earlier period in UM-Ann Arbor's history. The policy on sexual orientation provided both schools with a useful tool to start addressing lesbian and gay issues, but the issues were different for them. They were set adrift to cast about on their own, with only nominal help from the parent school.

The relationship between the University of Michigan and its lesbian and gay community, on all three campuses, has been replete with controversy and struggle. Controversies have continued, particularly difficulties in weighing First Amendment protections against protection from harassment. Cornerstone Christian Fellowship lost recognition when a singer it hired performed "God Hates Queers and So Do I" on the Diag. Another campus group, Hope Outreach, sought to "cure" people of their homosexuality. The Law School was harshly criticized when it barred military recruitment. Regent Baker used almost every opportunity to defame the policy statement on sexual orientation, to the point where Regent Philip Power requested that the attacks no longer be published verbatim in the minutes.[93]

The struggle has continued, as well, and the alphabet soup of lesbian and gay organizations has proliferated. The last couple of years have seen the emergence of the Lesbian and Gay Law Student Alliance (LGLSA); a chapter, or two, of the AIDS Coalition to Unleash Power (ACT-UP); and two groups for African-Americans on the Ann Arbor campus, Black Men Together (BMT), and Lesbian Womyn and Gay Men in Struggle (LWGMS). The newest group on campus, New Queer Agenda (NQA), recently targeted Regent Baker for a "phone and computer zap."[94]

The Lesbian-Gay Male Programs Office, particularly in its earlier incarnations, has been integral to the evolving relationship between UM and lesbians and gay men. Its establishment was a significant, unprecedented stride. The two positions, however, did not

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[93]For the Cornerstone Christian Fellowship controversy, see *Ann Arbor News*, 5 Oct. 1988, p. A-3; *Detroit News*, 23 March 1989, p. 4-B. For Hope Outreach, see *Michigan Daily*, 23 April 1990, pp. 1, 2. For the Law School, see *Detroit News*, 4 March 1989, p. 16-A. For Regent Baker, see *University Record*, 23 Oct. 1989, p. 8 and 6 Nov. 1989, p. 4; see also University of Michigan, *Proceedings of the Board of Regents, 1989-1990*, October 1989 meeting, pp. 70-73.

[94]*Ten Percent*, March 1990, p. 1; Dec. 1990, p. A-15; and 15-28 Jan. 1991, p. 9; *Black Student Monthly*, April/May 1990, p. 2.

become full-time until August, 1987. That ten different women have served as lesbian advocate at UM (those not previously mentioned here were Jean Hopkins and Laura Sanders) has reflected a lack of institutional support.[95]

The presidential policy statement on sexual orientation was another significant effort, the most positive step to date for lesbians and gay men at UM. Yet its effect on ending discrimination on all three campuses has been dubious. It has not been adequately publicized, and has lacked the full support of the institution that a by-law would carry.

The University of Michigan should be recognized for the changes it has made. A review of the documented development, though, shows that the University has been reluctant to make these changes. The history of this ongoing relationship demonstrates that every gain for lesbians and gay men at the University of Michigan has been made because of the initiative of lesbians and gay men themselves.

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[95]The upgrade in the positions was noted in a profile of Jim Toy which appeared in the *Ann Arbor Observer*, Feb. 1990, pp. 17, 19. Toy provided the names of the lesbian advocates, which were verified with annual editions of the *University of Michigan Directory*.

Appendix F

Responses to the Study Committee's Campus-wide Request for Information, Anecdotes, and Opinions

The following responses were collected by the Study Committee through a questionnaire (attached) distributed to deans, directors, and department heads, to faculty and staff, and to students in the dorms, in classrooms, and through student organizations. The questionnaire was not intended as a statistical survey, but rather the purpose was to provide an opportunity for all segments within the University community to voice their concerns and opinions about the treatment of sexual orientation issues on the campuses.

The questionnaire responses were examined in the context of other sources of information collected by the Committee, such as numerous interviews with faculty, staff, and students; a survey of major university publications; reports compiled at other universities; and an institutional history of lesbians, gay men, and bisexuals at the University (see Appendix E). In conjunction with these other sources of information, the responses were very useful in helping the Committee to make a qualitative assessment--as opposed to a purely quantitative analysis--of the climate for lesbians, gay men, and bisexuals at the University. In examining these responses, this caveat should be kept in mind: Those with extreme reactions tend to volunteer responses more readily than individuals who do not have strong feelings about the subject. We have made no attempt to quantify university opinion from these responses; any such attempt would contradict the original purposes of the questionnaire.

The responses reveal the experiences and perceptions of a variety of individuals, both homosexual and heterosexual, from all spheres of University life. Most importantly, they help to articulate in concrete terms both positive and negative experiences in relation to sexual orientation encountered on a daily basis at all levels of the environment, and they help to articulate the nature of the kinds of discrimination and harassment confronted by lesbians and gay men at the University.

Reading through the comments, one begins to realize how different the climate can be even within one department, depending on such factors as to what degree lesbians and gay men reveal or conceal their sexual orientation; to what degree a supervisor, instructor, resident assistant, supervisor, dean, director, or department head has forthrightly and sensitively set an open and nondiscriminatory tone; to what extent an individual lesbian or gay man has to work closely with a hostile colleague, manager, instructor, or student. One also realizes how similar

the climate is for different individuals when they are faced with such hostility. We are not aware of any other comparable collection of reports of sexual orientation discrimination and harassment within the University. Given the real difficulties of reporting acts of discrimination expressed in so many of these responses, it is not surprising that individuals keep silent until they are allowed to speak under the protection of anonymity. Accordingly, we have edited the responses when necessary to protect the utmost confidentiality of the respondents. What these responses suggest is that cases of sexual orientation discrimination remain drastically underreported.

One of the most disturbing elements of the responses is that many lesbians, gay men, and bisexuals do not feel safe at the University. Even more troubling, some of those who have attempted to rectify their situations have been discouraged, both directly and indirectly, from reporting discrimination to appropriate authorities, and they have been impeded in some cases by the very individuals who are responsible for responding to reports of discrimination. All too often, the appropriate authorities, including the Affirmative Action Offices on the three campuses, have not responded to the problem satisfactorily.

These responses also make very concrete for us the actual pain that some individuals have been subjected to as a result of isolation, verbal assault, insulting gestures, and occasionally even physical intimidation. Individuals in the residence halls are especially vulnerable to such harassment, as are graduate students in relation to their chief advisors. The cost of this pain is, of course, incalculable, either in financial or in human terms. Whether in the classroom, the dorm room, the hospital room, the science laboratory, or the workplace, incidents of heterosexism and homophobia related here indicate how such behavior prevents individuals from working cooperatively and productively; prevents students from learning freely in an open, intellectually stimulating environment; prevents professors from teaching effectively to their diverse student population; and prevents the administration from fulfilling its responsibilities to all members of the academic community.

Although the vast majority of the responses tend to confirm one another, some indicate ironies and contradictions. We received responses from heads of units claiming that there are no homosexuals and no discrimination in their departments, but from the very same units, we received responses from lesbians and gay men who cited problems in those departments. Such ironies and contradictions speak eloquently to the peculiar nature of heterosexism: the assumption that everyone is heterosexual permits widespread ignorance about sexual orientation and misconceptions about lesbians and gay men to go unchallenged. Thus, a climate develops in which anti-gay or anti-lesbians jokes or blatant harassment of individuals known to

be gay or lesbian is tolerated. As a result, many lesbians and gay men feel pressured to hide their sexual orientation and their colleagues remain oblivious to their presence. Consistent with this pattern, we have found that the more invisible homosexuals are within a department, the more prone to sexual orientation problems that department seems to be. Silence breeds, at the least, unintentional discrimination. Conversely, departments with openly gay or lesbian individuals seem to have a more positive environment for everyone.

The relief at being able to speak out expressed in many of these responses indicates how much the problem of sexual orientation discrimination is related to silence, invisibility, and isolation. In interviews, as well as in these responses, the "disappearance" of posters related to lesbian-gay-bisexual events was frequently mentioned. It is clear that there are some people in the University community who believe that gays and lesbians should not a have voice. Tearing down gay-lesbian-bisexual posters is one easy way for these individuals to attack sexual minorities without having to confront them directly. It can also be a very potent way of attempting to perpetuate silence and invisibility of sexual orientation issues. Especially for those who are first learning how to integrate their sexuality (whether homosexual or heterosexual) into their intellectual, emotional, social, and spiritual lives; the invisibility, silence, and isolation can be oppressive to an extent that can be understood only in the concrete--as some of the most painful of these responses reveal.

Of the responses which expressed the most extremely homophobic attitudes, virtually all refer to fundamentalist religious beliefs. Occasionally, the responses make a distinction between fair treatment of homosexuals in the workplace and disapproval of homosexuality as a "sin" or "sickness." These respondents express fear that the University might try to force them to accept diverse "values" or "lifestyles" that conflict with their religious beliefs. These respondents tend to see the issue as a question of religious freedom. Ironically, they do not see it as an issue of freedom of expression for those who are homosexual or as an issue of separation of church and state. They do not view a public university as a place where gays and lesbians should be able to express themselves emotionally, intellectually, socially, and spiritually because mere expression of homosexuality (referring to a same-sex partner, for instance) is seen as a threat to their religious beliefs.

As this small minority of responses makes clear, there can be a conflict between an individual's religious beliefs and that person's responsibility to the academic or work environment. A manager who denies a promotion to an individual based solely on the perception or fact of that individual's homosexuality engages in illegal discrimination, regardless whether that denial is

based on religious scruples or not. The University needs to address this issue and give much more guidance to individuals in these situations (for both parties involved).

A few of the responses express the attitude that sexual orientation issues should not be a priority, that other issues are more pressing, or that lesbians and gay men have not experienced injustices. This attitude suggests that there is still some ignorance of the histories of homosexuals across centuries and cultures (as, for instance, not knowing that thousands of homosexuals were persecuted and executed in Nazi concentration camps, or that recent hate-crime statistics show that lesbians and gay men are subjected to higher rates of violent assault than any other group).

Other respondents indicated that they cannot trust the University because high-level administrators send conflicting messages about not only sexual orientation issues, but also other forms of discrimination. Many of the responses reveal how the University's half-hearted and ambiguous, ambivalent attitudes toward sexual orientation issues directly affect lesbian, gay, and bisexual individuals, especially those who are most vulnerable, the students. One of the most noticeable themes in the responses is the effect of the homophobic comments made by one of the regents during the period of time when the questionnaires were being distributed and returned. In these responses, we see how such comments not only influence the general climate for all individuals, but also reach insidiously into the psyche of individual students who are struggling to understand themselves in a context free of psychic intimidation. The silence of the other regents, as well as the silence of the administration, sends a signal, whether true or false, that it is okay to harass individuals who are perceived as different, and that the University does not take such bigoted behavior seriously.

Many of the responses, however, suggest that there are individuals in the University community who are knowledgeable, open-minded, and supportive of gender and sexual orientation diversity. There are incidents reported here of individuals coming to terms with their sexuality who received goodwill and support from colleagues, friends, and teachers. There are reports of whole groups of individuals, homosexual and heterosexual, who have countered homophobic behavior, as in the case of the many faculty, staff, and students who wrote letters to the UM-Flint student newspaper in protest of an attack against lesbians and gay men in the community. There are reports of whole units, like ITD, who have taken the initiative to improve the climate for gay men, lesbians, and bisexuals in their units. In all areas of the University community, there is evidence of dialogue, understanding, and genuine education occurring through the initiative of individuals and groups who take seriously the importance of an open and diverse

academic community. Unfortunately, the central administration of the University has done little to further these efforts, spread, as they are, unevenly across the community.

Finally, what these responses reveal about the quality of life for lesbians, gay men, and bisexuals is that small steps in progress toward civility, open-mindedness, and respect for diversity do not necessarily come easily even at a University that prides itself on its academic freedom and intellectual enlightenment. All of these responses, in different ways, counter the myth that the University is an environment in which all individuals are free to express themselves honestly and responsibly without the threat of verbal or physical violence. The fear expressed in these responses--both the fear of homosexuality and the fear experienced by homosexuals--cannot be dismissed. If the University hopes to create a safe environment for intellectual, emotional, social, and personal development, then it must be willing to make that environment safe for all members of the academic community. For lesbians, gay men, and bisexuals, that safe environment is presently too fragile to foster freedom of mind and spirit exactly where such freedom counts most, in the day-to-day experiences of each individual.

These responses have been sorted into broad categories: those from academic units, nonacademic units, the medical center, Flint, and Dearborn. They were numbered as they were received and are presented here in that order, within each category. No effort has been made to order or sort them further.

2. I have counseled or have close contact with a number of students who have bisexual tendencies without any particular overt action; they seem satisfied with the decision not to make a public statement.

Two others are openly homosexual in orientation, one actively so without any evidence of harassment of which I am aware. The other is internally uncomfortable with a public stand, although making no effort to hide it, and has had no direct harassment.

- anonymous

4. I myself am heterosexual, but I have a few thoughts about the climate for lesbians, gay men, and bisexuals here.

I cannot remember witnessing overt hostility or discrimination at any time.

There is always the problem of assumption of heterosexuality in classroom examples, of course, but even in regard to this I have a positive experience to report.

The LSA GSTA training program devotes one of five 90-minute sessions to diversity--sexism, racism and homophobia. Explaining the kinds of things that will be discussed, the teacher mentioned that one shouldn't say "boyfriend" to a woman or "girlfriend" to a man, but "partner", for example. Also, she told us of a TA who had just gotten ready to begin class when everyone in the class heard the tag end of a conversation between two students about a teacher they didn't like: "Yeah, he's a real faggot." This, of course, is not part of the positive experience I want to report. The good part, however, is that our teacher asked what we would do, and every one of the seven inexperienced TAs in the room was actively suggesting ways to deal with it. The consensus was to say something so that both the speaker and the rest of the class knew that that kind of derogatory language is unacceptable. And possibly later to talk to the student himself at greater length. To me, this discussion was a sign of a fairly sensitive group of TAs.

- female student

5. I came to the University of Michigan.... I didn't expect much of the U of M, but was certainly shocked by an experience that I had here while visiting....

I made reservations in advance to stay [in University housing] for one night for my roommate-to-be and me. Upon checking out [date deleted], I spotted a yellow pad on the reception desk which detailed information about the guests, which had half-inch wide green label tape pasted across the top that spelled out "MARY--ONE FAGGOT LAST NIGHT." Obviously, I didn't feel too welcome.

Although the message probably did not refer to me (I had little contact with the staff, and most people don't perceive me as gay), I was quite shocked. I immediately went to the Gay/Lesbian Office in the Michigan Union and spoke with [a Housing official], who seemed quite surprised, and was reassuring that she would follow-up. My concerns were that University employees had no business whatsoever keeping such statistics on guests (sexual orientation? how about race? what about religion? etc...) nor slandering them, even if such a message was never intended for the guests' eyes. I then spoke with Jim Toy, who urged me to file an affirmative action complaint, which I did with Jim Myers. I touched upon institutionalized homophobia, and mentioned that the whole episode was probably not uncommon to any university, but it nevertheless deeply disturbed me. I have since not followed up, nor have any of the parties involved.

Well... life in Ann Arbor is quite different from New York, obviously. Yet I am dumbstruck that a university of this size in a relatively liberal community has no large "umbrella" gay/lesbian organization, nor regular dances, nor any extremely visible presence (that I have observed, as of yet). Although there are places to socialize, they seem limited. Moreover, affairs such as the "Adrian 17" bespeak some obvious problems outside of this general area. I don't want to seem negative--there are horrific episodes of violent

homophobia on a near-daily basis in New York--yet the gay friends I have made so far feel a similar alienation here at the U of M. And this churl named Deane Baker--a very vocal and visible presence--makes life no easier.

I have always been quite active and vocal in my community, but to be honest, I don't think I'll stay here past my [master's degree] completion in early May. Institutions, not to mention people, are quite hard to change. While I do, however, want to contribute positively and be a part of what seems to be a quite sizeable gay community, I keep asking, "Where is it???" I see a fragment here, a portion there, but little unity. Perhaps the upcoming PAC week will be the answer....

I prefer you keep my name from any copies you make of this letter, but you are welcome to contact me (please give only your name and phone number--not affiliation--if you leave me a phone message).

- student

6. -- invitations to staff social functions normally state "you and your spouse," but those issuing the invitations proved very willing to change the wording to "you and your partner" as soon as it was suggested.

-- freshman students ... in an exercise asking them to indicate how comfortable they'd be in various situations--indicated very high levels of comfort in having a roommate of another race, but extremely low levels of comfort if they had to have a gay or lesbian roommate.

-- responsible fairly senior staff who would in fact initiate/recommend/approve discipline for a staff member who told a racist joke was overheard telling anti-gay jokes.

-- hiring manager refused to consider a skilled temp for an open position, despite the supervisor's strong positive recommendation, because the temp "wasn't the right image for our department." Although the temp's sexual orientation is not known, she has some of the stereotypical lesbian appearance.

-- family care policies are broadly inclusive for gay/lesbian partners.

-- insurance coverage (health insurance, retirement rights) are <u>not</u> inclusive for gay and lesbian partners.

- anonymous

7. I am a graduate student.... Since I earned my undergraduate degree in an environment that was extremely intolerant of homosexuality, I imagine that my observations will be at odds with those made by my peers, most of whom are convinced that the University is unresponsive to gay and lesbian students' needs. I, however, am somewhat pleased with the University's efforts to address gay and lesbian concerns. I acknowledge that the University's lack of a written policy opposing discrimination against gay and lesbians is a serious shortcoming, and that the failure to censure regent Deane Baker is simply unconscionable in light of his intolerance. Nonetheless, the University has at least acknowledged that gay and lesbian students exist and have needs that differ from other students' by setting up the Lesbian and Gay Male Programs Office. This places the University light years ahead of my *alma mater*, where the single gay and lesbian students' organization had its right to exist routinely challenged, and could barely assemble the resources needed for a single dance each semester. Gay and lesbian student groups here seem to exist, if not unchallenged, then at least with some measure of assurance.

The fact that the gay and lesbian community is so active and visible in Ann Arbor has made it much easier for me to adjust to living here. After less that a month, I have begun to develop a network of gay and lesbian friends. I have found that the University's policies regarding harassment and intolerance do in fact help to promote a more congenial and secure environment. Although these policies are inadequate to the task of eliminating homophobia at Michigan, they are better than nothing. I imagine that after a few months, the novelty of being in a relatively open environment will wear off, and I will want to live in a truly open environment, but for now, I am content. To my fellow gay and lesbian

students, I would add that although they have just cause for complaint against the University, they should keep in mind that the situation could be much, much worse.

Unfortunately, I must close my comments by noting that although I feel comfortable that I will have recourse if I am openly harassed on the basis of my sexuality, I still feel it necessary to submit these comments anonymously. I am concerned that if my sexual preference becomes general knowledge in my department, I will be in some measure excluded from its activities and denied the full benefits of my professors' expertise. The fact that I feel I can lead a relatively full and rewarding life as a gay man at Michigan is a measure of how much progress the University has made; the fact that I still feel the need for anonymity is a measure of how much progress remains to be made.

- male student

8. Actually, I don't exactly have anecdotes about harassment or discrimination here. The thing that wears me down is the usual pervasive invisibility. Assumptions that I am straight, or single because of no appropriate spouse in evidence. No particular desire to explain my personal relations when others don't, and become an object of curiosity. So most of people's support or non-support comes from making hostile or friendly remarks about lesbians or gays in general, expressing fears of lawsuits if they teach about homosexuality in class being the latest I heard. Certainly I have never seen or heard any indication that the university puts any positive value on diversity in the form of homosexuality, or any active support for us. The most we ever hear promised is non-discrimination, and that with plenty of qualification.

It depresses me a lot how other lesbian faculty and staff are tightly closeted or never mention it. I never even find out they are lesbian except from other people, after a couple of years. It seemed like the faculty group I attended petered out because people were afraid others would not be silent enough, although lack of time is certainly a factor. It's particularly depressing because I have found the local non-academic women's community very hard to make friends in. Maybe both groups are waiting to see if I get tenure and will stay. It's hard feeling I don't even exist for other lesbians.

I'm not so worried somehow about hostility in my department, which is fairly liberal. I let students and colleagues I know well meet my partner and figure it out. Only a few colleagues probably know because there is little unofficial social life with others. I guess I can't be bothered to cover it up elaborately, don't want to, and figure it would come out eventually anyway. I may be naive in estimating my department's attitudes, but I would rather find out right away if they won't stand for it and look for another kind of work. My partner is not interested in attending office parties, etc., so that is less of an issue than for some folks. She is more worried about job retaliation and visibility....

....The UM ....was willing to put her on the spouse list, but was totally unable to be of any help with the job search. Actually, I see they are pretty useless for straight spouses too. This and the social isolation are the major factors that would make us eager to move somewhere else.

- female faculty

9. The men who tore through my hall Thursday morning said they came from a fraternity called XXXXXXX. They said it loudly enough and for long enough to wake up everyone on my hall, except me. I was awake, and in the shower at 3:30 am. I came back to find my hallmates standing in their doorways, replacing message boards that had been torn down, telling me I was lucky I hadn't come back to my room five minutes earlier.

The men were ostensibly looking for one of their pledges. They do it every year. They had something else in mind, too: apparently they stumbled through my hall shouting, "Where are the dykes? We want dykes!" Apparently that's not uncommon either. That's why my hallmates were worried about me. And that's why I'm afraid.

Threats from fraternity members would not be quite so frightening if there were some sense of responsibility for students' safety on the part of the administration. But

instead of support from the administration, we are faced with indifference, if not hostility. The now infamous remarks of Regent Baker on homosexuality and the bisexual, lesbian and gay male community on campus have helped foster an atmosphere in which it is safe and acceptable to be ignorant, safe and acceptable to hate. Responsibility for this cannot be placed in Baker's hands alone. President James Duderstadt has ignored repeated calls from students and faculty to censure Baker for his homophobic comments.

The administration's lack of any stance on the growing violence against bisexuals, lesbians and gay men makes a farce of this university's so-called commitment to the education of all its students. Homophobic attacks, whether physical or verbal, are always intimidating. In many cases they can be terrorizing. We, as bisexuals, lesbians, and gay men on this campus can hardly take advantage of the "education" being offered to us while we are worried about our physical safety every time we take a night class, or walk home alone from the grad. The message the administration is sending through its silence is clear. Diverse populations ar "welcome" at the university as long as we accept the heterosexist, racist, sexist education that it has to offer. Well, President Duderstadt, Regent Baker, it's time you started doing better than that. Your education isn't good enough any more.

In order to end homophobic violence we need to educate towards the end of homophobia. The Lesbian-Gay Male Programs Office (LGMPO) knows how to do that, an armed campus police force does not. This is supposed to be an educational institution and it's time we live up to that title. Violence won't end by violence. It will end when we dissolve the bigotry and hatred that provoke it.

- student

10. I think lesbians and gays work in a negative atmosphere. I base this on things other "hets" have said "under their breath" to me.

There is a lot of ignorance and intolerance in the community. I was very fortunate to have a terrific friend who very patiently answered all of my questions (no matter how stupid they were). She was and still is probably the sweetest person I have ever known or ever will know. My positive experience with her has made me more understanding of someone different and yet not so different.

On the other hand, my husband has no problem accepting lesbians, however, gay men together upset him. He knows that it's not rational but he feels that way nonetheless.

I wish I would say that re-education and understanding would help but I'm not sure it would. An open mind is required and that's something you can't teach.

- female staff

11. From what I have seen in our department, gays are not treated badly by anyone. There are very few gay people that I am aware of and for the few it isn't an issue that I'm aware of being a problem. I think women are far more discriminated against than gays; women are quietly and subtly discriminated against by keeping them in jobs at substandard wages. Many women are paid less than men doing the same work; this is accomplished by giving women titles at a lower level pay scale but a man doing the same job would have a more important title at a higher pay scale.

- female staff

12. I have not been aware of any discrimination or other acts by any of our faculty and staff. Nor am I aware of any Gay or Lesbian members in our faculty, staff or student body. I think people should be judged on their abilities not their personal preferences and try very hard to make that representation to all those I meet.

- female staff and student

17. I am a bisexual student currently involved with a man.... I went to see a professor about a term paper and somehow we got on the subject of relationships. [text of discussion deleted]

I was hurt and angry over his ignorance and prejudice. I told a few people to get it off my chest, but I felt I couldn't tell just anyone, because they might ask why I cared or be heterosexist too. I never thought of reporting the incident. Today I probably would, just to have someone sympathetic to talk to about it. I wouldn't file a claim, but I wish I had said to the professor, "You are being prejudiced and ignorant, and I am offended." That would be dangerous enough for my career in the department! It's too bad we can't even say how we feel without risking torpedoing of our dissertations.

Solutions to prevent incidents like this in the future? Well, the more comfortable I feel in the university community about my sexual identity and gay acceptance in general, the more likely I am to be assertive and state my feelings when they are being trampled. Do the faculty ever get sensitivity training? They could use it.

Thank you for the forum.

- student

20. Just one quick remark.

When I taught a PSYCH class about "prejudice, social identity, and intergroup relations" I had a panel of 4 persons from the LGMPO talk in my class. This was extremely useful! I wish more students would have a chance to have a panel like this in their classes! Other instructors might not know about the possibility to do this! Can't you distribute more information to the Faculty?

- female faculty

21. I'm not aware of any situation positive or negative regarding this issue. Personal issues don't (shouldn't) affect work.

I feel it's everyone's right to choose who their partners should be (sexual or otherwise).

- female staff

24. Top Management must create the climate. You allow smoking dope on the DIAG--"HASH BASH" and yet all the area high schools are promoting say no to drugs. You want it both ways and have found it can't be done. Feel you should concentrate on promoting the value of your education at the U-M vice (sic) your climate for gays etc. One policy statement would suffice. Spend your time on getting profs back into the classroom. I personally don't care who you are provided you don't lie, cheat or steal. Why not concentrate on eliminating those vices from this campus. Could care less about one's sexual preference. Just too shallow for me to care about.

- male faculty

25. The climate for gay men and women is pretty much the same in the XXXXXX dept. There is no discrimination as such, but both of these groups are taken less seriously than the straight male faculty and staff members. Neither group is represented on any significant committees.

- female faculty

26. Exactly as attached.

(Attached was the following letter to the Editor which appeared in the 10/1/90 University Record.)

> In response to Jayne Thorson's letter in the Record of Sept 17, as well as the other recent news items concerning homosexuals at the University, I would like to address the issue in this way:
>
> Let us pose a hypothetical question: if an alien from far distant space who himself was conceived asexually (as a plant might be), came to Earth and studied us, the first thing he (or she or it) would note about us is that we are of two kinds: male and female. He would study our anatomical charts an see that we are constructed

differently and yet each made for the other, and he would deduce that the final reason for this difference, with its attractions and pleasures would be unions from which offspring would be brought forth and nurtured. He would nod his head in assent at the wisdom (and yes the beauty) of this. It is clear and logical and bespeaks of a creator of the material world who knows what He's about.

Having grasped this with wonder and appreciation, now suppose he sees a group of male human beings, each with a body like the other, trying to do with one another what the female human being was designed for. In addition to using orifices for that [for] which they were not meant, suppose this alien sees further strange things for which no logic can account. And all this in a bizarre kaleidoscope of passing relationships in which every kind of infection is exchanged. Would not this observer conclude that something is very wrong here?

This is a disorder of great magnitude.

Homosexuals know this. That is why they are pushing for their "rights" by noise and viciousness and intimidation. The dialogue with which civilized human beings try to reach agreements is not accessible to them because they dare not dialogue. They cannot speak of what they do. All they can do is hide behind such terms as "diversity" and "sexual orientation" and "pluralism," and vent their fury.

Nevertheless, my object in this letter is not so much directed against those who live this "lifestyle." My argument is against those who say such behavior is alright [sic] or normal. It is neither. It is a tragic disorder and must be faced as such, in truth, by both the individual who is drawn into it and by society.

By the way, Jayne Thorson of the nursing school claims that Deane Baker speaks only for himself and for no one else at the University. Is Jayne Thorson then, in her promotion of perversion, claiming to speak for the entire University? Isn't that a bit presumptuous? Is she even speaking for the nursing school? If she is, then that once highly regarded school is no longer, for many of us, reputable.

Don C. Wilcox, mail room, Medical School

- male staff

28. Frankly, I believe that gays lesbians and bisexuals are given too much recognition. I believe that any other sexual orientation but heterosexual is disgusting and homosexuals should seek professional help. Although I don't personally discriminate against them outwardly I feel that they have no place in the workplace Our acceptance of them is only corrupting our morals. What is this world coming to?

- female staff

29. Since I've been at Michigan (2 yrs) I have seen no negative nor positive experience that exemplify the climate for lesbians and gay men. However, I strongly believe that the University needs to actively recruit underrepresented groups at all levels, faculty, staff and students (not necessarily in that order). I don't believe it is sufficient to attempt to reduce discrimination without increasing representation and education. Clearly, a commitment such as this requires communication between individuals. Faculty could help mediate this discussion. Special days which emphasize University-wide discussions might help.

P.S. Increase in numbers without social and intellectual exchange between "groups" will not help as much.

- male faculty

31. I find attitudes very informed and accepting among faculty, staff, and graduate students. There is still a distinct need for more attention to be paid to the undergraduate population (this is my opinion). A start of this may be the proposed "diversity requirement" which is so much in the current news. This will only be of import to the lesbian/gay community if a component of <u>every</u> diversity class offered is devoted to valuing these individuals. I believe there is a clear need to confer with the LSA faculty and

administration to ensure the inclusion of this component in each diversity class. (This should not be an "optional" segment to be used by the individual instructor; rather again, it should be a confirmed element of the course syllabus.)

I do feel that many (not all) of the undergraduates have negative images of lesbians/gay men/bi-sexuals because of limited exposure and information. I do not feel comfortable walking along the Diag holding my boyfriend's hand, so there is still an obvious need for more acceptance. (And I have generalized; many undergrads are accepting, and many faculty/staff/grad students could use some additional sensitizing to this subject.)

Good luck with the study! I look forward to seeing your results!

- male student

32. Incident: [A sexual orientation joke was told] Others laughed and seemed okay with this, so as a bisexual who has NOT come out I didn't feel free to tell her my reactions. Obviously, it's ridiculous ... since [heterosexuality] is the only acceptable sexuality in this culture, and she had no idea what it was like ... to come out with a minority sexual preference.

Thanks for asking!

- female staff

35. We have one Gay staff member who, as far as I know, has had no difficulty in being accepted by other staff members. In fact, he seems to be very well liked. The staff at [an academic unit], at least those I know well, have no difficulty in accepting staff or students who are lesbians or Gay males. They are treated no differently than other staff or students.

- female staff

36. I have not seen any instance of discrimination since I have started here at the U of M five years ago. While there are some rumors about whether or not certain co-workers are gay, as far as I can tell no one is overly concerned about this.

I do admit that although I have seen no overt discrimination, I still hear many discriminatory remarks directed towards gay men and women. This is a reflection of our society, not of the U of M's policies.

- male staff and student

39. The climate for lesbians and gay men at this University is similar to the climate felt by many minorities, maybe even worse. I strongly believe that this climate is not conducive for normal and even relaxed living for lesbians and gay men. Attitudes of staff and faculty towards students and employees who prefer to be gay are insensitive, uncaring, and sometimes rude. I know this is a sweeping statement but I've been involved in this university for XX years and there hasn't been a marked improvement or great effort made by the administration and faculty to ease tensions and negative attitudes.

The only positive light I've seen here at the University is the caring and relaxed atmosphere I experienced while living in East Quad. The Residential College faculty and staff, without "overdoing" it has always come across as sincere in their concerns about the plight of gays and lesbians. The incredible thing about East Quad is that they are not "mandated" to "care" (unlike offices like Affirmative Action where it is their job to address this issue). This means other offices can have a caring attitude like EQ. EQ should be the rule and not the exception.

- female staff

40. The current unit I work in will not hire gay men or lesbians because "it would be uncomfortable for them." My attempts to bring a program for all staff, as ITD did, have brought me severe retribution. I can't pursue it any further. I have learned how difficult it can be. I have learned how powerless a person can be to act.

- female staff

42. You are at the University to study and to learn. Period.
- female staff

43. I enjoy the comfort and security of working for the U of M and knowing that my sexual practices are not at issue. I maintain a private personal life although a few of my fellow staff members are aware and respectful of my right to privacy. As a gay male, involved in an era of fear and selective abuse and discrimination, I support the University in their efforts to be equal and fair to all.
- male staff

45. I have been discriminated against because I am a woman by one of my Professors. This has angered me so much that I will be leaving the UM after an M.A. instead of a Ph.D. (which I will get somewhere else). People in the academic community have tried to excuse his sexism by saying "But he's very intelligent and can teach you a lot"--this is true, but I will not settle for a great teacher who has no respect for me. Is their something that can be done about Profs like him so they won't discourage women from their studies?
- female student

46. Get real!! This University has problems with academic excellence, recruitment, funding for faculty and students alike and I am supposed to elevate the treatment of self-identified gays and lesbians to a major concern? When we get to it, we can work on that....
- anonymous Dean, Director, or Department Head

47. This is so far down on my list of priorities to be concerned about that I never expect it to surface. What one does with their own sexuality is of no concern to me. What they contribute to society is.
- female staff

48. ...I have been a staff member at this University for XX years. I was not initially open, in fact, like so may homosexuals, I did not address my personal life whatsoever.... I serve as a [position description deleted]. As I began to develop a closer relationship with some of [my coworkers], I did disclose my sexuality. Some had already begun to figure out that a woman my age, living with another woman (commonly known as a roommate), was probably a lesbian. ...[A coworker] hosted many social events and always made a point of inviting my partner as well as myself and being very gracious to her each time she attended such an event. On the other side of that coin, he also found the lesbian lifestyle very interesting and occasionally made some off-color remarks....

For the most part, I have not experienced any blatant acts of homophobia. It is most discouraging, however, that whenever I post any announcements regarding lesbian and gay events, they are torn down shortly thereafter. I realize that this can happen with any kind of flyers, but "gay flyers" can disappear within minutes. I am persistent, though, and always repost what has been taken down. The most insulting incident I have encountered was one of sheer ignorance. A [coworker] was having a special celebration and many [coworkers] were invited. This person thought very highly of me and made a point to send me an announcement as well. Later, I was informed that ... my partner was not permitted to attend. I chose not to attend as well. This person was absolutely sincere and, I am sure, was unaware of how offended I felt and how out of line he was.
- female staff

52. I want to commend my current academic unit (XXXXXX) and my fraternity (XXXXXX) for their mature attitudes related to my being gay and out in both. I especially appreciate how individuals in both organizations regard this basically as a non-issue without conspicuously ignoring it per se, and how it is possible to be humorous in a positive

way (i.e. at no one's expense or embarrassment) in regards to my sexuality (you may contact me for anecdotes if that's what you're interested in).

A suggestion I have for the University is to highlight more the close link between sexism and sexualism (my personal word for discrimination based on sexuality). Specifically, I see both kinds of discrimination as based more on gender role assumptions and expectations, than on one element of the other (physical gender; sexual preference).

Thank you for hearing me.

- male student

53. I don't have much to say, only that I do feel that no one should be discriminated against based on their sexual preference.

- anonymous

54. I have been at the U. of M. for over a year now, and have not met any grad students or faculty who are openly gay or lesbian. Coming from [a large eastern city] and having several gay friends, I find this a little strange. However, given the conservative people of my department, I'm sure that any gay members feel more comfortable "in the closet." It's a sad commentary of U. of M.

- female faculty

55. You (members of the study committee) need to be born again in the spirit. John 3:16.

"JESUS IS LORD"

These people needs only salvation and that is JESUS. They should know that Jesus can lead them from this sin (perversion) and there is no other way but through him (JESUS) who is able to do all things and died for these people's sin.

- anonymous staff

58. I am not aware of any harassment or discrimination problems.

- female faculty

60. My experiences as a gay man working for the U of M have been fine. This may be partly due to my working in the XXXXXX department because [the people in this department] tend to be more accepting of and open to alternative lifestyles. As far as I can tell, no one I work with or teach has any real problems with my sexuality. I am very open about it I think, occasionally some students may feel uncomfortable (but, it seems to me, they generally overcome this once they get to know me!)

In terms of the University in general, I find it to be "white, straight, uptight, and upper middle class." I find the gay community to be hard to find outside of publicized rallies and meetings. This may be due to the fact that I am used to living in big cities such as NY or Chicago where the gay community is larger and more vocal. I feel that the upper levels of administration do much harm in what they say publicly about gay issues. Their lack of support of the gay community is disheartening, but not unsurprising given the climate and focus of this school as a whole.

I think there needs to be some other kinds of groups on campus besides LaGROC, where gays can get together and discuss other issues (besides the necessary political ones) and where they can give each other more support.` This is a very general statement--if you need more specifics, feel free to call.

- male faculty and staff

61. I am dismayed at the rampant homophobism (and racism and sexism, and classism, etc) that I see. Most recently, during the Lesbian and Gay Take Back the Night March, I was studying in the Grad [library] and people went to the windows to see what all the commotion was about. Two men said, "Get them out of here." It is really scary to me. It

doesn't harm these people (who are heterosexual) so why do they care? It is all related to sexism - if men act feminine then they are "lesser" people since females are lesser people than males, or so society dictates. And if two women can fulfill each others' intimate relationship needs, people cannot understand it--how can two lesser people be good enough for each other? I think there is nothing better than people caring for each other, and I don't see what difference it makes if thy are the same sex. Perhaps it is even better that way.

- female student

62. I don't think lesbians or gays are discriminated against in my work setting.

- anonymous staff

64. Just like everything else, this form perpetuates prejudice against bisexuals by only referring to them once, in small type, in contrast to the references to lesbians and gay men. Bisexuals are consistently ignored by both the homosexual and heterosexual communities (when the former at least should know better), because they don't fit the neat "sexual orientation packages" which even the gay and lesbian community finds it easier to place people in.

- male student

68. All people should receive fair and equitable treatment. Affirmative efforts should be made to assist those who have been victimized by a long history of discrimination or lack of fair treatment. The attention focused on the treatment of lesbians and gay men is disproportionate to the issue and to the number of individuals who claim to be, given the estimated population on campus and in the community. Others who need your attention are being short-changed by the time that is being devoted to those individuals who are noisy about their sexual preference. This has become an issue that is simply out of proportion to its importance. In fact, it is becoming offensive. There are many, very important issues of true discrimination based upon skin color, religion, age, sex.... The matters of the bedroom are personal. I do not wish to know about these activities from heterosexuals. Gays and Lesbians have simply not suffered the degree of discrimination (if any) that many others have experienced. They are forcing people to confront, publicly, matters which are intimate. There are many individuals with handicaps who are unable to enter the work force as others (gay men and lesbians) are able to do. They cannot drive, walk, see, hear, use their limbs, learn a the same rate as do most gay men and lesbians. Tell me, just who do you truly believe most needs your efforts and representation?

I see many, many, many people in my work at this institution. You must reassess the priorities of your office for it to be truly effective to those with legitimate (more so) than lesbians and gay men. Perhaps they should focus their efforts on those who are more needy than they. This matter has the ring of self-centeredness, particularly given the nature of the matter.

Enough is enough. Deane Baker is an offensive person. However, some of what he has recently said made some sense to more people than you can ever care to realize. This matter should be placed into perspective before there is a negative reaction. I am sure that some gay men or lesbians have suffered from insensitivity. But, they have not, absolutely not, suffered to the extent of many others. I am in a position to be aware of these matters. And I can assure you, that you need to (you must) redirect your efforts to those who truly are in need of your assistance.

- anonymous

69. I realize that there are many homosexual persons who work for the UM. I also realize that they have rights. But what about the rights of heterosexuals?!! Many of us are uncomfortable being around some of these people. The expect us to bow down to them because they have been given so many rights that they take advantage of them.

I find it intolerable when they protest to something that someone has said that they do not like. Well, that's free speech! They can say anything that they want to and they don't have to worry about it. Plus they don't (a majority of them) care about anyone but themselves. They want everyone to do something or give something to them.

Well, anyway, a lot of heterosexuals would like them to go back into the closet. They would get a lot more respect if they did!!

- female

72. Since arriving in 1978 as a grad student, I have graded, TA'd, and sometimes lectured XXXXXX courses. I have never had an experience or encounter in which sexual orientation played any part. I have been an academic counselor for eight years, and have had no such experience there either.

- male student, faculty

79. I consider the atmosphere at UM for gays/lesbians/bisexuals to be generally unsympathetic and frequently hostile. Holding hands on the Diag is often met with shouts of "fucking lesbians", but in certain off-campus environments there is more tolerance. Many area cafe's offer sanctitude for the gay community, as does Dominick's gay happy hour on Fridays. I know that East Quad has a support group, and that many resident staff members in that building are gay/lesbian/bi. I would like to see President Duderstadt openly support gay rights on campus.

- female student

80. These comments concern general observations I have made as a TA in teaching 7 semesters of 100-level courses in XXXXXX.

Few incoming students seem to have had much direct experience with lesbians/gays prior to attending the University. When the subject of sexual orientation and/or discrimination is raised, usually there is nervous laughter, snickering, etc. This simply must be an unhealthy environment for Lesbians and Gay Men.

I have found that much work is necessary before most students will give sincere and open-minded consideration to the experiences and obstacles faced by homosexuals. Class discussions work much better after students' sensitivity has been raised via films, oral histories, poems, etc, which highlight the experiences of homosexuals. I also very strongly support the "Gay Raps" program of LGMPO, which has been very successful on 5 separate occasions in my sections. Much more work needs to be done.

- male GSTA

84. I have not observed any discrimination against lesbians, gay men, or bisexuals.

- male faculty

85. My experiences with gay men and lesbian women has only been positive at the U of M. I am unaware of harassment, even though I know it must go on on a day-to-day basis. The main negative which concerns me is Regent Dean Baker's attitude which dates from somewhere in the middle of the Middle Ages, it seems to me. He should be an embarrassment to the whole university community. Perhaps his ignorance of homosexuality stems from his never having had contact with homosexuals. Dean Baker should be given the opportunity to learn and grow: why not invite him to lesbian and gay functions? A positive effort needs to be made to educate him and others like him, while at the same time political steps should be taken to oust him.

As for the classroom atmosphere for homosexual students, because of my experience at my undergraduate institution ... where my [academic] advisor was homosexual, I have made it a point in the classes I teach at the U of M to use inclusive language and inclusive examples on a very basic level in the classes I teach in order to acknowledge the fact that not everyone is white, heterosexual, male, etc. In fact, my

teaching style has been so ambiguous as to my personal views that one semester, a gay man and a lesbian woman, both in my class, told me after the semester was over they thought I was also homosexual! I am not, and even though some heterosexuals might take a comment like this as an insult to their sexual identity, I saw it as a compliment; I had achieved the neutrality I was seeking.

TA training should include sensitivity training in the areas of racial, religious and sexual orientation discrimination.

- female TA

86. My experience is very limited. Within my research group, I detect significant anti-gay feeling. On the other hand, a gay man in another, closely related research group, is well liked and accepted by the people in my group (so far as I have observed).

- male faculty

93. I'm a gay male staff member [age deleted], having worked for the University more than 20 years.

I am not particularly "openly out", nor do I care to be. However, I have been greatly encouraged of late by the great work Jim Toy and his Gay Male/Lesbian Advocate's Office has been doing for both student and staff.

Recently, the PAC Awareness week I felt was very beneficial and helpful; well put together, and quite well attended. While not participating in the confrontational marches etc. I am also not particularly disapproving of this type of activism. But, yes, I do feel the University has made some good moves in the direction of Diversity/Awareness and in the support of Jim Toy's Office.

But more recently I have been deeply disturbed and distressed by the intemperate, bigoted, and obstructionist statements of UM Regent Deane Baker. He is openly homophobic, anti-human rights, and demeaning to a good percent of the University community. I am distressed that the electorate sees fit to return him to what I consider an important public office. In that light, I will do everything in my power to see he is unseated. But in another light, my concern is that he receives the support that he has. I can hardly see how the University can be concerned about diversity and experiences of the University's gay community with a sitting regent in the person of Deane Baker attacking the very concept.

- male staff

94. I have mixed feelings regarding how open the U. is in regard to Lesbians and Gay men. While the University community as a whole seems more open to diversity in sexual orientation than society as a whole, there is still a great deal of effort needed to increase awareness and understanding in the U.

As a resident of [a UM housing unit], I was shocked by some of the extreme views I encountered during a lounge discussion of homosexual behavior. One male student declared that he would kill his brother if he were gay. This guy was serious! I was again made aware of the difficulties faced by the gay/lesbian community when this type of attitude exists.

As a straight woman with a close gay male friend, I have become increasingly aware of the prejudices directed against gay men and lesbians. The University and the gay/lesbian community need to combine efforts to educate the straight community. People need to recognize that sexual orientation is not the sum total of a person's identity. Gay men and lesbians need to be recognized as individual human beings who happen to have a different sexual orientation. Only personal positive contact between individuals will change attitudes.

- female student, staff, and alumnae

97. My student (regular heterosexual girl) on summer studies was harassed by a parolee from Jackson Prison who threatened to attack her and also proposed marriage. The man was seriously insane. He was arrested after multiple complaints and was locked up. I hope he never gets out.

- anonymous

99. I find it horrifying and unacceptable that in a university community that supposedly prizes diversity and individuality, an official such as Regent Baker makes blatantly homophobic and discriminatory statements. While Regent Baker is entitled to his opinions and to free speech, his retrogressive and hostile positions reflect badly upon the University, and contribute to an atmosphere in which "gay bashing" is considered tolerable and even appropriate. His 'Dark Ages' mentality is strikingly out of step with current medical and psychological knowledge on sexual orientation. Worse yet, his homophobia gives implicit sanction to those who would harass others on the basis of sexual orientation. May I suggest that an important function of your committee would be to educate all University members as to ordinary human kindness...

- female student

100. I support gay/lesbian rights at the U of M (and in the world).

Why is it that my colleagues and friends at the U are afraid to come out?

Do you know about the WCBN radio program: Closets are for Clothes, Tuesdays from 6-7 pm, 88.3 FM (campus radio). Also Womyn's Rites and Rhythms, Wednesday 6-7 pm, same place 88.3.

- female staff

101. 1) I don't consider this a questionnaire by any stretch of the imagination and I really wonder how much response you are going to get.

2) I have not been a witness to nor have I heard reports of direct harassment of any individuals based on that person's sexual orientation. I have, however, been privy to the odd amazed comment by some staff members along the lines of "Did you know that so-and-so- is gay?" I find these and other such comments difficult to respond to usually. I try to say something to indicate that a) it's no big deal (to my life, anyway) and b) it's none of my business. Sometimes I try to talk to the person about learning to accept diversity of lifestyles--not even mentioning the possibility of welcoming diversity at this stage--but some people have amazingly closed ears and minds and if I sense such attitudes I don't even try. Perhaps that is cowardly of me, but I've never considered myself a very good debater of issues.

I suppose that one could argue that homophobia and closed-mindedness are all part of diversity, too, but nonetheless, it boggles the mind how people can live and/or work in Ann Arbor, of all places, for so very long and still be so stereotypically small-town /provincial in their ways of thinking (speaking of labelling people.)

- female staff

111. [The conclusion of a long letter in which a student described his first friendship/romance with a man to whom he was attracted]

I was surprised as to how understanding he was. Most people I know who are straight do not have the amount of compassion in their whole body as he had in one finger. I found gay men to be very accepting and understanding. I thought that he might be bitter or angry because he was often not given the same acceptance and compassion that he had to offer.

I have resumed the lifestyle of a straight man, but will always remember the summer of 1990. I have learned several valuable lessons that I will never forget.

I do not mind sharing my story with you but I hope if you need to contact me that you will use your best discretion. I have enough hassles in my life without having to deal with the problems this could cause if it was public knowledge.

Good luck with your report.

P.S. The one thing I might like to suggest, is to perhaps make more information (Places to go, things to do, support groups, etc.) available to the "budding gay". I know I wanted more information and had no idea where to go to get it. I realized that sometimes it is hard to advertise when you have the possibility with increased exposure that there will be an increased chance that there will be people who will attack the programs.

- male student

113. As an academic counselor in [a UM unit], I worked with a large number students. One student, a woman whom I had assisted throughout her junior and senior years, came in to talk with me a few weeks before graduation. She was very concerned about graduating, moving to [a midwest city] (with her partner of several years, it turned out), and starting a job. She explained that she and her partner were in a stable, committed relationship and that she had been very comfortable as a student if/when people realized she was lesbian. But she was extremely nervous about what it would be like in the "real world" and was fearful that she would have to hide her sexual orientation or lose her job. She did not realize before this conversation that I, too, am a lesbian (she said she had just hoped I'd be understanding), nor had I realized she is. I was glad I was able to help her.

I was struck by the lack of lesbian role models she had found among faculty and staff--although I was flattered that she assumed that I, even though heterosexual, would be supportive. And I had never really thought about this extra hurdle that gay and lesbian students face in the transition from student to employee.

- female staff

114. The climate for lesbians and gay men at U of M? It's a hell of a mess. I'm heterosexual, but the homophobia I see is appalling.

- female faculty

116. I have not had occasion to witness harassment and/or discrimination based on sexual orientation. We discussed sexual orientation as a part of Sexuality and patient care and found there were two students who indicated their discomfort. We pursued possible reasons for their discomfort and made recommendations.

- female faculty

117. A couple nights ago, people were walking outside my residence hall, East Quad. They yelled something like "East Quad - the gay quad" and "You're all a bunch of homos" which is, of course, quite untrue. Just because we are tolerant/accepting of gay people doesn't mean we are all gay. I guess it just bothers me that people can think so stereotypically. It's like saying that in order to be straight, you have to slam on gay people. Which is silly!

- female student

118. 1) While working at [a UM food service location], one of my co-workers was harassed by a male, white customer because the customer assumed he was gay. [description of incident deleted]

The harassment here is that somehow the customer perceived that my co-worker was somehow wierd/gay/effeminent and chose to humiliate him by exaggerating his femininity. All I can say is that it made everyone behind the counter upset and intimidated.

2) While working for [a UM service unit], I was [present in a class] in which undergraduate students were delivering presentations. During this presentation a white/latino male started off his presentation by saying, "Suppose you were at a party,

suppose you saw two girls kissing each other hello. Well I know what I'd think and I know what you'd think and what that means." And he proceeded to laugh and smile. Then the whole class laughed. He then went on to explain that in Latino culture when two women kiss it doesn't mean they're gay; so if to say it's wrong for women to be lesbians and kiss each other.

My immediate reaction was to laugh at the guy and ask him if he thinks I should never kiss my female friends in public! What doesn't work in this situation and what makes one want to share this incident with you is they NO ONE, not even the TA, called the guy on his homophobia.

I would like to see TAs be more aware of homophobia and why people are homophobic. It should be addressed in TA training seminars and in the classroom since every classroom has gay people in it.

- female student

119. I live in East Quad where I've seen a liberal atmosphere with a much healthier attitude about all discrimination compared to the rest of the university. The only particular incidences of discrimination is that many people, including faculty still assume everyone is heterosexual. I think issues concerning sexual orientation need to be addressed more for all students. I've been exposed to new ideas concerning sexuality but only because I've taken classes focusing on the issue, like Women's Studies and Project Outreach.

- male student

121. I received one of your fliers a few weeks ago and am just not getting around to responding. I don't know how to send anonymous [electronic mail] messages but I would like to remain anonymous in the sense of not having my name used in a report. I am a graduate student in the XXXXXXXXXX department and am a lesbian. I am out to my friends and family, but not to my department at large.

I have not experienced outright harassment or discrimination on the basis of my sexual orientation, but I have had to live with the presumption of heterosexuality. I think the fact that I am not out to my department is indicative of the atmosphere. While there are other lesbians and gay men in the department, a few of whom are out, I personally feel that until I have a job I can't come out. Mostly, my concerns are with the members of my dissertation committee.

I think that with the exception of PAC week, lesbians and gay men at the university tend to be invisible. I think that the Lesbian and Gay Male Programs Office is a very strong presence on this campus. And while I don't think it is their responsibility, but I do wish more was done to educate the university as a whole. I can't imagine that it occurs to many people in my department that by ignoring lesbians and gay men they reinforce our invisibility and exclude us. ...[My partner and I] keep our private life quite separate from our public life ... a retreat from day to day homophobia among our so-called colleagues.

One area on campus where we have found discrimination is the health center and gynecology center at the U of M hospital. At both places, heterosexuality is presumed (first question: are you using birth control) and little is known about lesbian treatment concerns and the transmission of infectious diseases among lesbians. I recently ... had to have an AIDS test before [traveliing]. The counselor I spoke with was fine when I told her I was a lesbian but once again the burden was on me to correct her misperception of my sexuality.

It would be a relief to walk in for a gynecological appointment and be asked if birth control were an issue, and not if I were using it. I realize that to ask sexual orientation is to put some women in a position they might not be comfortable in. But what is done now is to assume heterosexuality until corrected. That is not fair to us.

I can't think of any other comments right now. My phone number is XXX-XXXX.

- female student

122. As a ... faculty member, I've had mainly silence from colleagues--more non-recognition, though occasionally my lover is specifically included on invitations to semi-official social gatherings.... No straight colleague has acknowledged [my scholarship dealing with gay and lesbian issues], though it is on my c.v., etc. I think it is much harder for graduate students in [my department].

- female faculty

124. Interestingly, I overheard some people in my office reading the announcement about information sought on campus climate for lesbians and gay men. The interaction went as follows: One woman read the announcement out loud in a perplexed and slightly pejorative tone. A man responded, "Oh, really?" in an interested voice. There was a brief silence and then he repeated the "Oh, really?" in an effeminate voice and a few people laughed.

I think that this illustrates that while people may have private interested or tolerant views of gay an lesbian lifestyles, under social scrutiny they will go with the mood of the majority. In general I have noticed this on campus. If the general mood is tolerance and understanding, those who do not feel this are quieter. However, the opposite is also true. It's a rare person who will speak out if they disagree. When I have done so for various reasons I have been branded as humorless or associated with the group I am talking about. I guess until I don't care about the labels my beliefs give me, I will not be as brave and outspoken as I'd like to be.

- anonymous

125. The following comment was overheard at the Michigan Stadium during the Michigan-UCLA game in response to a question about where the female Michigan cheerleaders were sitting: "They're over there sandwiched between the Michigan homo's."

I am not gay but I was disturbed by this way of alluding to the male Michigan cheerleaders. Although the male speaking had obviously been drinking, I believe this attitude is common among University students, regardless of whether alcohol is present.

- anonymous

127. I read the article in this week's Record about the new Committee studying the status of lesbians and Gay men at the University. As one of the few Lesbian staff members (in fact, the only one, I believe--there are Gay men here, however) at [a UM academic unit], I find it good news that such a study would even be considered. I noted that the article mentioned a letter describing the plans for the committee to examine the impact of existing University policies and procedures, curricular issues, and other institutional practices shaping the climate of the University. Is there any way I could receive a copy of this letter?

Is there any intent to consider changing the policies regarding partners receiving such benefits as being listed on an employee's health insurance policy, etc.? This is not an issue for me because my partner of 6 1/2 years is a college professor at another institution and she has full benefits. I do well remember, however, a time when she was still in school and paying a large monthly rate for her own health coverage.

Once again, thank you for undertaking such an endeavor. Because of blatant homophobic incidents at all levels and in all places of this institution, it is very difficult to be open about one's different sexuality. I am fairly open within my Department and have experienced minimal problems, but have been very lucky, so far. We own a home here in Ann Arbor and know the town and attitudes well; I would never be "too" open and my partner cannot be open whatsoever in her profession. It's very painful to pretend to be someone other than who we are and finding people such a yourself who are in a position to make a difference is very promising.

- female staff

129. The general diversity board we orientation leaders worked so hard on and on which we included irreplaceable materials was ripped down in the middle of the night last week. All LGMBi [lesbian, gay male, bisexual] stuff is gone and very little is left of pamphlets on racism and sexism. We have no idea who did it, but we're all pretty angry, especially since we don't know where to get more of the information (most of them were the last flyers of their kind, generously given to us). If we remake the bulletin board, next time we'll use contact paper and cross our fingers!!

- male student

130. I just read the article in the "10%" about the new committee started by Affirmative Action which you are chairing. [Identifying information deleted] and I would like to help you and the committee out in any way possible and share information with you.

I am very involved in lesbian and gay issues here on campus and I come into a lot of contact with young people who are dealing with issues of sexual orientation, primarily undergraduates. I'm not sure what kind of information you are collecting but I see a real need to document instances of homophobia and anti-gay bigotry on this campus. Some examples that I have encountered recently were finding "FAG" written on my door, "No Fags Allowed" written on a bulletin board on my hall, "I want to kill all fags, including you" written on a bulletin board [in a UM residence hall], and over winter break just about EVERY poster or flier, including those from the Affirmative Action Office, was torn down. Yesterday while walking across the diag I stopped to read an ACT UP flier posted on the shanty and someone had scrawled "Kill A Faggot TODAY" across it. I took that flier down and have a copy of it. It is also not uncommon for a lesbian or gay resident to approach a resident staff member about her or his concerns regarding their sexual orientation and be told that they are not homosexual, that it is no big deal, and/or they will grow out of it. These are all very typical accounts of what lesbian and gay students deal with on this campus.

I would appreciate it if you could inform me of what kinds of information your committee will be gathering, how they want to collect it, and what members of the lesbian, gay male, and bisexual community can do to help. Oh, and if you're interested in seeing the kinds of gross misinformation that is spread around regarding issues of sexual orientation you should be sure to check out the editorial in the February issue of the "Michigan Review." Thank you for your time and let me know if I can be of any help.

- male student

132. In response to your memo and Study Committee, I submit the following re: the climate for lesbians, gay men, and bisexuals at the UM. Most striking to me is a realization of the extent of homophobia exhibited by the undergrad population, with whom I work most closely. In particular, I teach a course [title deleted]. As part of the curriculum, we devote two weeks to the topic of AIDS, both scientific and societal aspects. As part of that, the class has sponsored two evening programs for East Quad and the UM, in which a panel of discussants present aspects of the problem. These panels have included the head of health service, psychologist, members of the religious community, men and a woman with AIDS, and people who work with Wellness Network, etc. Programs and class visits have also included counselors from the UM Lesbian and Gay Male Programs Office. The majority of students are grateful for real-life exposure to the problems of the AIDS epidemic. What is most obvious to me, however, is that it is the issues that surround homosexuality that elicit by for the greatest anxiety, tension and discomfort (as opposed to AIDS as a disease itself). Students have left the room, have gotten physically ill in the presence of a difficult subject, discussed by a bisexual person; have been criticized for putting up program posters in the school of engineering, frat houses and elsewhere (they tell me this shyly, and later); have been accused of being "gay" themselves if they go to the program; women students have told me that their boyfriends have forbidden (!) them to attend the program on AIDS in the community, although they came anyway, etc. These are

examples of incidents that come to mind, apart form the discomfort of class discussions themselves, which can be handled with skillful moderating. In teaching the section on AIDS, I have learned a great deal about the intense homophobia present in student dorms, living spaces, and home lives. Frankly, I had no idea; I'm sure I have seen only the tip of the iceberg, and I am just in the early learning stages myself. The subsequent striding thing is that almost NOWHERE are these issues addressed on campus and in the classroom. Students are shocked that I raise them. Most are highly grateful. I can only hope that consciousness has been raised to some extent and that people will be able to continue to talk about sexuality and some of the issues that bother them so fundamentally.

- female faculty

133. Where I used to work, we had one guy who was gay and he was pretty well liked, but people tended to avoid him and leave him alone. Occasionally people would make disparaging comments behind his back. Although he would talk with me about his partner (e.g.: trips or vacations they had taken), I think he felt pressured to be more covert with other people because it wasn't safe to talk with them.

- female staff

134. I am a lesbian P/A staff member. Although I don't "flaunt" the fact that I'm lesbian, I also don't do anything to try to hide it. A colleague and friend of mine told me she had the following conversation with one of her staff members one day after I left their office.

STAFF: "You really like _____ (my name), don't you?"
SUPERVISOR: "Yes. Why?"
STAFF: "I just heard she was a lesbian."
SUPERVISOR: "She is. She lives with another woman; they are buying a house; they share a bank account; their relationship seems just like any other couple's."
STAFF: "But in my church, that's very wrong."
SUPERVISOR: "I'm not surprised."
STAFF: "But I really like _____ (my name). I'll have to think about this."

This story gives me great hope that if more people are open about being gay or lesbian, people they know will have to question their beliefs and form some opinions based on facts and real experiences rather than on old myths they have been taught.

- female staff

141. today i read page 7 of the university record. I'd be happy to meet with y'all and tell you about hatred and bigotry, alienation, abuse, ostracism, and doggone nastiness.

i could talk for hours about the single, greatest influencing factor in my life. my fight to ignore the fact i was gay, the acting out during my teenage years and early twenties, the anger i always felt and the attempts to fit in. anger. being gay has profoundly, fundamentally affected my life. and this society, american society, michigan society, people around me on a day to day basis have, on average, seen fit to treat homosexuals as diseased sickos. tell me, what effect do you think a traditional, conservative, catholic upbringing had on a youngster struggling with the fundamental question of sexual orientation?

discrimination at the u of m? you bet. in my [title deleted] course summer 90, i watched an in-class movie where a kind, compassionate east german doctor was seeking the cure for homosexuality. on saturday 8 september i saw blackboards at mason hall with announcements for a strictly anti-gay meeting. the friendly notices included these phrases: "gut-wrenching faggots," "homosexuals are not people, but abominations," "tired of filthy, disgusting gays?" the other day u of m custodians--during a break--talked about "gross fags." Institutionally, the big u of m condones the stated and blatant discriminatory policy of the dod (ie, rotc) by not contesting such a policy. regent baker questions the appropriateness of lgmpo counseling of students; he writes in a letter to the ann arbor news about the "conflict" between gays and straights being a serious societal issue. such a notion mocks the idea of diversity--it suggests straight and gays are necessarily in conflict--cannot

coexist without conflict. what hogcrap! a fraternity across from my apartment has allegedly had members gang up and go on "fagbashing" runs within the past twelve months. (no, i don't know if this is true. just alleged by straights woman friend of mine who knew some guys at that frat.) i worry about people on graduate admission committees failing to understand the effect being gay in this society had on me when i originally enrolled in this university.... that my 4.0 over the past year will not overcome the semester when i just laid in bed or thought about suicide or stole and lied and cheated because i was so goddamn angry. about what? one might ask. about never having had a date in high school because i had no emotional feeling for women and was too overpowered by guilt and so-called morality to act on my prevalent but suppressed feeling for men. I wanted to date a guy, be with him, hug him, kiss him, laugh with him, romance him. so how do you say to your parents, "mom and dad, i've got a date tonight. can i borrow the car? (pause) "you'd like to meet HER? um, well,..." and college, still fighting, fighting, always alone. i watched the movie "ordinary people" many, many times. timothy huston was so cute--but my attraction was with the character conrad's emotional state. i felt that i was him. he was suicidal, i was suicidal. about the same age, confused, angry, guilt-ridden. oh, man, i could go on and on and on. i should be studying now but instead i am writing this--another example of the import this subject has for me. my sexuality is a fundamental aspect of me and to denigrate the sexuality is indeed to denigrate me. choice? some suggest i have "chosen" this "wayward lifestyle." what a crock of shit. yeah, i live for heaping helpings of abuse and alienation. so i chose homosexuality. right uh-huh. get real. why is it so difficult for the university to adopt a regental by-law proscribing discrimination against gays? why???

in a few months i'll apply to graduate school. i'm a white male and so affirmative action doesn't apply to me.... my parents haven't paid a dime of my education, i've been on my own for six years. and i have had to struggle so much the more because i am gay. the discrimination against me is profound--often blatant but oftener subtle and insidious--(some are real good at saying the right things but not believing a damn word of it. should i give examples?) let's see--other discrimination. i finally quit my last job for various reasons, one being that i was gay and being gay is grounds for being fired. i was at rick's a few weeks ago and some drunk doing shots of tequila began referring to my date and i as "fucking homosexuals, fucking fags." so we left. what recourse did i have? go to the bbb. punch the guy out amidst lots of young guys drinking beer with ballcaps turned backwards?

so, yeah, i've got a lot to say, and I'd welcome the opportunity to say it. i'm wary of this report idea--perhaps another element of the diversity campaign. but i've got to take a chance. i've got to trust somebody's motivation. i want to believe in y'all. i want you to help gays and lesbians. they are largely good, sound, bright, resilient people.

go to the nectarine some fri, sun, or tues night. observe. read the lgmrap confer. type "source lgm:rap" at the pound prompt. or maybe you've already done these things.

so anyway, this is a first draft letter and it certainly rambles and is disjointed. stream-of-consciousness stuff.

i hate being hated. the "funny gay males" at the ark saturday were indeed quite funny and i need to tell my family i am gay--maybe i should wait until thanksgiving and then, while we're all assembled about the table and the turkey is being passed about, i could say "hey mom, could you please pass the gravy to a homosexual?" i wonder how that would fly? never lose your sense of humor...

time to go. hope i can speak with you. hope you can help us. we are good people by and large.

- male student

144. When I first came to UM in the 70's there was open discrimination against gays and blacks by the Department Chairman. Although I am unaware of any such attitudes in the past five years, I would be very reluctant to share sexual orientation with anyone at UM if I were not heterosexual. U of M does not seem to be a flexible institution.

- female faculty

148. I was invited to give a lecture to a class about sexual orientation (historical aspects, current issues, etc.). The instructor told me later that one student had said that she thought my lecture was interesting and informative--until she realized I was a lesbian. I would have expected that fact to give me more credibility, given the topic, but it really made me realize how deeply rooted some homophobia is.

- anonymous

150. Harassment and discrimination can be committed by gays and lesbians as well as committed against them. I have repeatedly had female students complain and even burst into tears at my office at what they reported as strong pressure in certain Women's Studies courses to reject heterosexual behavior in favor of homosexual behavior. And in a broader range of courses they felt that heterosexual life styles, including begetting and raising children, were either explicitly or implicitly belittled. Is looking into this sort of thing part of your responsibility, and if not whose responsibility is it?

In the current climate of "politically correct" thinking on campus, I accept your offer of anonymity in preference to signing my name and thank you for providing that option.

- faculty

151. If a complete report of the status of lesbians and gays at the University of Michigan is to be made, then one must take into account not only personal narratives about being the "victim" of prejudice, abuse, etc., but also about being the perpetrator of such behavior that in turn victimizes the non-homosexual members of the community. Since it is fair to assume no one, straight or gay, willingly reports themselves as a victimizer of others, then the reports shall have to come from the heterosexual members of the U of M community who feel that they have experienced victimization by a gay or lesbian.

While I myself am a strong supporter of all gay/lesbian rights, I do not equate this with absolving all homosexuals from responsibility for their behavior toward heterosexuals. A report on the status of gays/lesbians should not be based upon a black and white depiction of the situation with the heteros being the "bad guy" persecutors or the "good guy" champions of their cause, and with all homosexuals being "good guys" because they are only victims, and never could possibly hurt others--this is simply twisted, a distortion of reality. I would be disappointed if you did not include my narrative (true story) of a heterosexual being victimized by a homosexual, and other narratives of persons describing how they experience gays/lesbians at the university.

This story is true:

Two persons, a young man and a young woman, met each other at a University of Michigan activity. They discovered immediately that they had a lot in common, and so they became friends. For two years they went to parties together with many other friends in common. They also went to movies, restaurants, etc. They shared very personal details about their lives with each other. It was as though they were the best of friends. There was trust, loyalty, sincerity.

At the beginning of the third year of their friendship, the young man became very flirtatious with the young woman. At first she humored him, since they were only just very good friends. But then he kept on, as he was persistent. He made romantic suggestions. They started to go out on "dates", which meant going out like before, only this time there was sexual tension and flirtation. He hinted at a future together, but she didn't at first respond because she needed time to see if he was serious, or if it was just a game. She also needed to know if she could trust his words, so she waited until he showed a consistent record of behaving the same and saying the same kinds of things. After eight months of him being consistent in his messages and even at times "laying it on thick" so it was so obvious he cared about her, she decided to trust him.

That's when she made a big mistake, but how was she to know based upon what she had so far experienced with him. And so, she dared to say, "I care about you." That is

when he told her, "You've somehow gotten the wrong idea. I don't know what I could have done to possibly lead you on. I am gay, I've always been gay. Couldn't you tell?" Well, she couldn't. She had no hints. He didn't have any stereotypical mannerisms or appearance. He had been with her 4 or 5 times each week for eight months, and had played all the cards that would lead her to believe he was attracted to her and interested in a relationship. She knew all of his friends. None were known to be gay/lesbian. She never saw him "date" other guys or say anything that would indicate a romantic interest in them, or even look at other guys in a way that would show romantic interest. Well, he blamed her for being "a little crazy and out of touch with reality".

The next time she saw him at a campus bus stop, getting out of a bus, she said hello to him. But he looked her once in the eye, and then turned back and got on the bus. A couple of weeks later, she called him to say hello, and that she has been really puzzled, but wondered if they could talk some more, and maybe keep the friendship option open. (She was planning to let him know which specific behaviors of his led her to believe he had a romantic interest in her, so at least he would understand that one shouldn't intentionally do those things if one isn't interested, but was willing to excuse his behavior this time as stemming from ignorance or unawareness that he was leading her on, as long as he learned never to lead another girl on again). But she didn't get the chance to discuss it. She was very cool-headed, she never showed a sign of being hurt, she wanted to be as open-minded and non-judgmental of him as possible, and give him a fair chance to explain himself, and so her vocal tone on the phone didn't even reveal a trace of pushiness or disappointment, and so she expected with her open-ended, inquisitive and non-judgmental matter-of-fact approach that he would be willing to discuss the situation with her. She gave him no reason to "run", because she was not pushy, clingy, or anything unpleasant or needy, that would drive a person sway if they felt somebody they weren't interested in was pestering them. But, in spite of her humble approach, he "ran". He hung up on her after she said a brief two sentences.

She ran into him a few times on campus, but after he'd recognize her, he'd change the direction in which he was walking. She knew that he didn't want to talk to her. She wasn't going to press things. She didn't even show too much enthusiasm in seeing the rest of her friends, since they all knew him, and they might come to the conclusion that if she saw her friends too often, that she was indirectly trying to "get to" him. So she kept real cool. She made other friends and spent more time with them. She also knew that if he really wanted to be a friend, he would overcome his unrealistic fear that she was "out to get him" to change his sexual orientation, and he would, after some time, approach her as a friend. But this did not happen.

He told his friends (the ones which were also her friends) things about her which were cruel, and these things got back to her, because among these friends were people who thought she should know that he was being cruel with his words. For example, he told them that she was an impractical dreamer, a lazybones, almost anorexic, and that she looked like an "ugly Jewish princess". In fact, she is a dreamer who puts her ideas into action and completes them successfully, a relaxed and laid-back type who still gets a lot done but isn't a workaholic, certainly not anorexic (140 lbs., 5'7"), and a modest, ordinary-looking Scandinavian-American type who isn't anything special but certainly is far from being ugly. She is also unlike the princess stereotype, since she came from a working-class home and got through college entirely on financial aid scholarships and loans, and she worked half-time all the way through, and didn't graduate until she was 27. She met him when she was 23. While she is pretty okay as a person but not Miss America or Charmaine Cheerleader, she certainly never behaved in any way which would provoke such verbal abuse, even if given indirectly in the form of spreading false rumors about her to their friends.

If he sounds to you like some kid in junior-high school, keep in mind that he was also an older student, and when she met him, he was 28.

She would naturally feel hurt by him, but she never showed it to anyone. She kept up a smiling, bubbly front. She had lots of fun with her life and her time.

But inside she wondered what went wrong, and so she saw a campus counselor. This counselor was heterosexual. She said sometimes gay people amuse themselves by pretending to be straight, and that some don't realize the damage they do.

She knew she did not have this friendship with him anymore. A friendship that lasted 2 years and 8 months. Even though he stopped the romantic part, he could not continue as just friends. She went out with another guy several months later, and it became serious. But her gay "friend" was not a friend anymore. He still thought she wanted to change him into a straight person, even though she did or said nothing to suggest that. Whenever there were parties among their common friends, he would call the host/hostess to find out if she would be there, and if so, he refused to come to the parties. He continued to say critical things about her behind her back. What made some of them hurtful is that he would take a thread of truth, and then exaggerate it. It would be difficult for listeners to say that it wasn't true. If he said she was a "materialistic yuppie" because she bought one thing from a Neiman-Marcus catalogue (a calendar), then most people began to doubt that she was a person with solid, spiritual values. She lost some other friends as a result of this.

She never told anyone that he told her he was gay, because he said he was in the closet as far as most people were concerned, and she did not want to betray his confidence.

Several of their common friends began excluding her from their social life. Since she already had lots of other friends, she did not lack a social life of her own, and she now had a steady boyfriend.

So some might say, "See? It all worked out after all, didn't it?"

But that's not a fair judgment to make.

He led her on, he blamed her for misperceiving his blatant romantic overtures to her, he damaged her reputation with their common friends, and she lost quite a few friends as a result. Even though she is basically a healthy, well adjusted and happy person, she suffered some damage from his behavior. If it was unconscious, then gays/lesbians who lead heteros on should strive for consciousness-raising, so that they become more aware of what they do, and then we hope that those with any sense of ethics would refrain from doing it. If his behavior was conscious, then he is in fact the kind of homosexual that the counselor said gets his jollies out of pretending to be straight and acting out the straight role. At the expense of the heterosexual victim, he would be having his Roman holiday, and this would be not only unethical but knowingly cruel and merciless behavior.

I would add that it is equally cruel to lead a member of the opposite sex on if you are a heterosexual, and also equally cruel for a gay/lesbian to lead a member of the same sex on to such an extreme degree. To wine and dine and romance a person for eight months only to tell them you were never interested in them and that they have a twisted perception of reality is cheap, tacky, and inhumane. To do this is to boorishly take advantage of another. Mongolian hordes and Roman soldiers were famous for such inhumanity, but we are part of a Christian civilization, which has for years taught kindness, honesty, tolerance, and love. Humane people live by these precepts, regardless of their religious/non-religious persuasion, ethnic origin, race, sex, or sexual orientation.

This true story should not be excluded from your findings. If it is cut out in order to present a picture which is slanted toward presenting only how gays/lesbians feel, then it is inaccurate journalism. Slanting is a form of propaganda. The status of gays and lesbians at the university is also an interactive status, and how they make heterosexuals feel is a part of that. I am sharing one true story, but I do not intend it as anything other than one case example. It is not a generalization about lesbians and gays, since the same young woman in the story also has many humane and ethical friends and acquaintances who are homosexual. But her story needs to be heard, because it reveals a part of the homosexual experience at the University, a part of a larger part of how homosexuals affect heterosexuals. It is to be understood that the various ways in which heterosexuals experience gays/lesbians can often affect (but not necessarily affect) the way that heteros

respond to gays and lesbians. We have an interactive community here at the U of M, everything potentially affects everyone.

The cruelty of humans toward one another can sometimes be traced to internalized oppression. A person who has been oppressed turns around and oppresses another. Maybe the young man in the story had been treated cruelly by someone, perhaps a heterosexual. It would be understandable (though not noble or praiseworthy) that he would "get back" by hurting a heterosexual girl. It is essential in assessing the gay/lesbian experience (as in the experience of any oppressed group) to acknowledge the potential within themselves for cruel and retributive behavior towards those who do not belong to their group. It is only in doing so that there is a chance such awareness will lead them to overcome these tendencies (this goes for all oppressed groups), and lead to a more humane and civilized world.

- anonymous

152. This letter pertains to issue of need for Gay Studies program--not only for students but to assist faculty needs in scholarship.

Over the years I have had a number of students (always graduate students, I think) ask me about opportunities for Gay Studies perspectives in the area of 20th century U.S. literature. Here are two examples: Last year a brilliant Yale graduate came to see me about enrolling in our Ph.D. program in [a UM program]; he had offers from Duke and elsewhere. He questioned me at length about available specialists for contemporary gay male literary studies in U.S. Our absence of scholars in this are (at least, so far as I can tell from reading [department] syllabi) was of great concern to him, and probably influenced his decision to go elsewhere.

2) This term I have a grad course, where a number of students have identified themselves as gay in the discussion. In connection with several authors, the issue repeatedly came up as to how one approaches gay writers (women and men) who do not identify themselves as gay in autobiographical statements or directly in literature, but who are known to be gay from critical/biographical sources. I could find no help on this methodological issue in regard to Contemporary U.S. literature; since the issue also concerns some aspects of my own scholarship, I finally wrote Claude Summers, who gave me some suggestions.

In sum, as a scholar and teacher, I am much limited by absence of Gay/Lesbian Studies here, and especially of specialist who can provide assistance to my students and myself.

- male faculty

153. While I am heterosexual, I am fully in support of human rights for everyone, and a climate free from intimidation for <u>everyone</u>. I make it a point to indicate to my students that discriminating against gays and lesbians is a denial of basic human and constitutionally guaranteed rights. I consider myself a supporter of gay rights, and a friend of many gay people, men and women.

- male faculty

154. I have not actually witnessed discriminating acts against gays or lesbians but I am aware that certain plant operations mangers are insensitive if not homophobic.

- male staff

155. ITD had an excellent presentation on this last spring, with written summary. You should contact Greg Marks@um about this.

- anonymous

157. No complaints.

The University, in my opinion, works well in supporting the movement toward Lesbian and Gay Men's rights.

- male faculty

158. Have not witnessed harassment or discrimination based on sexual orientation.

- male faculty

159. More awareness and appreciation of the diversity among the U population are needed! I believe this U needs to increase the informational programs/seminars bringing out positive and negative experiences of sexual harassment and discrimination based on sexual orientation. As a first year grad student at Ann Arbor, I sense a certain hush among members of the faculty, staff, and student population. After seeing "Henry and June", and discussing the film afterwards--there are still many people on this campus who hold their prejudices. The problem is that they do not recognize (or want to) their prejudices as prejudices! We all have prejudices, but the first step is to recognize them and understand why those prejudices are offensive to others. The U can help in this awareness by bringing the "taboo" topic into more light through educational programs.

- female student

165. I treat cases of discrimination against lesbians and gays as an explicit part of my course in gender-based inequality, as well as throughout, when the subject is relevant--i.e.: to rape, family, etc. I cannot tell about others' case materials in classes because I have not reviewed the materials or attended the classes. These are questions to ask the students. I also do not know about classroom atmosphere for the same reasons.

I am thinking about how to argue that discrimination against lesbians and gays is sex discrimination and doing research pertinent to that argument, in other countries as well as the US.

- faculty

166. Although I know of no specific cases of harassment, I have the feeling that people on this campus are extremely homophobic compared to other campuses where I have spent time (e.g. U Calif - Berkeley). It was one of the first things I noticed when I moved here. Whereas many or even most of my gay and lesbian friends and students were "out of the closet" in Berkeley, here few people are willing to be out about their sexual preferences. I assume and have been told that this is because they believe they will be discriminated against and/or harassed. I find this a sad state for a "great" university and university town. I think that there is need for visible respected leaders in the community and U who are gay or lesbian, just as we need visible respected other minorities as role models. We need this to teach our children tolerance, to respect and enjoy differences. I remember the few homosexual teachers I had in school, that were out, as people who taught me that homosexuals were bright, loving, delightful, normal human being. They did not influence my sexual preferences, and if these had been influenced, then they would have been sooner or later anyway. But I don't know of any evidence that suggests that sexual preferences are causally related to the preferences of leaders, teachers, etc. If the U wants to create a diverse, tolerant environment, HIRE GAY AND LESBIAN FACULTY AND STAFF.

Sincerely,
a mother of two who hopes her children will grow up in a less homophobic world.

- female faculty

167. First, I am very happy that a committee is studying the status of lesbians and gay men at the University of Michigan. I moved to the University of Michigan two years ago from [an east-coast university]. In several ways I had a shocking adjustment.

The good side: The existence of the Lesbian and Gay Male Program Office was a positive indicator. After three or four months, I heard about the Faculty and Staff socials

organized by that office and began to get other viewpoints of what life is like for lesbians and gays in Ann Arbor and on the University of Michigan campus. I heard reports of the successes and problems of the LGMPO both from members of the UM community and non-UM Ann Arborites.

It seems that few lesbians and gay male political and educational activities exist outside the University. At the same time it is positive that the University community welcomes nonstudents to their activities. I sense this is because the student body is practically one third of the city's population.

The bad side. I work in the [a UM department] and the sexism in the [a UM school or college] is so pervasive I was stunned. I had worked in a laboratory of 100 to 150 people at [another university] where over a period of 7 or so years I had educated everyone that sexist and racist and anti-gay comments and jokes were not acceptable. Like smoking was not acceptable. I just wouldn't do any work for or with you. People heeded me with variances in resistance and my influence was definitely helped by my sense of humor and lightness and my position as [position title deleted].

I came to [the department] and was shocked by the pervasiveness of the word "girl". I am commenting so much on the sexism because as a lesbian I definitely feel it is necessary to bring awareness about sexism before there can be awareness about anti-gay behavior. If I think about it, parallel information is probably just as good; but I have this precedent of sexism and racism first, because the issues are less controversial. After the absence of the word woman, the two most offensive sexist items are [a professor's] use of the word "chairman" in all of his memos and the nonverbal behavior of [a senior administrator] toward all non-faculty women (he acts as if you are invisible).

The strangest thing at the University of Michigan and in the city of Ann Arbor is that it is okay to be lesbian or gay but it is not okay to talk about it. (I was more used to the opposite.) There is this silence from heterosexuals that is mystifying.

In my immediate environment, most co-workers know I am a lesbian.... Our secretary knows because I told her and I assume some of the newer students know it from others. I have told only three other [coworkers] because there is definitely not an air of openness.

How do I describe an atmosphere of openness. An example, the Housing Office in the Student Activities Building has two signs: "Tell us about Racism" and Tell Us About Discrimination against Lesbians and Gay Men." When I saw those signs I said "Wow, what a great place to be!" On the public bulletin boards at the [department] there is the same sign about racism but not about lesbians and gays. This is very noticeable to me.

Second, I have been told that flyers about lesbian and gay male events will never remain posted in the [location deleted] for even an hour because too many people come along and tear them down. I have never seen such a flyer in [building name deleted].

I once walked into my [workplace] to find two or three grad students and the secretary having an excited conversation about the cover story of *Star* or *National Enquirer*, a story about some movie star's homosexuality. The conversation immediately ceased. When conversation is so animated but suddenly stops at my entrance, I infer an anti-gay attitude.

I keep wanting to do more. I just had a great idea. I'll start a group on North Campus titled "Support Group for Eliminating Sexism, Racism, and Homophobia on North Campus." Just knowing others are actively trying would push me to do more. If you have any ideas on what office to go through to get a meeting room, I'd welcome your suggestion.

- female staff

168. A friend of mine, a heterosexual married male, told me that he has experienced a great deal of harassment and discrimination from his gay coworkers in [a UM unit]. It's a two-way street--homosexuals will only be treated as well as they treat others. Shall we start calling them heterophobes? So much for "diversity and pluralism".

- female student

170. Sexual orientation issues generally do not come up at all in the classroom or, as far as I can see, in the curriculum of [a UM school or college]. Last semester, in a 28 student course, 3 students were openly gay and we had a special discussion session on those issues as well as on race an gender issues.

I would like to see a University-wide focus on these issues. I also intend to make the discussion session described above a consistent offering in my class. The Law School atmosphere is not as open to this issue as it is to other diversity issues, e.g., the destruction of the Gay and Lesbian Law Students' bulletin board last year.

- female faculty

171. The 2 months I've been here I haven't run into any unusual (positive or negative) situations that exemplify the climate for lesbians, gays or bisexuals, or any sexual harassment.

- female staff

177. The University of Michigan must include in its equal opportunity statement that no person shall be discriminated against on the basis of sexual orientation. This statement must be added to Bylaw 14.06 in exactly the same format as those already explicitly stated in it.

- male staff, student

182. As far as national standards go, Ann Arbor is an open and comfortable place to express one's non-heterosexuality. I have studied under several professors ... who were supportive of research on non-heterosexuality and made their classrooms open, safe environments. This is three out of over twenty educators. The fear that "coming out" in a classroom will adversely effect the relationship between others, and potentially grades, is still a very real one.

The University helps to foster this homophobia. Taking a class on homosexuality and having it appear on transcripts as "Liberation" completely invalidates the subject as legitimate for study. (Does taking a course on women's issues mean I'm a woman?) The fact that there isn't a permanent course on lesbian/gay male/bisexual studies adds to this atmosphere of invalidity. The faculty at UW-Madison has firmly spoken out against ROTC and has asked other public universities to join. A committee somewhere in the bowels of Fleming is considering it. Why such a thing needs close to a year's consideration when another university was bold enough to take the first step indicates to me this university's still rampant heterosexism. Another indicator--bylaw 14.03!

Students are now getting introduced to issues of discrimination before entering the campus environment. Are faculty? Staff? I know a regent or two who could stand to improve from an LGMPO workshop (not to mention SAPAC, etc.). The whole "commitment to diversity" thing, seems somewhat of a sham to me. More like a commitment to increasing minority enrollment so the administration can sit back and gloat. A course on racism is great, but what about everybody else? This "ranking" of oppression appears in other places too. When I lived in the dorms, there were particular RA's for people of color. I know of no hall staff that were openly gay/bisexual. I have yet to meet or hear of a full professor who is "out".

The above situations may exist, but they are not known, which is almost as bad. I often feel that gay/lesbians/ bisexuals have little voice or support on this campus. Yes, there's rallies. Yes, there's LGMPO, but what I'm talking about is broad based support. I believe there is still a <u>huge</u> fear that anyone who supports gay rights is gay. This stereotype must be smashed for gays/lesbians/bisexuals to make broad gains on this campus and abroad.

To close this tirade, I do want to mention experiences with personal discrimination do exist, although I believe the cultural and institutional are more important to combat. I

have been yelled at, threatened, and assaulted on the basis of my sexuality or assumptions to that. Although these are somewhat bothersome, they are nowhere near as discouraging as the accounts I hear from older students and faculty on discrimination experienced here at UM. No campus housing for domestic partners, insinuations that sexuality might have an impact on one's candidacy interview, problems obtaining materials or guest lecturers because of their homosexual nature.

All this says to me that homo/bisexuals are tolerated on campus, and just that. They are not included or welcomed. This campus had allowed me to grow a lot and come to grips with my sexuality, as it has also introduced me to all the discrimination I will experience because of it.

Thank you for reading this and gathering this information. Now DO SOMETHING positive with it!

- male student

183. I must say that I personally know a large number of gays and lesbians. I have made every effort to reduce homophobic tendencies here at U of M and outside. I believe that at least in my workplace I have been quite successful in providing others with a better perspective on lesbians and gays. I firmly believe that gay or lesbian personnel could work in comfort at this workplace.

- male staff

184. I respond to this form's quotation: "achieve an environment in which all of its members are ensured fair and equitable treatment and in which diversity and pluralism are valued." (emphasis added). This suggests that the University values homosexuality and suggests that I as an employee should also value homosexuality. I believe that it is outside the University's right to try to dictate what my opinions should be on the issue of homosexuality. I do not value "diversity," if this is what the University means by diversity because I do not value homosexuality. My moral and religious beliefs are such that I believe that homosexual behavior is an aberration--seriously sinful and harmful to human beings.

I want to express my concern about the track into which this university is seeming to fall. It is evident that many homosexuals who are raising a cry about gay rights want to be seen as a group of people who have political voice and who merit political protection because of their sexual mindset and behavior. My question is "Where do we draw the line?" If the group Man-Boy Love Association--in support of legalized adult-child pederasty--became very vocal at this university and gained political support, would I receive another notice like this one to respond to? Or, if all the people who work at the U who have been asked to take down their "girlie" pictures began to protest--saying they experience oppression--would the U go out of its way to measure the degree of sensitivity other show these people's expression of their sexuality? Will, in time, the U do the same kind of questionnaire for habitual adulterers, masturbators, people who practice bestiality? Does the U believe that these people should be viewed also as groups meriting political voice and protection because of their particular sexual thing?

Many homosexuals are raising a cry because ultimately they want society to view their sexual behavior as something agreeable and right--just as right as heterosexuality. However, society is composed to a good degree of Christian people who hold to traditional Biblical principles and church teaching. These people will--as long as the Church is in the world--view homosexuality as wrong ... just as they view other sexual behavior that takes place outside of marriage (or, if without respect, within marriage) as wrong. The part of society that condones homosexuality is directed for a major collision with the part of society which is the Church. Which beliefs--whose rights are going to be supported by this university? I seriously doubt that my Christian opinion, written here, will be respected 1) because it is rooted in trust of an Absolute: a God who has made his way known. And 2) because this university exemplifies the worship of "openness" and "tolerance" to the degree

that it is intolerant of my view. To quote Dr. Allan Bloom in his best-seller The Closing of the American Mind:

> The danger [students] have been taught to fear from absolutism is not error but intolerance. Relativism is necessary to openness; and this is a virtue, the only virtue, which all primary education for more that fifty years has dedicated itself to inculcating. Openness--and the relativism that makes it the only plausible stance in the face of various claims to truth and various ways of life and kind of human beings--is the real danger. The study of history and of culture teaches that all the world was mad in the past; men always thought they were right, and that led to wars, persecutions. slavery, xenophobia, racism and chauvinism. The point [today] is not to correct the mistakes and really be right; rather it is not Or think you are right at all. [pp. 25,26]

To the thousands who do or have in the past believed homosexuality something wrong, the homosexual activists ask, "What right do you have to say you are right?" It is a good question. Christians would and do say "The right of one who speaks from the vantage point of a changed life--changed by God when the human soul had no strength in itself to change itself. The knowledge of my own sexual failings and the persistent love and forgiveness of God--the increasing grace he bestows to live righteously--all give me the right to say what I do. My life and the lives of others who have been changed give testimony to the power of a risen Jesus and a loving God.

I know former homosexuals who are free from the life--some now happily married and with children, willing to testify to the change. I know one man in a local Michigan prison who was not only converted to Christ and away from his homosexual mindset, but also totally healed of AIDS. I saw and heard a well-respected Ann Arbor doctor testify to this.

The fact that there is a local Homosexuals Anonymous here in Ann Arbor receives little publicity. If someone is unhappy being heterosexually active and mentally oriented, I'm sure on this campus that person can find someone or group condoned/supported by the University who will help them to become comfortably established in a homosexual lifestyle. Can the same be said of someone who is unhappy with a homosexual mindset and lifestyle? Could such a person find the help to become heterosexually oriented? Somehow I doubt it, if one goes by what gets the most publicity. When a university regent shows some concern for these people, those who have so much emotionally and politically invested in the cause to justify their lifestyle, will not allow that anyone could be unhappy with a homosexual lifestyle.

I've written my concerns about what this University is espousing. This form really addresses the workplace. The gays I've worked with have spoken in support of gay rights. They have not spoken about their own sex lives--but then neither do the heterosexuals--and in both cases I'm grateful. I really don't care to know about someone else`s sex life in either case. If someone makes their sex life my business, then I reserve the right to respond to it. I tell the gays I work with--if the discussion even arises--what I think--that I think homosexuality is wrong, but that I've seen complicated emotional and spiritual issues are involved. I say that my God is about healing and loving people to wholeness. In this way I do not justify sin, but I try to express compassion. The sense I get from gays is that they disagree, but that they respect me for the fact that I don't ignore it when they make comments. Some people ignore them.

Perhaps this all is "too religious" for some people's taste, but then the testimony of God's power and presence in my life holds more sway with me than appealing to "human tastes" in this matter.

Homosexuals have rights. They are to be valued and have rights because they are human beings, not because they are gay. People do not walk around thinking about how valuable a person is because they are heterosexual. It is ridiculous to value someone because they are gay. People are valuable because they are people, not because for sexual orientation, race, sex, age or creed.

Sexuality is a serious aspect of human life--one that falls well within the arena of moral concern. As religious convictions are involved in this issue, I again state that I object to this questionnaire's implicit suggestion that exposure to homosexuality is something I should value in my work experience here at the U of M.

I withhold my name and phone and department because I feel so much pressure from the University to adopt this pro-homosexual philosophy, that I fear retribution and persecution for my religious beliefs--which will remain unchanged. When will the University attend to the rights of people who believe as I do?

- female staff

185. One of the administrative staff members in my unit is a lesbian. Another employee told me during the interviewing process that one of the candidates was "gay". I'm not sure whether this made me more likely to hire her, I think I would have preferred not to know so that I could be sure that my decision to hire her was not influenced by my knowledge of irrelevant personal information.

We are a small unit with an all female staff so I felt and continue to feel confident that this employee is unlikely to be exposed to discrimination or harassment on the basis of her sexual orientation. It is my experience that men have more problem "accepting" lesbians than do other women.

- female staff

191. Having only been at Michigan for about one year, I have no direct information about the climate for the lesbians, gay men, and bisexuals. It is also unclear whether my lack of information indicates anything significant (positive or negative).

However, I am concerned that the very nature of this approach you are taking will lead to unnecessarily negative perspectives on this important subject. I urge you to be thorough and cautious in the pursuit of your charge.

If there is anything I can do to be of assistance, please do not hesitate to contact me.

- a Dean, Director, or Department Head

192. I believe this survey is a waste of time and money. To deliberately encourage negative views on relationships within the university community is counterproductive. Much more emphasis should be placed on the positive interactions among the staff. Energy devoted to efforts of this kind should be directed to more serious (and larger) problems such as: tuition costs, maintaining academic excellence, faculty and staff salaries, and more.

I realize this viewpoint may not be popular, and because I do sense a lack of tolerance for unpopular views, I shall remain anonymous.

- anonymous

196. I have not encountered any harassment or discrimination based on sexual orientation.

- anonymous

197. In my experience at Michigan, I have never seen any negative display towards gays or lesbians. For example, I have never heard any comments made "behind the back" of homosexual faculty members within the University.

- male faculty

199. Some people say that I am as brown as a bean. Apparently, however, I have no color at all, officially. I am one of the colorless people of the university and therefore, I suppose, I am invisible.

If I were a social meteorologist I would say that the climate at U of M is rather favorable for homosexuals right now, and it will probably become more favorable in the short-term future. Long-term meteorology is unreliable--I won't even try it.

I don't personally know of a single case in which a homosexual man or woman suffered any institutional ill-treatment here on account of their sexual preference, or even on account of their sexual practice. I suppose there may have been a few such cases, but I doubt that they amount to much compared with other patterns of institutional discrimination.

I know, of course, that some people associated with the university--students, regents, faculty, etc,--believe that homosexual practice is immoral, and some of them have been rash enough to say so. And I know that this fact is disturbing to some homosexuals. My impression is, however, that the approved morality here allows the legitimacy of homosexual practice, and perhaps positively endorses it. (In this, of course, it follows an ancient precedent.) There are already attempts to suppress expression of the deviant alternative moralities. I expect such attempts to be intensified, and to have some effect.

Organizationally, homosexual advocacy groups here--e.g. LaGROC--seem to have a secure pipeline into public funds, while advocacy groups having a contrary orientation are threatened with, or actually suffer, de-recognition, de-funding, etc. That too is a trend which I expect to see becoming more prominent at the U of M.

- male faculty

204. I am a TA and in my year and a half here, I haven't seen much of UM beyond my department. As for the department, I have never seen nor heard anything bad but it is because I think most grads know to keep their moths shut. I and someone else in the department who is gay have both been advised this by grads in other departments who knew of incidents or problems others had somewhere at UM.

Anyway, my only concrete (perhaps idealistic) suggestion is that maybe profs are at a stage where they need to be encouraged (or pushed) one more step ahead! Saying nothing bad is important but saying nothing is still a problem. If profs never mention homosexuality, it still gives that awful effect of seeming like it's a taboo and/or embarrassing subject! Profs (and whoever else this concerns) should strive to loosen up about saying the g--- or l--- or bi--- words. It is not enough for them to just refrain from negative stereotyping. When prof after prof is silent, it adds up.

I can add that this goes not only for the gay/lesbian climate of acceptance--versus-awkwardness; many profs avoid acknowledgment of almost anything not already known, and in the majority. For eg, anything Jewish--from a holiday to an author, whose Jewish roots influenced the writing! Profs are the ones who can shed light on the truth that many open ears are perfectly willing to hear. That's part of learning and growing, and if the teachers are uncomfortable with the material to the point of leaving out certain information or points of view, then we could all gain something if you can help them over these awkward areas! Teachers are in a wonderful and rare position to present new and broadminded perspectives that students may not see much of outside of the university atmosphere. So what if the student thinks, "Gee, my teacher sure is overly, atypically accepting of and knowledgeable about all these icky people." So what?? And , most intelligent and sensitive students won't! When enough profs come out in the open and talk about a gay/Jewish/etc. author or tell an anecdote about something with gay people or friends of theirs, or whatever casual mention, then it will lose its shocking effect and make the students finally start wondering if perhaps they themselves were more in the dark ages then they'd realized.

Thank you!

Sincerely, a grad TA who is counting on your efforts.

If you hold some kind of session for teachers here at UM on this topic, encourage them at the session to use the words "gay", "lesbian", "bisexual" and whatever else, as

opposed to "those affected by the issue" or "student of homosexual status". That would be a great start.

Secondly, stress to them that you aren't asking them to embrace these sexual/emotional orientations but simply to acknowledge their existence. It's no secret that gays have been around as long as we know--millennia. So mentioning them (us) has absolutely nothing to do with opinions. (To have an attitude that by not mentioning us, we don't exist is preposterous and even a bigoted person knows that!) My point is, they should feel comfortable acknowledging minority parts of the world population because acknowledging doesn't even have to mean liking--it just means knowing a certain type of person exists! There's nothing embarrassing to it!

A third idea is to have those at the session write anonymously their truest feelings about gayness and pass them in on a folded piece of paper (uniform sheets so all look alike) and then have a heated discussion about these. I'm afraid it's the only way to open up the topics and get to the heart of people's grudges. Or do one-on-ones with them, or at least offer to do so in a private, confidential setting.

- female student

208. I have a few comments to make.

If you are lesbian or gay I could care less what you do with your life. Why do they have to advertise it. I couldn't believe when I was driving down State Street I saw a sign that said "Lesbian week" I'm a female attracted to men but I don't advertise it!!! If lesbians and gay men didn't advertise like they are on display or have something to prove maybe a lot of heterosexual individuals wouldn't make such a big deal about the lesbian and gay population. I'm not prejudice. I would treat an individual the same as another regardless if they are gay, lesbians, white, black, etc!!!

- female staff

210. I, personally, have never experienced a form of discrimination at the University. Glad to see such a report coming to be.

- male staff

211. I might be able to respond better to a questionnaire rather than one large open-ended question requesting personal experiences. It is difficult, mostly impossible, to separate the culture at UM from the greater US culture and its increasing violent, unpredictable, threatened, patriarchal response to homosexuality and gay lifestyles and rights. Despite being an "educated" community, homophobia, which has at its center ignorance and bigotry, is alive and well here on campus and in increasingly conservative lower Michigan. I am sad about this and angry. Mostly the gay people I know are not "out" in the UM and I feel sure they must be the best judges of the wisdom of the closet, 'tho philosophically I disagree. 'Tho I have seen "benign" discrimination, labeling and belittling of beliefs due to the fact someone was gay here since '79, the climate of silent harassment or discrimination to the point of silence is really my focus here and my experience. Women suffer double discrimination, further exacerbated by their status, $$, tenure, etc. I have seen male students ridiculed by faculty suffering their own insecurities and boys-will-be-boys attitude of "getting away" with this or hiding in "faculty superiority." I think as you investigate, it would be wise to start with the reality/ties of the environment and political culture, goals at UM which are little different from the main culture, in addition to specific incidents. This is because I believe discrimination and inequalities, paranoia of gays is so pervasive that specifics may not be the worst offenses. Rather the conforming cultural norms and silence, ill-fittedness this fosters in the UM gay community, people who will perhaps never speak our, come-out, name "crimes."

Specifically, I would like the committee to point out and address the fact that partners of gay faculty/staff cannot be included in UM's benefit package, such as inclusion in health care packages, discriminating against these partnerships and excluding many.

Also I believe that a better way to learn about the status of lesbians and gays can be found, perhaps with group discussions, focus groups, listing of / gathering frequencies of incidents, must be continually sought and pursued quickly. Also trying to determine what the costs have been to the UM to continue this climate, in addition to the costs to gays and lesbians. There is currently not in my experience, equitable, fair, humane, open-minded treatment of gays at UM.

What will be done with the report? What influence do you propose it to have? Data collection, policy implication, case-stories, food for thought ... change?

Requests need to be expanded to include gays and lesbians as well as administrators in "high" places who are "out" and rewarded for this. Scholarships for gay students awarded by UM.

- female staff

212. First of all, this survey is not very user-friendly. I think the issues are important and need to be addressed, examined, and recognized--FINALLY. If you're not trying to evoke response from the masses, then this format of posing an essay question is the right approach. Mostly those who feel strongly about concerns for lesbians and gay men will respond--a rather small sample. The presentation of this issue is likely to provoke essay-like responses, but to demand that will turn off students who are willing to respond but do not have much time.

- anonymous

215. I haven't seen/witnessed any incidents of discrimination towards Gays/Lesbians. However, I think we all need to be more conscious of our actions towards Gays/Lesbians. Discrimination does exist / take place at U of M. And the only way it will stop is if we all work together and be more considerate of one another.

- female student

216. I haven't seen any or given any discrimination towards bisexuals/homosexuals. Matter of fact, you can't really tell who they are.

- female student

220. The Tell Someone About Discrimination against Lesbians and Gay Men posters which had been posted throughout the School of Art and Architecture all fall mysteriously disappeared immediately before Parents' Weekend.

- anonymous

221. Thank you for your memo. I am glad that the Director of Affirmative Action is interested in the status of gays and lesbians, and I hereby respond. (For the record, I am not anonymous; I am a white male faculty member; I am gay.) I am, as I said, glad that the University is interested and I get the impression that the interest is in good hands. I have to say, however, that there is something of the "Do you still beat your wife" about the memo--that is, it leaves little room to say anything about being gay at the U other that to talk about prejudice and harassment. I am quite sure that both exist aplenty here as everywhere else in the world. I cannot speak from personal experience because I am a new faculty member. But I think it is significant that in the three months I have been here, no one has approached me (or "all members of the university community") to socialize me within the gay/lesbian community, though my potential for membership is certainly no secret. The only relevant communication is this one asking me to recount my bad experiences. Perhaps we within the community should put a little more "affirmative" in "affirmative action."

- male faculty

224. The School of Art needs some education about people who are different from them in a variety of ways, especially sexual orientation. I always thought the problems for lesbians and gay men would be less with artists, but there is a real need for some basic education. I think people here are interested in learning; it is just a lack of awareness and sensibility.

- anonymous

225. My experience as a lesbian at the University of Michigan has been mostly a positive one. I'm a [student], and I hold a staff position [in a UM unit]. My bosses, [names deleted], have been 100% (or more) supportive of me and my lifestyle. When I expressed interest last year in applying for a resident director position and asking for my significant other to live with me as my spouse, both [bosses] welcomed the suggestion with enthusiasm and followed the proper channels to make this a reality. Incidentally, the plan hasn't completely worked out because my spouse got a teaching position at [another university] for the year; I hope she'll join me in Ann Arbor this winter and next year.

The only harassment I would report was an incident last spring when [name deleted] (my spouse) was visiting me. At that time, I was a resident advisor on a co-ed floor. I had not explicitly come out to the residents on my floor although I think most of them knew I was gay. One day someone slipped some Penthouse or Hustler type photographs of "lesbian" sex scenes under my door. I never did find out who did it. We had some homophobic graffiti after that, but I'm not sure it was related to me. I reported the photo incident.

I think we can decrease discrimination by challenging ourselves and our students to remain open, and to discuss gay issues as much as possible (when relevant).

- female student, staff

243. I didn't receive this sheet until a few days ago. It was handed out in one of my classes--not all only one. Isn't there a better way to reach students. How can you learn of the concerns of LGMBi people if these forms do not reach them? or if they are unaware of your study? Is there not a better way to get these to persons who would be interested/concerned?

I have a couple suggestions re providing an environment which is fair and equitable to all persons. First, let students know of the existence of organizations like LGMPO. As a new student I would like to have known this before coming--maybe including in orientation material would work.

Also encouraging faculty, staff, and students to realize and be aware that all their [sic] may not be heterosexual. I'm not sure of how to accomplish this, however.

- anonymous student

245. I am a heterosexual female. Members of my family are bisexual or gay, lesbians. I also live in a student co-op with other students of a homosexual orientation. Therefore my perception on if, or if they are not discriminated against is skewed. In my circles they are openly gay. I think more "gay raps" have to be instituted. And maybe there should be a required course on "Homophobia" as there is now on Racism.

Good Luck!

- female student

246. No experiences to speak of, but strongly support gay rights.

- male student

247. I haven't witnessed any acts of discrimination towards lesbians and gay males except for rude jokes about them or derogatory terms.

- female student

248. Coming from [another state] I've noticed a real homophobia on this campus, stronger than any I've ever felt before. That frightens me.

I feel instead of endless rallies that are losing their effectiveness, there should be individual dorm programs that are non-threatening and open to comments. Hostility from the programmers would be unacceptable. Courses on artists, writers, musicians, filmmakers--some who happen to be gay aren't uncalled for--in fact, I would welcome them.

More campus discussions, lectures, readings of gay and lesbian writers would be a step in the right direction.

As chair of [a residence hall education committee], I would love to have a short program in our dorm to inform and try to escape these campus prejudices.

- female student

249. Right now I am a [student], and I live off-campus in a fraternity house. So my exposure to the gay community has been greatly reduced since last year. Last year, I lived in East Quad, which had a very active gay community. Not ever being around gays much before coming here, it was a bit of a shock to meet people who openly admitted they were gays. I have nothing personal against gays, but being exposed to so much of their campaigning at East Quad can be frustrating. For example, one gay male lived in a single right next to the stairway, so I passed his room often. He often left the door open, and right inside were posters of gay men kissing. This got to be a bit much. Another time, LAGROC had displays up in the glass case by the front desk. There were photos of naked males intertwined. Gays have a right to be heard and should not be ashamed of who they are, but I wish they could be more sensitive to others.

- male student

250. There are too many anti-gay feelings in my area at [a UM residence hall]. Nothing seriously violent, but cruel jokes if one was gay.

- male student

251. To tell you the truth, I haven't taken notice either way. I don't believe there is a problem. People are people and so far as I can see they are treated equally here at the University.

- male student

252. I have never witnessed harassment or discrimination based on sexual orientation.

- female student

253. Every fraternity member I have ever known is homophobic, in fact, most males I've met are, too. I don't know how women would react as lesbianism seems to be more hidden.

- female student

254. No first-person accounts to date!!

- female student

255. Thank God, the only experience I have had with homosexuals involved an incident where a gay guy "hit" on me at a campus evening establishment (he pinched my butt). I slammed him against the wall, and threw him to the ground, and left the scene. My only suggestion would be to eliminate homosexuals from campus, then they wouldn't be harassed any more! More importantly they wouldn't harass me.

- male ("true male") student

256. I haven't had that much experience dealing with gay men and women. Other than the fact that I don't feel anything other than surprise (ie, <u>not</u> homophobia) when I find out that someone I know is gay. I suppose I've seen some people have a homophobic reaction

to someone but generally I think the Ann Arbor community is accepting of the gay community.

- female student

257. I think there is a lot of discrimination, if not visible or audible, it can be implied many times. But I don't think there is a legislative solution to an inbred social problem. Change must come by itself.

- male student

258. Ann Arbor has always seemed to me as a very tolerant place for people of all sexual orientations. I have personally had no experiences that would belie this.

- male student

259. I had a class on it--it was very educational. The status of lesbians/gays/bisexuals are unknown to me. I do know that they have a long road to travel but I'm not quite sure when they will reach the end. The best way to end ignorance is to educate, offer more classes and required class for people to take.

- female student

260. I really don't know much about the status of these groups but I know that they do have certain groups that support them. I am aware that they feel very open and positive, and are not made to feel like outcasts as far as I know.

- female student

261. The only experiences I have encountered concerning gay men are ones that involve verbal arguments. I have never been in such an argument, but I am appalled at how many people just don't understand or accept the issue. Though I am heterosexual, I am very offended if I hear the word "fag" or any other derogatory words, even if these words are used in joking terms.

- anonymous student

262. I cannot say that I have ever seen or heard of any harassment to individuals because of their sexual orientation. It would be ignorant of me to say that it doesn't exist, but my personal accounts could not be used as reference. I do not personally hold any resentment toward gays or lesbians. Everyone is entitled to their own respective beliefs.

- male student

269. Bisexuals are virtually invisible here--I've always felt out of place. I know there are gay and lesbian students and faculty in [a UM department] (and everywhere!) but that was never openly discussed in any courses I took. [A faculty member] observed my class (I was teaching) once and we talked about homophobia in the classroom afterwards, and it was refreshing to have someone raise that issue with me.

In Women's Studies, there are some openly lesbian faculty and students, but lesbians and lesbian theory are virtually absent from the graduate curriculum. In all of the theory courses I took--including one taught by a lesbian--there was one day at the end of the course reserved for readings about lesbian issues. So issues of sexuality get cut off from all the other "important" issues on the syllabus. In one course, when we were reading the Radicalesbians statement, the opening move in class discussion was to say, "We can replace the word lesbian with feminist." This was a student comment, not a teacher comment, but the teacher did nothing to address this, and lesbian issues got pushed aside again--I felt as though I had no identity separate from "feminist", that my lesbian experiences somehow weren't real. In that same course lesbian separatism was labelled "not a reasonable option"--heterosexual concerns dominated the range of possible choices. I expected better of Women's Studies students.

In general I'm very private about my sexual orientation, perhaps because the environment here is so ... hostile, perhaps or tolerant on the surface but not really accepting of real difference.

- female faculty; former student

270. A positive experience: When I was promoted I received an invitation to a dinner with the Dean.... I was surprised to see not only my name but also the name of my partner on the invitation.... Since then, all the mail from the Dean's office has been addressed to both of us, when appropriate.

- female faculty

271. Several weeks ago, I read a letter to the editor in the Michigan Daily asking for first hand anecdotes of sexual orientation harassment and discrimination occurring on this campus. I know that this was several weeks ago, however I hope that "better late than never" is acceptable.

Last semester, a fellow student in my [title deleted] class gave a speech regarding funding levels for AIDS research. The details of the incident are outlined in the attached memo to [an administrator]. Since the time of that memo several positive things have occurred at the [school] that I would like to discuss.

First, I hosted a "meeting" in our class to discuss the issue of sexual orientation discrimination in the [school]. Jim Toy and Holly Boren of the Lesbian and Gay Male Programming Office attended class at my request to field any questions I did not feel comfortable with answering. The meeting was a tremendous success. Members of the class were reflective and constructive in their observations of sexual harassment and discrimination. The ten-minute session was videotaped and I would be happy to share it with you if you feel it may be of interest.

Secondly, [the administrator to whom the memo was written] asked to meet me. He was very supportive and accepting of the fact that the [school] does indeed have problems with sexual orientation discrimination. [He] expressed his deep concerns for overcoming these problems and asked that I come to him with any future issues of this nature or general concerns of the lesbian and gay [school] community. [He was promoted], a fact that I am sure will not alter his support of eliminating discriminatory behavior in this school.

And finally, the [school] donated the use of its facilities for a [PAC week event]. I do not know who arranged for the use of the facility, but I was pleased that the school made this gesture of support to the gay and lesbian community.

While these may appear on the surface to be "small steps" in improving the situation of sexual orientation minorities on campus, I feel they are definitely steps in the right direction.

- male student

272. I personally know quite a few gay males, all of whom have reported accounts of harassment to me. These accounts ranged from being called "faggot" to threats of physical violence.

Living in residence halls, and in the community in general, I can't count the number of times I've heard the word "faggot" or "dyke" aimed at persons, on in conversations in general.

The University could reduce discrimination by including sexual orientation in its by-laws as being protected from discrimination.

Also, it would send a very clear message to the community that the UM administration supports Gay rights if the president would publicly censure Deane Baker for his continued attack on the Gay community. All Mr. Duderstadt needs to say is that the administration does not support Deane Baker's proposal to include "neutral" or heterosexual counselors in the Gay male / lesbian programs office.

- male student

273. I have not had many bad experiences as a gay person in Ann Arbor. About the only negative experiences I've had have been with the LGMPO. The offices are tucked way back in a corner of the Union and no one ever seems to be there either. I also don't think that Billie Edwards, Tracy Ore, Emery Smith, or Jim Toy are serving the needs of the majority of lesbians and gay men on this campus. Many of us feel that the focus of the office is on everything but lesbians and gay issues. I don't think the men in the campus gay community are as welcome in LGMPO as lesbians are. To be accepted there, men have to be politically correct, which in essence amounts to letting minorities and women run the show. To be a part of anything the LGMPO sponsors, men, especially white men, have to prove up front they aren't sexist or racist either. I've had another negative experience, but it's not related to LGMPO. [When a member of my lover's family died] I of course went to the funeral. I was not able however, at the time to get any funeral leave from the U of M because my marriage wasn't recognized by the U of M at the time. I understand that has changed.

One final thing. Why can't we guarantee anti-harassment and anti-discrimination officially? Put it in the regents' bylaws and quit wasting time and money.

- male staff

274. I don't know. I have never been in this situation. Or had any kind of experience. Sorry I can't be of help.

- female student

281. Ms. Thorson--just some thoughts: I believe the Task Force on Sexual Orientation is probably nearing some conclusions to incorporate in its report.

I am not aware of the instructions the task force received. However, I am hoping the TFoSO report states explicitly--in stark, frank, unequivocal terms--the need for the leadership of this university to affirm, via presidential policy statement, regental by-law, equality of sexual orientation.

Moreover, the report cannot ignore the blatant, institutional discrimination practiced by the ROTC--a discrimination underwritten of course by the Defense Department. The university commitment to diversity and equal opportunity is a sham--expedient sloganeering--if such university refuses to put groups such as the ROTC on notice about eliminating their blatant discrimination.

Being gay has profoundly, fundamentally affected my life--I have been psychologically pummeled and societally alienated. I am very bitter and very angry BECAUSE NONE OF THESE YEARS OF TORTURE WERE JUSTIFIED.

I am hoping the TFOSO will not shy from recommending to the regents the need to codify the protection of persons based on their sexual orientation. Anything less tacitly legitimizes the not-so-equal treatment of gays. Please, Jayne, I ask you passionately and sincerely, please give gays a report which states simply but forcefully that the leadership needs to

actively protect gays from discrimination--meaning presidential policy statements and regental bylaws.

- male student

286. I support equal treatment for all people, unless that person has committed an injustice. That is, a murder has to be deprived of his rights and jailed.

The Committee has made one heinous presupposition, that homosexually is now all of a sudden O.K. First, such an assumption is undemocratic because most americans feel homosexuality is wrong. Second, it is wrong to include homosexuals with blacks and women and minorities as groups needing protection. The Constitution protects people from discrimination on account of race, religion and national origin. It does not protect homosexuals. Homosexuals have the right to freedom of speech, freedom of assembly, freedom to petition their government, etc. They do not have the freedom to commit sodomy. So, if they choose to engage in sodomy, then they must accept its consequences. Homosexuality is still an issue to be debated, not to indoctrinate one on by assuming an official position.

- student

286. I know of a couple who greatly respect the work of their gay and lesbian co-workers. Yet they will not invite them to their home because it would be too hard to explain to their children.

- female staff

287. Harassment of lesbian and gay students regrettably is not infrequent in my unit. Let me give you some examples. The bulletin board of the gay and lesbian student organization has been repeatedly vandalized over the years, the exhibits torn down or defaced. A few years ago the student responsible for putting up the bulletin board indicated that he made over ten copies of his monthly exhibits because he had to replace them so often. The bulletin board was covered with Plexiglass in order to prevent repeated vandalism. Last year the Plexiglass was deliberately broken in a large number of places and again had to be replaced. Other examples of a threatening environment include the placement of anti-gay flyers in the student mailboxes, the defacement of posters announcing Andrea Dworkin's talk with words like "dyke, faggot", the defacement of announcements of meetings of the lesbian and gay student group, hostile graffiti in bathrooms, and so on. Hostile graffiti has been written repeatedly in the library carrel of an openly gay student.

For two years, only one student felt comfortable being "out." He said that people would whisper threatening things through his door in the dormitory in the middle of the night such as "faggot, we know what you're doing in there, you queer."

Although I believe that this type of behavior does not reflect the attitudes of most members of the school community, occurrences such as these described above foster a negative and frightening climate for our gay students.

- administrator

288. Students in my unit are very closeted. One student leaders said, "Only about half a dozen students are 'out'. That should tell you something about how safe people feel in a school with a student body of one thousand." Students are afraid to be "out" both because of the hostile reaction they get from other students and because of concerns about employment discrimination if their sexual orientation becomes generally known in the school community. Since several students will frequently go to work for the same employer and since even in large cities the professional community--particularly from a particular school--can be intertwined, it is very possible that coming out in school ultimately means coming out at work.

It is difficult to staff public fundraising events for the lesbian and gay student group for this reason.

Students who are engaged in professional, academic or community activities related to gay issues are forced to choose between whether to include these activities on their resumes and risk discrimination in the placement process, or to not include these activities which would otherwise convey their professional talents and community commitments. They also face this choice when applying to school. This is why it is important that schools indicate in a meaningful way their nondiscrimination policies to encourage people to feel that they will get a fair shake in the admissions process.

- administrator

289. Being gay and being out about it is not safe. I need these people to like me to be in a study group with.

- student

290. I didn't move into the dorm because I didn't want to move into a room with two straight men and subject myself to being back in the closet.

- student

291. I foolishly did move into the dorm and now I can't have phone conversations with my gay friends from my room for fear of my roommates learning I am gay. I have to hide books and magazines so they won't find out.

- student

292. If you come from another school to Michigan, it's like entering the Dark Ages. I fear for my safety. It is much easier to find people you can't trust than people you can.

- student

293. On a very positive note, I have used the services of the Lesbian and Gay Male unit of the Counseling Office in the Michigan Union.... I called Billie and made an appointment ... and have seen her as a counselor since that time. I feel I know Billie well at this point and respect her honesty, counseling skills, and sense of what is right and wrong. I do not know Jim Toy well, but have heard very supportive comments about his interactions also. I was very distressed to hear Regent Baker's comments about making this a "neutral" office. Anyone who is not homophobic would know that lesbians and gays are not out recruiting folks to join our uncomfortably large closet. To deny lesbians, gays, and bisexuals with counseling services with people who understand (as only one of us can), support, counsel and advise, is unthinkable. When I say that "as only one of us can," I do not mean to, in any way, discount the wonderful support that so many heterosexual people offer [we could not be as open as we are without that support] however, there's an old Indian saying about how we do not know how a person feels until we walk in their shoes. That is true for a variety of circumstances, for example ... having cancer, losing a loved one, being black, being a woman in a non-traditional occupation, and many more. We at this University who are lesbian, gay male and bisexual are very fortunate to have such an office to turn to for guidance and support. I am very hopeful that the opportunity to have this office an the support offered there will not be removed.

I hope my comments have been helpful. Being an older lesbian I feel I do not experience homophobia the same way as do younger gays who are actively protesting and fighting for gay rights. Perhaps it has something to do with the attitude I have that I am not going to take other people's biases and internalize them. I am proud to be a lesbian, a woman, a mother, and a human being.

- female staff

NONACADEMIC UNITS

1. I am a full-time, "regular" (as they say) "professional/administrative" staff member at the U, and have been for some XX years, and am supposedly entitled to all the rights and benefits thereof.

My partner--of 5 years' standing, with whom I co-own a home and share all living expenses, and alternately rejoice and weep together over the evolution of our collective five children's progress in life, and in general are a lot like any middle aged couple aging contentedly together--my partner ... happens to be a woman, as am I, so we can't legally marry. [Because of an injury], she is unable to hold employment that might provide benefits.... A legally married (straight) couple in these circumstances would immediately enroll the partner in University health coverage. Under the University's current health care options, I don't have a glimmer of a chance at any price.

Disproportionate (discriminatory) impact? You bet. I can't write any more about it, because it leaves me feeling too angry and helpless, and I can't get my work done that way.

- female staff

3. I've been asked by these groups (students and staff) to have workshops, and seminars to deal in their issues on the Diversity Day (Jan 21st, 1991). There is a community of this group, but it's a question, if some want to be identified or perhaps participate in such an event. Unless it was done in a way that makes it an educational process for all groups, so to eliminate fear of the unknown.

- female staff

13. I'm afraid that I cannot provide any first hand observations, negative or positive, about the climate for lesbians, gay men, and bisexuals at the University.

Being located on the south campus, away from the mainstream of University activities, it's difficult to observe the ongoing lifestyle of the University.

"The University can reduce discrimination and achieve an environment in which all of its members are ensured fair and equitable treatment and in which diversity and pluralism are valued"--through continued support of an open and comfortable environment for a pluralistic university community to express itself, continued review of policies that may impede progress, implementation of policies that will be supportive of diversified an pluralistic values, and be willing to confront individuals whose actions are an antithesis of the communal harmony desired.

- male staff

14. I am not aware of any incidents of harassment or discrimination against persons I know personally to be lesbians, gay men or bisexual at the University of Michigan.

As to the treatment of others in the wider university community, I can not comment.

- male staff

18. During my time at the University (6 yrs) I have had no experience, either positive or discriminatory toward people who have bisexual or lesbian/gay preferences. The subject just has not come up or been an issue in my circle of work experience.

- female staff

19. I have worked in [a UM department] for 10 1/2 years. The exposure that I have had to gays and lesbians during that time has been mostly positive, although fairly limited. Most of the people I've worked with do not care about anyone else's personal life or lifestyle; they are interested in the individual's work performance. There are several gay individuals who are highly respected because of their excellent work records.

Also, on a more personal level, my brother is gay and is dying of AIDS. At first, it was hard for me to share this information with my work family because I did not know what the reaction would be. I am pleased to report that telling others about the situation has been a very positive experience for me. Everyone has been extremely supportive. Not even one person has treated me differently because of it.

- female staff

23. I have no suggestions, except one should not concern themself about others sexual activities.

- male staff

27. I can report that there has been no negative experiences or happenings at [a UM department]--and I would hope that if any staff identified themselves as gay or lesbian--the staff at [the department] would be mature and open-minded enough not to demonstrate any forms of harassment. Very "ideally speaking"--sexual preferences should not be discussed in the work area.

- female staff

30. This letter is in response to your request for information relating to the climate for gay men, lesbian women, and bisexuals at the University. We discussed this among ourselves and concluded the following: FASAP's [Faculty and Staff Assistance Program] experiences with lesbians, gay-male, or bi-sexual Faculty and Staff members is limited. In general, the cases involving sexual orientation issues run across the full spectrum of experiences. They range from those who feel harassed but reluctant to complain, to those who have no concerns or ill-feelings about their treatment by others, to employees who have received a great deal of positive regard by their peers or departments. We do not think that our experience with gay-male/lesbian/bi-sexual faculty and staff accurately reflects the atmosphere for them at the University.

It is our impression from working closely with the Faculty and Staff that this population suffers from similar patterns of discrimination that other minority or "out-groups" experience. Like many other minorities, there may be a level of tolerance among them for this institutional discrimination without formal complaint. Some possible reasons for this response are fear of reprisal, stigma, or simply lack of notice. They are unlike many minorities in that their sexual orientation may not be apparent. This may assist them in avoiding some indignities. On the other hand, they may be susceptible to statements that are insensitive or insulting. We also perceive that more blatant discrimination my be experienced by gay men, lesbian women, and bi-sexuals who are less empowered by nature of their job status or other minority status. We are aware that these populations are targeted at times with anger and outrage and labeled quite openly as sick and/or immoral by a segment of the general population. This is an indignity that most other minorities do not suffer to the same extent.

We hope that these comments are helpful in completing your report. If you have any questions, please contact us.

- staff

33. I hope this coalition cooperates with the "diversity" requirement--and urges it be taken <u>early</u> in a student's stay at the university so as to make awareness and respect for other cultures a <u>norm</u>.

- staff

41. This is truly a touchy subject. The most difficult is the fact that unlike people of color, Gays and Lesbians can conceal their sexual orientation. I know discrimination against these two groups is extremely high, and what is most discrimination based on? Ignorance. There's got to be more education ... but in addition, you have to realize that

some people are never going to understand because the whole "lifestyle" goes totally against everything they have ever learned.

I have a few friends who are gay and some family members as well. People ar people, I don't understand but I try to accept people for who they are instead of who they are not.

- female staff

44. Personally I think this whole thing about Lesbian and Gay men is discussing [sic]. IF men and women can not find a partner of the opposite sex then they don't need each other. God made Adam and Eve not Adam and steve or Eve and betty. GIVE ME A BREAK!!!

This whole thing is making me sick!

- female staff

57. The climate varies, as I see it according to each person's values, experiences, and prejudices. Personally, I enthusiastically support people in being true to themselves, however that may take form, and enjoy learning about and celebrating our wide array of differences. I must admit dismay at what appears to be "mainstream America's (whatever that means) rejection of practically anything that isn't white male, but I think we're slowly beginning to change people's perceptions. As more and more "regular folks' experience knowing people of gay/lesbian lifestyles, and discover that they're real people too and NOT the freaks of nature they were encouraged to believe, we move toward a more humane world.

Here at the U, I think that "attitudinal evolution" can be nurtured by actively and openly embracing gays/lesbians in our hiring practices, affirmative action goals, by conducting in services for staff at ALL levels, by encouraging a shift in attitudes and perception in disciplinary actions. Supervisors of all levels need to make it clear that discriminatory behavior will not be tolerated and is unacceptable here. To risk leads to growth and makes for a rich and full life experience.

- female staff

67. Had have no bad or problematic situations personally.

An anecdote: Several years ago there were two of "us" on this staff. My colleague, a lesbian, and I were told by our supervisor that another staff member who heard that a prospective job candidate was gay, had come to him to say that she felt she couldn't work with a gay person. The supervisor wanted to know what to say to this staff member. My friend simply said, "What would you tell her if the guy was black?" Supervisor said, "Of course. Thank you." Education my dears, education! (Some "rednecks" may not be educable on this subject however.)

I would bet that gay and lesbian students have a much rougher time of it.

- male staff

77. I occasionally hire people to work as interviewers for survey research and staff people to help administer studies. I'm aware of three lesbian and gay people who have worked under me (that I've hired). Their sexual identity had no bearing on their ability to do their jobs and was a non-issue. I imagine (and certainly hope) they would report that this work situation had been a positive, supportive one for them.

- female staff

87. Some thoughts that come to mind on interacting with the University and its faculty, staff, and students as a lesbian:

1) I do not feel comfortable talking about my family and our activities with many other co-workers. I am always filtering comments that I make to try to eliminate anything that would "tip" my hat so to speak--because it will either make them uncomfortable or myself vulnerable to negative reactions.

2) I do not feel comfortable asking my partner to come to social events connected with work, although everyone else brings their spouse.

3) I hear of negative comments/conversations being made behind my back about my lifestyle.

4) Other people who may do things with me outside of the office are "harassed" by other staff members in the form of) suspecting them of similar sexual preferences or b) trying to get information about the details of my life.

5) I'm often excluded from social events held by other staff members because of my lifestyle.

These are just a few examples of uncomfortable situations arising from my being a lesbian.

- female staff

91. One problem I (and others in my unit) have noted is that "white man speaks with forked tongue": While the University says it wishes to treat gays and lesbians fairly, our unit received invitations at Christmastime to attend a President's party in the Clements Library. This invitation was sent to (employee) and spouse... in fact, after much detective work I am sure on the part of staff, invitations may have been addressed to "Mr. and Mrs." Persons who have "significant others" of the same or opposite sex therefore were not able to bring them as their guest. Or, should I have wanted to bring my mother, or my daughter--both of whom hear about my workmates and would like to view if not meet them--they would not be able to attend as my guest. If space is the problem, only employees should be invited. If, however, that is not the consideration, it would support the University's position in this area if "guests" were invited. This party--which has traditionally been a gracious gesture on the part of the incumbent President--is, after all, now held on University property but not in the home of the President and his wife.

It is understood in our office that one of the staff is gay. This person doesn't feel comfortable about "coming out" but has not been made to feel less than a valuable member of our unit--to my knowledge at least. I hope this is true. Quality of work and not sexual orientation is important on the job unless the person --gay or straight--makes a problem of it.

- female staff

95. As a supervisor the discriminatory language I hear is used as an insult. A personal insult because the "alternative lifestyle" person is not liked as a person. Others of this "alternative choice" are not harassed because they are respected as a person.

As members of management we have had group meetings and pointed out this is unacceptable behavior. This leadership has proven to be effective. We also have posted all the Affirmative Action posters as a reminder of the University policy.

- female staff

96. In 25 years, I've had no experience with others around me in this area, either here at the U or outside.

- male staff

98. A former work-study student in my office was very shy and introverted when I (the office staff mainly who he came in contact with) first met him. After a few months, he began to open up and act more like I think he did with his friends. Little by little he hinted at his lifestyle with comments referring to his lover and soon he was fairly open with me about his sexual preferences. These were not "off the wall" comments but ones made in conversations the same way I referred to my husband.

By the time he left last May, he freely spoke about his boyfriend to me. I think he felt accepted.

As for my reactions, I felt sick every time he mentioned his homosexuality. James Dobson, a Christian psychologist, said, "Love the sinner, hate the sin," and that was my philosophy towards the work-study student. I have no right to condemn him personally but I do despise homosexuality. I never encouraged him to share about his lifestyle but I wouldn't discourage him either, unless he became vulgar which happened only once.

- female staff

126. I think my relationship with [my lesbian boss] was perhaps unusual, because I knew very soon after our first meeting about her alternative lifestyle and she knew up front about my views on such a lifestyle.

I feel we had a normal, boss, worker, friendship, relationship and that her choice of an alternative lifestyle did not affect our working relationship in any way.

- female staff

128. I've never had any instances where sexual orientation was an issue, either positively or negatively. I know that is does come up frequently in the orientation sessions students attend, so it is on their minds. I think as they come through admissions they are more concerned with qualifications and academic programs. As they go through housing and orientation processes, it becomes more of an issue as they focus on not just getting in but living at UM!

- female staff

131. Jokes in poor taste. Often people in a group setting will now know that someone in the group is Gay or Bisexual when such remarks are made.

Example: He must be one of "those" (kind of boys.)

What a cold bitch (must be lesbian.)

Other times it is just a matter of condescending attitudes. Often used as a reason to justify not liking or not wanting to work with someone.

- male

133. Where I used to work, we had one guy who was gay and he was pretty well liked, but people tended to avoid him and leave him alone. Occasionally people would make disparaging comments behind his back. Although he would talk with me about his partner (e.g.: trips or vacations they had taken), I think he felt pressured to be more covert with other people because it wasn't safe to talk with them.

- female staff

136. My sense is that most people are uninformed but receptive to education. It is clear that there is an extreme ignorance of this topic, yet that's not really surprising when you realize that lesbians and gay men are a very hidden and invisible minority.

- female staff

137. I am a lesbian, but not very many of the people I work with are aware of that. I have found that when people learn you're gay, if they know you already they rethink what they think about gays; but if they don't know you they rethink what they think about you.

- female staff

138. The best thing this university could do to reduce discrimination against lesbians, gay men, and bisexuals is to dramatically increase its educational efforts--provide people with some accurate information about sexual orientation. I don't think that the Lesbian Gay Male Programs Office has very good spokespeople--they should improve their PR. They drastically need a strong PR person.

- female staff

142. I appreciate your effort to collect information from the members of the University community on this very important issue. I would like to mention the generally positive experience I had this past summer working as a diversity facilitator for the Office of Orientation. I think it is extremely important that programs such as that are continued, and that they continue to be supported by the Administration.

Unfortunately, homophobia was the greatest problem that incoming students needed to deal with in terms of diversity. Although it was not always easy for me and other facilitators to hear some of the attitudes expressed by the students, I think it was extremely important for those students to say how they felt, in front of other students. Students need to start confronting their own prejudices and fears as members of the community. I feel that there is a lot of room for new and creative ways to address these issues, in and out of the classroom setting.

For me the biggest disappointment of the summer was the reaffirmation that our own University leaders do not always agree with the image we try and portray to incoming students. I'm speaking specifically about Deane Baker's most recent comments about gays and lesbians on campus. Imagine how hollow we must have felt as facilitators paid by the University to talk about the University's commitment to an open and diverse campus, only to read abut how the regent rejects those ideal for gays and lesbians. While available action against Regent Baker may be limited, it seems as though the University can take a stronger public stance against such attitudes, wherever they occur.

Again, I appreciate your efforts, and I look forward to hearing more from your committee. Thank you.

- male staff

147. At a meeting about diversity issues, I overheard an upper-level administrator say something to another person about not wanting to be bothered with sexual orientation issues. I was very hurt by this comment; they did not realize that any lesbians or gay men were present. The two individuals happen to be African-Americans, and I wished they could understand what it would have felt like if I had said at a diversity session that I didn't want to be bothered with race issues.

- anonymous

169. I have always been fairly open about my sexual orientation, which I think seriously affected my life and determined my eventual career choice. My experiences before ... I came to Ann Arbor, are not germane to this inquiry. However, while I feel little or no discrimination now or in the past decade, this was not always so at the University. The year before I arrived brought what was called "the Great Purge", and during the 1950's, gay life at the University was subterranean, although highly enjoyable from its sense of community. There were crackdowns on gays form time to time--as I recall, one in 1959 and the other about 1962. The police used to inform the University about the real or suspected homosexuals it encountered. I was once told by me boss that one reason why her recommended promotion for me was always refused was "there is too big a file on you, [name deleted]." Perhaps I should summarize by saying that I was subject to police surveillance from 1958 on and was twice called in by the City of Ann Arbor for questioning, once by a city prosecutor, another time by a group that included the mayor and a representative from the City. Until 1958 I had risen quite rapidly in [my job]--after that date I was merely tolerated at best. But then I never did get arrested for anything. Other friends of mine who had brushes with the law (invariably entrapment) were forced to resign and go elsewhere.

I will be glad to give more details about the past.

- male staff

186. I believe that not so much progress has been made to reduce derogatory characterizations of or negative responses toward lesbians and Gays than has been made

toward Blacks, women, and other minority groups. Some people don't consider a derogatory characterization toward a lesbian/gay person as discriminatory whereas they won't dream of making the same type of remark about a minority group (or may even be part of a minority group themselves, who you'd think would recognize discrimination when he/she sees it).

Perhaps this stems from a popular but false belief that one can choose not to be homosexual where one can't choose one's race or sex. Also, one's race or sex is usually apparent while one's sexual orientation may not be. Picture a scenario where a person's heritage is so mixed that his race is not immediately apparent and say that person considers himself to be Black. This person has had people make derogatory comments about Blacks in front of him who apparently must have thought he was some other race. This must happen so often to members of the gay/lesbian community--and think of the impact.

As for suggestions about how to reduce discrimination at the University, I'm not sure that there is any other way. I'm a big believer that it takes a long time, that positive role models and exposure to diverse people works and that forcing people to attend things or hire persons because of quotas breeds resentment. Our personnel reps are charged with the delicate but crucial task of ensuring that minorities are given fair and due consideration; their personal handling of these matters can make all the difference.

Good luck!

- female staff

198. I have worked for 13 years at [a university unit]. We have hired many [staff] in that time, some of them have been gay, and some lesbian. It has not made a difference in our treatment of these men and women. We are interested in their ability to do the job. No one has ever even mentioned their sexual preference. It has no bearing on being a good interviewer. Our facility does not discriminate.

- anonymous

201. I want to respond to your survey in a thoughtful and unemotional manner but must admit to being taken aback by it. This is the first time in the eight years I have been at the University that you have asked for my opinion, and I guess I am not exactly prepared for it.

My initial reaction is "Enough, already." Basically, I am tired of hearing and reading about this issue; I think it is being blown out of proportion (by the people most directly involved) and I do not understand why they seem to be getting so much more "attention" than any other group of people. Maybe you can respond to that.

Speaking of "climate," I'm not sure I even like the climate of your survey. I don't discuss sexual orientation or sexual issues with anyone I work with and do not exactly feel "comfortable" with this survey, but generally feel it is in everyone's best interest to respond. Additionally, and maybe especially, I don't mistreat these people ... whoever they are ... nor do I give them special treatment. Is that true of your office?

I don't pretend to be an expert on these matters, but I do believe in God and believe the Bible speaks several times on these issues. I don't know how much weight you give it, but the Bible says in Romans 1:24 and following: "Therefore God gave them over in the sinful desires of their hearts to sexual impurity for the degrading of their bodies with one another. They exchanged the truth of God for a lie, and worshipped an served created things rather than the Creator--who is forever praised. Amen. Because of this, God gave them over to shameful lusts. Even their women exchanged natural relations for unnatural ones. In the same way the men also abandoned natural relations with women and were inflamed with lust for one another. Men committed indecent acts with other men, and received in themselves the due penalty for the perversion. Furthermore, since they did not think it worthwhile to retain the knowledge of God, he gave them over to a depraved mind to do what ought not to be done."

I think there are codes of moral behavior and I think the Bible speaks clearly to them; not everyone agrees. Personally, I do think this is an unnatural chosen way of life for

some people; if you are asking me to respect and admire the behavior, I believe you are over-reaching. On the other hand, if you really want to figure out a way to reduce discrimination and achieve and environment in which all of its members are ensured fair and equatable treatment then I suggest the Golden Rule: treat others the way you would want to be treated. I think it is naive to think we will ever all "agree" on any issue especially on matters that seemingly have not changed in thousands of years. Diversity and pluralism are valued: is it possible you are attempting to value some more than others? Isn't that the inherent nature of discrimination?

I attached a letter from last weeks Record just because I feel it speaks well to the issue; we just don't scream and protest our way into a respected life, do we?

Basically, I see the University as a fair and generous "employer" and maybe one that is about to break in its bending to accommodate all these "issues." I don't expect the University to actively "support" and encourage every lifestyle nor do I look to the University to solve all of life's problems. I leave you to those thorny issues.

[Attached was a letter to the editor praising the life of Harry Sakada (RECORD, 10/15/90) with the following segment highlighted.]

> It didn't make any difference what color you were or your gender--he accepted you as a person. I believe this is what diversity is all about and no one I know epitomized this ideal more than Harry Sakada.
>
> Russell W. Reister, Director, Plant Operations

- anonymous

203. So far no one has come out and said they're gay. I haven't heard any rumors to that effect.

On the other hand I'm still rather new here and personally don't care, just so long as I'm given common courtesy.

- anonymous

214. I've never seen actual harassment, however, I often hear negative comments and names used when referring to gays and lesbians. The problem seems to get worse at the higher levels of management.

- male staff

217. The ITD Diversity Program Session on sexual orientation was wonderful! It allowed people to get information about a "taboo" topic in a positive way and really have to look at gays and lesbians as people not stereotypes. Perhaps you could look at using this program as a model to move throughout the U.

- female staff

268. 1. There are a substantial number of anti-gay men and lesbian incidents in residence halls every year, perpetrated largely by unknown individuals, in the form of graffiti, tearing down posters, and verbal "acting-out" behaviors. In some instances, specific individuals can be identified as responsible for either harassment or other conduct in violation of the Discriminatory Acts Policy directed at gay men or lesbians in general, and at specific persons in some cases. In those few instances where the perpetrator is known, either resident staff or the Building Director will make an effort to help the resident understand the impact s/he is having on the floor, in the house, or with the individual(s) they may be hurting. In the majority of cases, these interventions result at least in a submerging of the negative behavior.

2. On the positive side, there is a considerable amount of effort expended every year in all residence halls to do educational programming for residents related to gay male and lesbian concerns, homophobia, and the origins and dynamics of discrimination and prejudice. All resident staff receive training from the Lesbian and Gay Male Programs Office.

3. I have attached a sample of recent articles that indicate other institutions are moving forward in this area beyond Michigan. Rutgers has terminated a portion of its ties to ROTC because of the University's policy prohibiting discrimination against people because of sexual orientation. Domestic partner arrangements in family housing units are being officially sanctioned at several schools, including the University of Oregon and Stanford.

4. While Regent Baker is entitled to his opinions, when those opinions go uncontested or unchallenged by other Regents and by central administration, he is clearly able to cast a pallor over the environment on this campus for gay men and lesbians, and that is most unfortunate. Regent Baker has publicly asserted that Housing exercise some sort of "litmus test" with its residents as to whether or not they hold the politically "correct" opinions. In a 10/23/89 perspective in the University Record, he writes that the "University residence hall's code of conduct titled the "living at Michigan Credo" may require students to be "counseled" if they are found to cling to opinions and beliefs (including religious and moral views) unacceptable to the University's current orthodoxy." First, the Credo is not the code of conduct for residents (that is covered in the Guidelines for Community Living booklet); it is rather a philosophical statement of the type of community Housing aspires to in its residence hall and family housing environments. Second, while we may counsel residents who are infringing on the rights and prerogatives of others and may recommend that they learn more about particular subjects, we don't counsel them into or out of any "right" set of values.

- male staff

282. I wish all students could be as fortunate as I was. I lived in a sorority and was best friends with three other women. It turned out that two of the others fell in love and were in a relationship. I am so glad I had the chance to know and love someone first, and then find out she was lesbian because that way it really didn't change our friendship very much.

- female staff

283. The needs of lesbian and gay students are overwhelmingly different from others'. They are living in an atmosphere that is very hostile, a very heterosexist society. There is a tacit acceptance of harassment and degradation of them. It must be horrible for new students who are already out, and for students who are just realizing their sexuality during college.

- female staff

284. There is an overall perception of lesbians and gay men as just sexual people. When people think of heterosexual relationships, they think of lots of aspects. When they think of homosexual relationships, they only wonder what they do in bed.

- male staff

MEDICAL CENTER

15. I've been associated with the University since 1955 when I started school in [a UM program]. I've seen a lot of changes in the politics at the U and also in attitudes toward relationships. It used to be that you had friends; now it's that you have Black friends or Oriental friends or Hispanic friends. The emphasis has shifted from personal relationships to that of separating or categorizing people by the obvious, i.e. color, or the sometimes not very obvious "sexual preference". I know that there has been a lot of progress toward eliminating discrimination toward "minority" groups and that much more needs to be accomplished, but is all the publicity about specific groups really helping? Will anyone, in a few years, remember that "Sammy" was a one-eyed Black Jew? That's not the important thing--his talent, personality, problems, etc. were the man. I think we should be focusing on individuals, not groups--on positives, not someone's view of a "negative" or "difference".
- staff

16. In general, the issue is not addressed in either a positive or negative sense during usual work activities. A general assumption of heterosexuality is often evident and perhaps a degree of homophobia. However, there is general recognition of the need to be respectful of individual differences including sexual preference. Insensitivity to this issue seems much more common than harassment or hostility.
- male faculty

22. While I was attending U of M classes I took a Women's Studies course. The instructor voluntarily revealed to our class that she was a lesbian and had explained to us what a difficult time she was having with her family accepting her that way. The students in the class were very sympathetic to her plight. There were no snide remarks among the students. We all accepted her and thought of her as just a person with a different sexual orientation not any better or any worse than any of us.
- female staff

34. In my time at the U of M, I have not been aware of anyone I met being lesbian or gay. I assume some of the people I have met have been gay but I was not aware of it.
It seems silly that the Director of Affirmative Action would spend the time and money on this questionnaire. I believe all people should have a fair chance in life and should not be discriminated against because of sex, age, etc. But I believe every person is discriminated against in some way. I am not a physician, therefore I cannot park in the physicians lot close to the hospital. I work hard in my life and job while at the same time my tax $ go to someone who is not willing to work hard. My point is that lesbians and gay men are just like the rest of us. Life is not easy for any of us. While I think overt discrimination at the U of M is disgusting, I don't think these studies or diversity days are necessary.
- female staff

37. I know of no harassment by my own knowledge or anecdotes told to me. My perception is that bias exists here, but to a lesser extent than in society as a whole.
I wish you good luck with the study, as I believe this is an important issue.
- female staff

38. First of all, I am a heterosexual female.
Personally, I do not discriminate against anyone and certainly not based on sexual preference. That is a very personal matter. The only people who discuss their personal sex life with me are my very close friends. I do not have a close friend who is a lesbian or homosexual but if I did , I would hope because they were my close friend that they would

not feel uncomfortable discussing their personal life (sex) with me. I see nothing wrong with people finding pleasure and love with a member of their own sex and it does not offend me. As far as lesbianism and homosexualism here in the hospital, I have never had a problem of any sort. I've never heard anyone discussing it or anything. I feel that if my boyfriend and I can walk around holding hands and being loving to each other then anyone who feels that love should be able to show it in public without being harassed. But, there are many people in our society, i.e. bigots, religious fanatics, etc. who will always harass this kind of love, and I don't know what the answer is to make people understand. There may never be an answer, at least for a couple more generations.

Thank you for letting me voice my opinion.

- female staff

50. 1. I have had no know contact or interactions with gay men or lesbian women at the University of Michigan.

2. I have never witnessed discrimination against either type of individual.

3. This population is so small, I'm not sure you can really evaluate this study.

4. What a waste of time and money! How about studying how women are discriminated against.

5. This survey is biased.

- female staff

51. I have had no experience with the problem although I'm sure it exists. I have a hard time understanding why lesbians and gay men are so subject to discrimination, it seems as if some people attach a lot more significance to the sexual aspects of another's life than I do. Sorry I can't be of any help if you figure things out I'd be interested in reading about it.

- female staff

59. Currently, I have not had any problems with my sexual orientation at the University Hospital. I am not totally "out" to my entire staff and coworkers, and certainly this has an affect on the amount of feedback. I feel that there are plenty of situations where trouble could occur if I decided to be "out" more. I honestly believe that others experiencing problems here at the U could reduce a lot of problems by the U more aggressively supporting their bylaws and rules to the heterosexuals causing problems. DPS [Department of Public Safety] could be forced to deal more seriously and professionally with complaints for instance. If people saw their friends and coworkers written up of counselled for "unfavorable behavior", I believe fewer incidents would be reported. As long as undesirable behavior is tolerated and ignored, it will continue.

- female staff

63. None noted!

- male faculty

65. I am not aware of any harassment towards the homosexual/bisexual community in Ann Arbor. But I did learn about sexual orientation in a Psychology class and I am aware that sexual orientation is innate and not a mental illness. I feel if everyone could learn or in some way be educated in a sex education class or Psychology class, then it may lessen people's prejudicisms towards the gay community.

Even though I can accept a person whose sexual preference is with someone of the same sex as they are; yet due to the Aids virus I would take more precautions toward someone I know was gay, then with someone I assume is "straight". (i.e. I would not risk my own life to give CPR to a homosexual)

- female staff

66. We have no information or knowledge about our staff's sexual preferences, nor is it a relevant variable in making work assignments. We assign [staff] to units based on skill level and experience. Sexual orientation information is never requested in any context, nor have I, as a manager, had complaints or problems related to this issue.

[The] editor of our newsletter did, at one time, receive a suggestion [for] a story on [sexual orientation issues], but it [was] a single request and thus not acted upon due to a limited expression of interest.

If harassment and discrimination are problems for lesbian [staff], I am not aware of it.

- female faculty

70. The University does not have the resources to do everything for everyone. The Affirmative Action Office, I should think, has enough to do in dealing with the true needs of racial minorities and educating us all about those kinds of biases; I believe we do not yet have the luxury of spending time dealing with any Gay/Lesbian needs.

- male staff

71. Reducing discrimination is not the answer.

I do not approve of gay or Lesbianism. It should not even be considered in the work force. Most guys are wimps that are gay, and most women that are lesbian are macho male type. Can be spotted very easily. My opinion is just hire and make them shut up about what they are. It's very obvious and doesn't need to be advertised. This is an illness and should be treated as such. Read the Bible.

Let's keep our sex lives out of it. Sick----

- female staff

73. I don't know anyone who admits to being gay or a lesbian. Sexual preference shouldn't cause discrimination or need to be hidden, but it doesn't need to be advertised either!

- female staff

74. My position is basically the same as it is for any racial differences. That in order for some one to earn any respect they need to demonstrate the following: that someone is professional acting, competent and responsible.

Professional means keeping personal matters separate from Business and acting in a manner that is neither aggressive or biased.

Competent in the job or task assigned and that there is no consideration given to color of skin or sexual preference.

Responsible in one's actions and conversations, not to be judgmental or critical of others. Also responsible in that they show up on time, as scheduled, regularly.

These are the only things I concern myself with when hiring or disciplining my employees. If we could get people to focus more on these merits of an individual then I feel that there would be less discrimination. Also, I might add, that the discriminated need to also focus on these things too.

Good luck!

- male staff

75. I have no knowledge of any type of discriminatory behavior or practices against lesbian or gay employees.

- male faculty

76. At times on the medical campus, I hear untoward remarks about lesbians and gay males. The remarks are infrequent. Generally, the remarks are made when people feel that there are no lesbians or gay males around. In the past four years I've been aware

personally of one incident where such remarks caused great pain to a gay male and disrupted an entire department (XXXXXX).

The untoward feelings that many non-lesbian and non-gay men hold are held under the surface. Generally the work of the medical center goes forward, but the occasional incident can be disruptive. In addition, the potential for such incidents to occur is emotionally difficult for lesbians and gay males.

Sexual orientation should not be a factor in the workplace environment. It is unfortunate that it is. It will take a great deal of education and time for this to change. We still have to work toward change and rejoice in small changes and be cognizant of cumulative change.

- female staff

78. Dear Committee,

I think it is a good idea that you are studying the status of lesbians and gay men at the University of Michigan. Whenever and wherever there is a definable group of people that can benefit from a greater understanding of themselves and how they can integrate socially with a broader society, then these people should be served with accurate information.

Once you have secured a better understanding and I believe this will be a continuous struggle, then the primary objective should be integration. One of the great paradoxes minorities face is that an unassertive approach to their difficulties is often quietly and easily brushed aside, whereas an aggressive, "we the minority are great" approach tends to make those that do not fully understand the minority more seditious toward the minorities wants and needs.

I urge tactful education of the University Community through the use of integrative programs that recognize the difference between people, yet spotlight the similarities.

- male staff

81. Though I presently have no time for social or political activities, I have noticed a number of gay events and organizations around campus. I previously attended [another] university.... There is certainly more acceptance of alternative lifestyles in Ann Arbor. Gay Pride Week, with banners, posters, and speakers, simply could not occur in my town.

I have noticed that the Medical Students have a gay/lesbian organization and was pleased to see their announcement of a potluck alongside the Greek announcements at an anatomy class. Also--medical students have a special AIDS task force to educate children on the disease.

With the new bookstore, a couple of bars, and restaurants that seem open to gay clientele, I feel the atmosphere is very positive.

Try posting this type of notice at [other universities] and see what responses are made!

- female student

88. I am a graduate student in [a UM department] and a lesbian. I would like to share some of my experiences of being gay in the university community. Within my own department there are only a few graduate students and two faculty members who know that I am gay. The graduate students who know have been very supportive and inquisitive--I am often struck by how often the questions they ask about being lesbian or gay are cultural questions--"Is 'dyke' an offensive name to a lesbian?" "What does 'wimmin' or 'womyn' mean?", "How are gay people discriminated against?" (This last question is well meaning but shows how common it is to be ignorant. In my view, the discrimination comes from 1) job and promotion discrimination, 2) not being able to get health care for partners, 3) not having access to affordable, married student housing, 4) feeling silenced by the enormity of the ignorance about homosexuality, 5) constant fear of being accused of being deranged, disgusting, or abnormal, 6) not being able to easily bring along your partner to work-related

social gatherings, etc. One of the things I am trying to point out is that being openly gay means having to be a courageous educator--an educator that is going against the comfortable ignorance of the masses which sees anything "different" as threatening and condemnable.

I recently came out to my major professor. The time and energy I spent agonizing over the problem of how to do it and then how to maintain my ground was incredible. Much of my worry came from past experiences of hearing him joke about gay people and [discredit] a lesbian faculty member.... Now what the hell is a gay graduate student supposed to think or feel when the person with the most power over their life says something like that to their face? Anyway, the pressure from having to keep my relationship a secret had grown too large and I simply had to let him know that I wasn't a single, heterosexual woman interested in men. After agonizing I felt that I just couldn't say it to him face to face and would find some other, more subtle way of breaching the subject.... We have never really spoken about it upfront--I once in awhile mention my partner's name in the context of something we have done together (e.g. weekend trips, family gatherings, etc.) but he never says much back. It is difficult. It grates on my self-esteem sometimes, especially when lots of congratulations are being handed out for other people [with whom I work] who are getting engaged, married, or having babies. It is difficult also because I doubt that the other graduate students I work with would stand up for me--or help to include me--simply because of fear--the fear of not saying the right thing and getting me or them into an awkward position.

There are many things the University can do to reduce discrimination and achieve an environment which is fair to lesbians and gay men. First, they could change policies which treat gay couples like two single people living together - i.e. make married student housing available and provide health care coverage to partners. Second, they could support an active confrontation of the discrimination problem - this could include money to sponsor education meetings between members of the gay community and the faculty--for instance, a small group of very diverse people (African American, Hispanic, Native American, lesbian, gay male) go around campus to different departments and join in on one faculty meeting a year (per department) to present minority views and concerns, to answer questions, and to conduct surveys. I think it should be done every year since repetition is a very powerful learning technique. Third, I think the type of survey you present here is a valuable forum for a segment of the population which feels it does not and cannot have a voice. Fourth, education at the undergraduate level--the faculty vote on the issue of a racism course was commendable--I would hope that sexual orientation will also come underneath that umbrella. I feel strongly that the problem of discrimination can be solved by education and confrontation. I hope that the University will step up its efforts in these dimensions.

I appreciate this opportunity to voice my concerns and my ideas about this issue.

- female student

89. My personal experience has been that I have not seen or experienced any collective or management based assaults or intimidations towards people of differing sexual orientations. I have seen and heard individual comments and opinions by individuals of a negative nature in reference to gays/lesbians but they were not directed at specific individuals.

- male staff

90. Not aware of any problems in the health sciences or hospital.

- male staff

92. I was especially interested in responding to this survey since I have been concerned with the "homophobia" around the University community. Fortunately, I can report that I have not witnessed any direct acts of discrimination or intimidation, however the mood (among both students and staff) is certainly not sympathetic.

I have heard many derogatory remarks, especially around the hospital. I have also noticed that my co-workers are very uncomfortable around the few known gay staff members.

This problem is a societal one and is beyond the means of the University. I do think positive images and education should be promoted rather than the heterosexual snobbery of certain regents. I think this study is a step in the right direction and I would like to thank you for this opportunity to express my views.

- female student and staff

102. Negatives:

Lesbian who has been with partner for 12 years. Main problem is health insurance coverage for partner (grad student at [another university]). Called staff benefits and was told that a marriage license was needed. Something from her church is not acceptable. Some patients and staff make comments (e.g.: "faggot") about other people or in general, not knowing she is a lesbian. Doesn't feel free to discuss partner, social functions, or bring partner to social functions related to work.

Positives:

Came out to supervisor, who was sensitive and has not treated her differently. Two other lesbians in unit know and are source of support. Director has been "clear" in her position on non-discrimination on sexual orientation. She would feel comfortable going to her (director). For example, she read memo on policy statement and told people she would enforce it. People on phone list include names of family members to contact. Example of being "aware" that there may be same-sex relationship and supporting that ("acceptance").

- female staff

103. I feel that the sexual preferences of staff in my department are not often revealed, especially for lesbians or gays. There occasionally is talk speculating about individuals' lifestyles but there is no openness.

- female staff

104. I am a lesbian but am only out to a couple of people at work. I haven't seen specific incident, but have heard about University homophobia being strong. The signs I've seen up regarding discrimination against lesbians and gay men are good and I think that continuing to educate people is mandatory for any future positive changes.

- female staff

115. I am aware of an attitude on the part of a number of people here--one person has been especially destructive--this person pointed out to me that two of my female staff members were probably gay because she had seen them "embrace". She continued to mention this sort of thing to me and went so far as to implicate [an upper level administrator]--it was clear that I was supposed to take some action to correct this, what I believe was a purely imagined situation.

I happen to have a son who is gay, I know, and believe I understand, and am very supportive of any person's right to be who they are. What is important as far as we are concerned at work is the job performance. I do what I can but this is not a healthy environment--medical administration in this School is very hostile to staff and students. I would be afraid to speak up.

Name and phone--sorry, it's too dangerous here.

- anonymous

120. I am [a staff member] at University Hospital. As a gay man, there have definitely been derogatory comments directed toward me. Once I called the Affirmative Action Office to file a complaint, but I was not pleased with the way they handled it because they

only told me to tell my supervisor--they didn't refer me to any other resources--they offered to talk with me and my supervisor if I wanted someone else there. I didn't feel I could go to my supervisor because I didn't think anything positive would come out of it. My supervisor is pretty supportive; he occasionally inquires socially about my partner, and when I was thinking of going back to school, he suggested the possibility of my getting on my partner's insurance. I know that if I complained, my boss would be empathetic, but he couldn't do much about it and it would eventually just make my environment worse.

Now I am applying for a scholarship, so I am even more scared to file a complaint.

People make mocking flippy-wristed hand motions behind my back during conversations. Sometimes people explain later that jokes and mocking had been made behind my back, but they are reluctant to confront the people doing the name-calling. Privately they are empathetic and supportive, but they are reluctant to try to stop it.

Recently, one of my co-workers was orienting a new employee, and I made a suggestion. The co-worker said to the new employee, "Oh, don't mind him, he's just a fruit" while I was standing right there. I protested but was not taken seriously.

It is hard to gain respect for my professional work when I'm consistently being discredited.

I'm not flamboyant, but I don't pretend I go out with women.

The Hospital Bulletin had an announcement of your Study Committee; it was the first item and was displayed prominently. I wouldn't have known about it except I happened to see a copy in the administrative offices--we always get one and it is then posted, but mysteriously we did not receive that edition. That is the first time I can remember not receiving one. I don't know if it was coincidental or not.

I have never worked anywhere else that was this uncomfortable. Another unit I used to work in was better because there were more openly gay people there. I often think, "Where can I go in this institution that I would be more accepted?"

I am not allowed to contribute fully as an employee.

For recommendations, I think education is really needed. It would help if there were more support and more outlets. And there should be better support from the Affirmative Action Office when people do report being harassed.

- male staff

123. I'm currently living with a woman, and am therefore "straight" to the world, although the reverse was true a few years ago. I always felt the usual social pressures then; not wanting to speak too freely about my personal life, getting nervous when I had to speak against those making the typical unfunny jokes. Certainly never felt the U was worse than general society, and probably better, the town being more liberal.

My basic point:

Although not an expert on the benefits of university employees, (health, dental, and such stuff), I do believe that those of us that are single are in part subsidizing those that are married (and kids too). In the early seventies I thought such official recognition of marriage by companies would soon be a thing of the past, but it persists, even in organizations as progressive as our own U. Marital status, and parental status should have no effect on compensation (direct or indirect). That they do constitutes discrimination. It makes the news occasionally when gay men or lesbians fight such treatment, as they are often on the short end of this particular stick.

Let the University get its house in order in this way, which is quite open. No subtle discrimination here. Since more than just gays and lesbians are affected, and since any noises made will be "anti-family", I will not be holding my breath for the U to jump on the bandwagon of course.

Enough of that. As good old Walt Whitman said, only affection will solve the problems of freedom (not lawyers or papers). I hope the 90's will be better than the last decade, but have no real reason for optimism.

- male staff

135. I am a male, Caucasian management staff member living in Ann Arbor. I would like to respond to your request for information. I have no personal experiences to share with regard to harassment or discrimination of lesbians, gay men, or bisexuals. I will take this opportunity to relate how this staff member feels about the subject. I am a Roman Catholic heterosexual.

I am a member of the University's management team and therefore believe that my beliefs and actions while on the job have a tendency to influence the University climate, particularly with regard to those whom I am charged to supervise. I feel that one's sexual preferences are one's own business. I do not discuss nor attempt to discover another person's sexual preference, whether they be peers, subordinates, supervisors or other colleagues. If presented with such information in casual conversation, I can say that I may have difficulty conducting business with an individual who is a gay male, lesbian, or bisexual. I feel very strongly that non-heterosexual orientation is morally wrong. I can support no excuses or "reasons" that justify such behavior and I find it repulsive. I believe it to be a sin against God and I believe that any policy or legislation protecting such persons should not be considered. I am disappointed in the letter sent to me, particularly with the statement

> "We especially welcome suggestions about how the University can reduce discrimination and achieve an environment in which all of its members are ensured fair an equitable treatment and in which diversity and pluralism are valued."

Diversity and pluralism related to race, religion, creed, or sex (male/female) are all to be valued and discrimination based on these should be strongly discouraged. However, it distresses me greatly to think that my employer would decree that I value the fact that someone is a homosexual. God help us if this pluralistic attitude is ever realized in such a way that the moral guidelines He has set forth for us are discarded in the name of "fairness" and "equality". Sure if I don't like it I can leave. But I do like my job at the University. I also want to be a part of the recent movement toward Total Quality. Managing diversity is one thing, dictating morality is yet another.

The question of sexual preference should never be raised in the work environment unless it interferes with the conduct of business. What the University or your Committee might construe as discrimination toward a homosexual may in another person's mind be a matter of discouraging unnatural behavior. It is my belief that a majority of individuals would prefer not to deal with the matter of homosexuality and would like to see it simply disappear. Unfortunately it won't. But I further believe that most people would not openly advocate the University's support of homosexual conduct by mandating that sexual diversity be valued.

It is regrettable that the University sees itself as having to promote this as a constructive, admirable cause. What the United States does not need is another institution that advocates behavior which degrades and destroys the family structure--Mother, Father, children. The family as God and nature intended it to be does not exist in the homosexual house. Likewise, it is truly unfortunate that the approach has been to toss this issue in this the traditional aspects of affirmative action such as discrimination based on race, nationality, and sex (male/female). In the September issue of In the Affirmative, Mr. Richard Shaw, Director of Admissions, is quoted as saying that "...it is imperative that we are at the forefront of ... change". I would ask: Why? Not all change is good. In the case of homosexual acceptance, he is clearly wrong. His (Mr. Shaw's) comments might give one cause to believe that UM is trying to keep up with Stanford University and its recent policy decision regarding homosexual housing. Will we eventually take this question so far as to say that we must now ask students if they are homosexual and then establish a quota for admission? This is a scary thought.

If you are wondering why I have not signed this letter (since I feel so strongly about the subject), it's because I fear that my job here would be lost because of my moral beliefs

about homosexuality and how it should be addressed. This is a shame because I'd really like to hear the University attempt to justify the promotion of immoral behavior. I will, however, continue to pray for those individuals who are caught up in this sin, as well as those who support them. My only hope is that you and your Committee, Ms. Thorson, will have the courage to include in your report to the Director of Affirmative Action a recommendation not to include homosexuality in the affirmative action strategy of the University of Michigan.

- anonymous

140. Comment regarding status of lesbians and gay men:

What a waste of time and energy dealing with an issue that is the most degrading of all human issues. God only created two (2) kind of humans, the female and the male. There is no such thing as a gay or lesbians people. (only confused men and women who has lost touch with themselves) The problem is within themselves trying to be something that's unreal, and forcing their behavior and acceptance on our society.

- staff, medical campus

145. Over the past several years I have employed lesbians and gay men in [a university unit]. In general, I feel that there is extreme prejudice in the average work place, and that most of this prejudice is unintended. Most heterosexual people that I have employed have not had any experience with lesbians or gay men, and they do not seem to understand how their words or actions may be viewed as prejudicial. Furthermore, the heterosexual people with whom I work seem to be a little afraid to explore the same topics of conversations with the nonheterosexuals in the workplace that they would go into with other heterosexuals. For example, it seems awkward for them to treat a lesbian or gay man as part of a couple and then ask what THEY did for the weekend. There seems to be a fear of what the gay man will respond to such a question. Instead, each nonheterosexual person with whom I have worked has been treated by some coworkers as a single unattached person, no matter how clearly the person is not single. Heterosexuals on the other hand freely discuss their relationships and the activities they participate in with their significant others. This isolates the nonheterosexuals and seems to contribute to conflict in the workplace. Unfortunately, I have seen the nonheterosexual people that I have hired react in inappropriate ways to what they view as inequities in the workplace. Instead of discussing problems they are experiencing with their supervisor and working to overcome the prejudicial environment by helping to educated their coworkers, the individuals have by their own admission purposely worked less efficiently, have "picked on" coworkers they do not like, and have kept secrets and played secret games in front of their coworkers and even in front of patients to get even. Once, these two employees were seen by a patient playing leapfrog in the front area of the [workplace]. At another point, they put pink triangles all over the [workplace], on order books and other materials, and in the waiting area for patients as well as wore them on their [clothing]. When an unknowing heterosexual [coworker] asked if she could wear a pink triangle, they made fun of her but did not educate her in regards to the meaning of the triangle.

A homosexual male in my employ admitted that he was prejudiced against poor people or those who were on State of Michigan programs to pay for their [services]. This individual was overheard to be rude and condescending to these types of patients and had to be counseled several times. I expect less discrimination from individuals who are themselves discriminated against. Otherwise, their credibility is lessened and their cause is made small by their own actions.

Overall, I view this issue exactly as I view the issue of racism; lack of exposure to appropriate ways of interacting with nonwhites, lack of education, and bad examples set by peers cause individuals to be racist even though they are sometimes not aware of it nor intending to be. I feel very strongly that the only way change can be created is by education and the timeless efforts of individuals against whom discrimination takes place. Those who

are discriminated against must clearly identify the problems and help educate their coworkers. If the supervisor does not deal with the situation in a direct and appropriate manner, the case must be taken higher. Heading off alot of small discriminatory statements or actions all along can help avoid a big problem later. Supervisors must be aware that this problem constantly exists and they must not participate either by word or action in any form of discrimination. So perhaps this is where to start. Educate the management level people, then go to the staff. The education should show exactly what is discriminatory. Actual examples should be played out on a video, alot of them. Teach supervisors what to look for and how to address the discriminatory comments or actions.

Thank you for the chance to respond.

- female faculty

146. For approximately two years I worked with a lesbian woman. During her last six months a gay man also became employed in the area. They terminated on the same day. Working in this area was upsetting to both of them. Although both the supervisor, myself (their functional supervisor) and a handful of staff were aware and accepting of their sexual orientation, the majority of staff seemed to want to turn a blind eye to that part of their lives. This evidenced itself in the casual conversation that takes place in a quasi round table atmosphere. If two heterosexuals discussed their weekends, the conversation sustained many questions. If a heterosexual asked a homosexual about his/her weekend and the first response included something about their lover, the conversation would go no further. The gay man, introducing a foreign name to the staff would not be teasingly quizzed as to who "Jim" was or to what degree of seriousness the relationship had aspired. This resulted in the two homosexuals often whispering together in the back of the area, which caused much irritation to the rest of the staff as they could not continue to work while whispering in the back. When confronted about shirking their duties, they responded that the discriminatory atmosphere forced them to seek companionship away from all other staff. It was not their fault that they could not communicate openly about their lives as everyone else did while working.

A particularly upsetting experience the gay woman relayed was when registering for services in the University Hospitals. The registrar asked for next of kin. The lesbian responded with the name of her lover. The registrar then asked for their relationship. The lesbian woman responded "She's my lover." This was greeted with shocked silence by the registrar, who soon recovered and continued with the process. Upon returning to work the lesbian accessed her registration information and discovered that the registrar had listed her lover as "other." It was not the registrar's response or action that was upsetting to the lesbian, but that she could not share this story in the round table fashion in which her fellow workmates shared stories of their lives.

- staff

162. Harassment and discrimination:

Not recognizing unmarried partners as spouses. This has created problems in re-locating my partner to the area and contributed to jeopardizing an established relationship.

It is a very precarious position being openly gay and not being a permanent resident of the U.S. There is no sense of institutional support against homophobic Federal regulations that have no basis except bigotry and can impede the ability of someone in my position to do their job well by augmenting stress and restricting travel through fear.

There is no feeling that one has recourse in the case of anti-gay actions. The hate remarks of a particular UM regent should be put on a par with racist hate remarks and should not be allowed to be made with impunity.

Positive experiences:

None as such. I work in a mainly gay research unit where it is easier to be openly gay and receive support.

Suggestions:

Institute very strong and very public disciplinary actions against people who promote the disease of homophobia and hate-literature.

Recognize non-married partnerships in all areas where spouses of UM employees have benefits.

Complain about the classification of homosexuality as a psychopathic illness in Federal Immigration Law and support deletion of the category. Similarly, have HIV deleted as a course for exclusion or deportation from the U.S. Neither of these have scientific justification.

- male staff

163. Interest in psychosocial aspects of gay men with AIDS, my supervisor has been very supportive of this and has enc. and provided time for unit wide presentation.

- female staff

164. I believe we have a positive environment. I do not specifically know or inquire about sexual preference. I am not familiar with any positive or negative experiences.

- male

172. I am not in the habit of asking individuals I come in contact with, whether they are gay. Being gay is against my religious beliefs and I find this survey annoying and a waste of resources.

The UofM should be more concerned about encouraging certain job classifications to do the job they were hired to do, instead of sleeping, watching TV or peddling drugs. Or better yet why not be concerned about the security and environmental issues that plague the UofM. This survey is just another typical "blue way" to waste money.

- female staff

173. I have never seen any evidence of discrimination, harassment, etc. Doesn't seem to be an issue here.

- female faculty

174. Several years ago, a gay male medical student, who was extremely closeted because he found the Medical School environment so hostile, came into my office one day horribly distraught. He said he was doing a clerkship in the UM hospital, and one of his patients had AIDS. The attending physician, after examining the patient, was discussing the case and said, "You can't say he didn't get what he deserved."

The student found this attitude intolerable, but felt that he couldn't say anything for fear of raising suspicions about his own, very hidden, sexuality. He felt terribly angry and frightened by this blatant homophobia, and had come to my office because he didn't know of anyone else who would be supportive.

- female faculty

179. I have recently moved to this area and am very encouraged to know I am an employee of a progressive organization such as UM.

I have not experienced any negative or positive attitudes in this regard, but I'm happy to know there is someone to turn to if I should.

- male staff

189. Why do I care who people sleep with? or the color of their skin? or what their heritage is? That is not a job requirement as far as I am concerned.

I think the University can try all they want, they will never be able to get rid of discrimination. It is something that is born and bred in people (unfortunately) and exists long before people become involved in the university. I wish I could offer suggestions. Good Luck in your efforts!

- female staff

190. The climate for homosexuals in my particular establishment is seemingly ideal, for this is a very liberal area.

It is however, an atmosphere of mixed preferences, and open homosexuality would definitely be a novelty, and for someone to announce or display their preference, no matter which they prefer, would be just as out of place as the other, and so-on and so-on.

But--so as not to be discriminatory, reports should be done to establish a better working/studying atmosphere for everyone, not just homosexuals, blacks, hispanics, jews, etc. I am not prejudiced, but I feel that the very idea of affirmative action should be restricted to no more than giving an equal chance, and not the advantage to any sort of human being.

Frankly, I'd be insulted if I got the job, just because I'm a woman, or a jewish person, and knew why. People like to be proud of themselves as persons first, culture and preference next. When I do a good job, or well on a test I don't say, "I'm a proud white man."

I agree that (minorities) had a disadvantage at one time, but for certain races, religions, sexes, to be favored is a kind of compensation, which I also disagree with. They have just as open a door as we do; their enthusiasm, knowledge, and personality should be the basis on which they succeed, not only at work, or on a test but in everyday life.

Diversity is a must--grabbing at straws and bending over backwards is counterproductive to our desired results.

- male staff

193. There is often joking amongst co-workers, particularly male, about gay men. Although I cannot recall any recent incidents, I have listened to several. But there is also blatant sexual discrimination in the department. One incident which was recent is still fresh in my mind: an employee who was leaving opened a "going-away" gift in front of co-workers. He was embarrassed but held it up for all to see anyway. It was a [description deleted]. No one said much, despite most of the women feeling uncomfortable. When I complained to my manager, she didn't want to pursue it. When discrimination of many kinds exists within a department, lesbians and gay men don't feel as if there is any place to go for support. As a rule, the men in this area feel much more uncomfortable (homophobic) than females, however, there are exceptions. Most department heads are white males and very conservative--they aren't too open about making the work environment a more supportive place. These are the people to educate, and the managers. There is a lot of work to be accomplished here but gathering information is a start!

- female

194. I have worked at the Med Center a total of 16 years. During that time I have had gay men and women work in areas that I worked. I never saw any outward verbal discrimination, however, I saw "body language"--the raised eyebrows, etc. I have not seen an improvement of medical or nursing students' acceptance of alternative lifestyles. They choose rather to ignore it. There must continue to be a lack of direction or education while they are in classes because I have not seen much maturity when they come to the patient units.

- female faculty

195. I am unaware if I have had any contact with someone from the gay or lesbian community in my work or social life. I have, however, encountered them on two specific occasions. The first was my daughter's graduation ceremony held at Hill Auditorium in June of 1989. They picketed quietly, but generally got in the way of all the commotion that comes with a graduation. Pictures couldn't be freely taken because you never know who or what (sign) would be in the photograph with you; space was a shortfall considering the

number of students and relatives coming to congratulate them and a lot of space was used up by picketers carrying large signs. The following spring on main campus I was attempting to walk through the diag (or whatever you call it), but because of the ranting and raving going on I purposely went out of my way to avoid. I realize it is everyone's right to protest, to be heard, etc. etc., but what about my right as a parent not to have those protest flaunted during a graduation ceremony? What about my right to walk down a sidewalk and not be harassed? I believe everyone has the right to be whatever they want to be, but don't force it on me. I don't flaunt, demonstrate, or force my sexual preferences on anyone else. I think if someone is comfortable in what they are doing, and believe in themselves, the revolution is contradictory.

- female staff

205. It is my experience (from working for U Hospital the last 4 years) that medical staff are more tolerant of gay people--in terms of gays being well represented in the medical arena. Compared to campus, the medical campus acknowledges that teams are composed of people with different orientations, ability, and medical issues. Our students, on the other hand, seem to be homophobic, however as they make many comments that suggest they do not want to be seen as anything other than "straight" and say things that let the listener know (even if unbeknownst to them the listener is a member of the group of which they speak) that "those people" do/say/think so-and-so, and try to "identify" which person(s) may be gay or bi. A professor in our section also does a lot of sexuality research, treatment and training of medical students and staff--so I think this is a big factor in why our area is more tolerant.

My experiences on Ann Arbor's campus, as a staffer and visitor and attendant to events is that there is a lot of fear and concern again over being viewed as one of "those people." There is a lot of posturing, especially by male students, and verbal attacks (at no one in particular) denigrating the gay/bi group and promising some form of "retribution" should a person of this description be "found out." While I used to think that this was just a part of this age group--I now think they only verbalize for many and the inherent violent comments should not be tolerated--as we are slowly doing with women's issues, too. Our campus "culture" should strive to let our students and staff know the tolerance of ideas and identity go hand in hand--even if one doesn't agree and that is what distinguishes a university environment from other types of environments.

- female staff

206. I'm fairly new to [the Medical Center] so I have not been exposed to Gay and Lesbian activities as of yet. But as an individual, I believe that these people regardless of their sexual preference should be treated fairly and equally with the same rights and dignity as anyone else. Hopefully discrimination will be kept to a minimum at University of Michigan.

- male staff

207. 1) I have worked with gay men and found them to be

a. articulate
b. take their job seriously
c. talkative (gossip)
d. a friend who cares if you can be trusted
e. some can be extremely mean and jealous and those are the ones who are hard to deal with at work or at a social affairs in public.

2) I have relatives who are bisexual and gay and I love them just the same and enjoy being with them in public and family settings.

3) I have also observed that those who do not advertise at work or have high self esteem are the ones who mix well with their work associates.

- female staff

209. No one in my work setting has identified themselves as being gay. I work in a clinic and some of my patients identify their sexual orientation in this way. I am very comfortable with this revelation and admire these individuals for being so open in an environment that I do not feel is very receptive to this lifestyle.

I think that generally there is an oppressive feeling, which is very subtle, toward any one who is "different" be it "gay", "black", "Jew". I would have a difficult time substantiating my feeling because it has been derived from subtle nuances, but these are my thoughts. Were I gay, I would be very reluctant to "come out" in my current work setting.

- female staff

219. I have not encountered any situation involving gays, lesbians, or bisexuals.

- female

222. The Medical Center Personnel Office gets sexual orientation reports that they do not forward to the Affirmative Action Office. A personnel rep told me that sexual orientation incidents are underreported, and explained to me that they wanted to make the office "look good" with few complaints.

- male staff

223. I am a gay man. Several years ago, it was alleged that one of my supervisors said that it was not appropriate for me to be on a committee planning a social function because I was gay. I complained to my direct supervisor/administrator, who gave me explicit directions not to discuss this incident or report it--there was extreme pressure not to report it outside the department. I found this extremely upsetting--perhaps even more so than the original incident. It effectively cut me off from support by being unable to discuss it with coworkers.

- male staff

229. When I hired in, no one knew my sexual preference unless they guessed it. I was a [employment history, position description and job duties deleted]. I have never experienced employment discrimination based on my sexual preference.

The [unit] has had other gay staff. We had a [coworker] whose lover worked here [also]. The [coworker's partner] died of AIDS. Everyone was extremely supportive all the way through. The [partner] continued to work for a while after he contracted the illness, and supervisors were extremely flexible about his hours. Supervisory staff were extremely careful about being supportive, because they knew we were watching them. Staff in the unit signed up to take home-cooked food to [him] once he [quit working]; we would make things, and go over and spend the evening. Then we stopped taking him home cooked food and just took turns stopping in to hold the straw and give him water. Everyone tried to make it as good as possible. There have been other gay [health care workers].

I have never been aware of any hostility of any kind in [this] unit. I have always had good relations with personnel from all other sections of the hospital and have been unaware of any difficulty in other parts of the medical center.

However, I would love to see a change in the availability of benefits: health benefits, life insurance, everything. My partner of 29 years is forced to work full time because I cannot get her covered. I would like to know that she has some protection., I know that there are others who would like to see health benefits extended to gay partners.

- female staff

242. Your letter of October 3 soliciting information was distributed to our faculty members. I am writing only to comment on the rather unusual use of language in the title of your committee. "Gay" is a bit of slang which has crept into common usage, and "lesbian" is a noun meaning a homosexual woman. Proper use of the language would

suggest that your committee should be called a study committee on the status of homosexuals at the University of Michigan. The tone of your letter suggests that an even better title would be a committee on the status of homosexuality at the University of Michigan. The incorporation of slang in official University activities belittles the importance of your responsibility. We don't refer to students athletes as "jocks" or honor students as "eggheads", or fraternity or sorority students as "greeks". We have committees on diversity, affirmative action, religious and racial discrimination, but we don't refer to browns, blacks, japs, etc.

I am sure this sounds like linguistic trivia, but if we don't use the language correctly at the University, who will do it?

- male faculty

263. If you are really trying to find out. Next time have a form that looks like you mean business.

Minority groups must have attention and if guidelines are not in place they should be heard, made and information passed along.

Ignorance of this area is widespread. I myself know little, but if there is a problem, then approach the situation clearer and help people give the information you need to do a survey.

- female staff

265. I am pleased that the status of lesbians and gay men is of concern to someone. I think it is an important issue and could always use some type of feedback from members of the U of M staff. My opinions are all positive concerning this. The only negative portion of my experience is seeing people discriminated against who are gay. If you have any questions for me I'll do my best to help in any way I can.

Thank you.

- male staff

266. First of all I'd like to say your form is confusing. Your not clear on what it is you want.

I personally have not seen or heard of discrimination against gay men/lesbians. I personally don't have a problem with gay men and or lesbians. I have worked with both and had no problems and have seen no problems that they have had. I feel its there choice to live the way they want as long as they don't try pushing it on me. I guess the only way for others to not be threatened is if they were to become more secure within themself and I don't know how you would accomplish that. People should be able to live they way they want and to be happy.

- female staff

267. I think they have the right to live there lives the way they like to. As long as they don't bother me. It doesn't bother me.

- male staff

275. I am [working] at a secretary's office momentarily.... Several doctors [specialty deleted] are standing around in front of me. They can clearly see me but I go about my business.... One of [them tells a story making fun of a lesbian].

By this point, I am finished [working]and have no other way to leave the [secretary's] office except to walk through this circle of five (white male) [physicians]. I glare at the storyteller but say nothing, while the other men are chuckling at this 'joke'. I leave the office, and walk [to another area], angry and hurt, but make my way back to my office to close the door. The physician who told the story follows me out of the [area, to the second area], and back out again (no exaggeration), and then asks me, "So how's it going?"

I look at him incredulously. In general, he never asks me how I'm doing, except perhaps when I first began this job. I take a minute to collect my composure, make no reference to his homophobic joke moments ago, and talk about how things are going on the Unit.

For several days at work afterward, it feels to me that this doctor is very solicitous of me, asking me how I'm doing, trying to make jokes with me, paying extra attention to me.

To me, it feels weird, perhaps even like harassment, and almost like he engaged in a kind of baiting, on a conscious or unconscious level. (I.e., how will she respond if I tell this joke in front of her?)

- female staff

276. At a meeting where we discuss new patients, their plan of care, their [medical] history, etc., we had a new patient who was a white man in his 40s, quite socially isolated, who had identified himself as gay to his doctors. We were reviewing his chart. He had been in one relationship with another man in the last ten years, and had no history of drug use, I.V. or otherwise. His record from another hospital had a doctor's note which said something like, "Other than his gay lifestyle, the patient apparently has no risk factor for AIDS."

The effect that irresponsible sentence had on our own staff is profound. Nursing staff wanted to know if he had received an HIV test, and what the results were. They were ignorant of Michigan law which says, essentially, if he had an HIV test, and whatever the results were, are none of their business. They assumed their right to know, not his right to privacy.

- female staff

277. This is kind of a general comment, but I think that there are so many subtle levels of homophobia in my work setting that I can't begin to list them all. Much of it is attitude--I see time and time again all kinds of staff (nurses, docs, social workers, [various] therapists, etc.) express feelings of hostility, impatience, disgust, or fear towards patients who have issues of sexual orientation, or who appear, or identify themselves as, gay or lesbian. And what this means of course, is that gay and lesbian people, or people who are in the process of forming their future gay identities, receive significantly poorer care in our setting, because of our staff's persistent inability to adequately address any of these issues. I think on some level, even though I fight it, I take in this hostility, and consequently feel more protective of my own identity.

- female staff

278. I work in [a unit in the University Hospitals. At a meeting], we were discussing a patient who was admitted [to the hospital], and identified herself as a lesbian, and as a survivor of childhood sexual abuse. The [doctor] following her formulated his thoughts about her, commenting that "once she works through her abuse, she will be able to have a normal (read, heterosexual) sexual relationship."

This is a very common phenomenon I witness--that staff think the terms "lesbian" and "incest survivor/abuse survivor" are somehow mutually exclusive, and a women cannot be both. Of course, this flies in the face of the hundreds of thousands of women for whom both of those pieces are true.

- anonymous

279. An anecdote for your study: [A patient at University Hospitals] complained to her nurse that she didn't want to room with her new roommate because she was Jewish. I learned about this ... and I was livid. I posed the question: suppose the patient next says she doesn't want to work with a Jewish [professional] (me)? I offered the suggestion that when you go into a restaurant and your waitress is a woman of color, you don't have a choice about that and it's none of your business, and if you don't like it, you can leave.

But the nurses argued with me under the veil of "quality of care." That we as a hospital should do our best to meet our patients' requests. As it turned out, this patient did not get her request, I'm relieved to report. But then the nurses started talking some more: "but what if we have a gay man and the other man doesn't want to be his roommate? I mean, I'd understand that. He might worry about getting attacked or whatever."

She and several other nurses agreed that straight patients should not be "forced" to room with gay patients. I stated that I believed this was clearly discriminatory hospital practice, but they believed I was overlooking the importance of "good patient care".

- anonymous

280. The examples of discrimination [at the University Hospitals] are endless. If any of the staff were educated about the developmental process for coming out, they would respond in an open manner when many a patient presents him or herself as bisexual. Many of these patients, if given a nonjudgmental atmosphere, would come out. But the staff hears bisexual and thinks, "they just need a good heterosexual relationship," and not, "maybe this person needs a chance to explore his/her sexual orientation.

Or, another example, [a patient in the hospital said that she had] lost several friends to AIDS, and that she had gay friends. When asked if she was in any relationships, she said no. No one ever asked her, or explored the issue of sexual orientation with her. To my mind, she clearly had issues of sexual orientation, or in fact had already identified as a lesbian but all of her doctors were afraid to ask her, and so she never offered. I think this is like may of the homophobic approaches here--guilt by omission.

Now that I've committed some of this to paper, I see why I put off so long detailing this to your task force. It's incredibly painful. I feel quite isolated where I work, and it probably is a combination of part reality and part internalized homophobia that I fear speaking out more publicly. Although it's also been true for me that the longer I'm here the more I do so.

I have to say that there are moments here when I get glimpses of hope, when somebody says something open-minded, or I ask for clarification and someone isn't actually being homophobic, as I'd thought. I think primarily there is an incredible level of ignorance, and while people intend it to be benign, in fact it turns out to be quite malignant, for both lesbian/gay staff and patients. Many staff members believe (like I think a lot of people do about diversity issues in general) that if they pretend not to notice or comment on any differences, they are doing the right thing. A lot of homophobia around her happens by way of omission (forgetting to ask or consider sexual orientation as part of the picture). And this is almost always to the detriment of the patient.

- female staff

294. [I have heard] a professor ... make jokes about gay people and denigrating a woman faculty member in another department because she was a lesbian--he came right out and said things like, "I don't know if I would trust her and her science 'cause, ya know, she's a lesbian."

- anonymous

82. I see no reason to harass or limit the rights of these individuals. I am not a member of any of these groups (therefore, I can't speak from practical knowledge), but I cannot and will not stand for any blatant mistreatment of these people due to their sexual orientation.
- male student (Flint)

83. I have no first hand knowledge about discrimination related to sexual orientation. However, I have had negative comments made about a student based on perceived sexual orientation by clinical faculty (also employees of the UM system). The student was a male who chose to wear a single earring to a [clinical] setting. The student did not fail in his performance evaluation however negative attitudes seemed to be present at the [clinical] site. This occurred more than five years ago.
- female faculty (Flint)

105. I do not have any personal experiences to relay, but have become increasingly disturbed about the mistreatment of gay men and lesbians on the UM campus. Several recent incidents--especially the comments from Regent Baker--lead me to conclude that issues of race, color, sexual preference and others have too long been ignored. Society as a whole, and the University in particular, must come to grips with these issues. I do not, unfortunately, have any answers, but I support and encourage the Study Committee's actions.
- female staff (Flint)

106. As an openly lesbian faculty member, I find the climate at UM-F to be comfortable. Unfortunately, in the situation, comfortable is not entirely a good thing.

During the past six years at UM-F, I have experience no discrimination and little harassment (e.g.: an occasional comment while walking down a hallway or a disgruntled student spreading the word about me) because of my sexual orientation. However, I feel this is due more to a lack of awareness than an absence of homophobia.

Sexual orientation seems to be rarely mentioned on this campus, even in the most applicable contexts of the Affirmative Action Office and Women's History Month. I credit G.L.A.S., a small but gutsy organization, with doing the most toward increasing campus wide awareness of not only our existence but also our place in the world.

G.L.A.S., currently inactive but hopeful for the future, cannot do it alone. These students need the activism of staff, faculty and administration--as separate groups and as a larger community--behind and beside them. For diversity to truly be valued, it must first be completely acknowledged.
- female faculty (Flint)

107. Although I do not consider myself an activist, I am very concerned about the moral judgements the majority of our society tends to impose on gay men and lesbians. I may be considered "old fashioned" but I have always strongly believed that sex and one's sexual preference are immensely private issues. Obviously our government doesn't agree with my views for it has created legislation which discriminated against gays and lesbians, and for that matter, anyone who wishes to have create heterosexual sex!

But enough about sex, I have never witnessed any sort of discrimination in regards to sexual orientation at U of M - Flint. However, I am sure such discrimination exists because, as a whole, society has yet to accept gays and lesbians. I frequently hear various students make callous comments about gays and lesbians. I even recently read a letter to the editor of U of M - Flint's student paper which put such ignorant views in print. I am amazed that "educated" people see sexual preference as a sound basis upon which to judge others. I don't know how helpful you'll find these comments. I'm quite sure that they are

not enlightening. However, I know there is room for a vast amount of progress towards securing the rights of gay men and lesbians and anything the Study Committee can accomplish is to be commended.

Please contact me if I am able to aid you research in any manner and I wish you the best of luck.

- female student (Flint)

108. Since coming to UM-F in [date deleted] I have not ever seen a discriminatory incident. There is, in fact, only one individual that I know of who is openly gay. He supervises others and one of his staff members remarked that her boss is moody an gets grouchy when he's had a fight with his boyfriend. I don't know if this is healthy or not! To be open about his orientation may seem so but his moodiness and bad temper due to personal circumstances would not seem to be--certainly not appropriate professional behavior. It's important to mention that the subordinate staff member was concerned about her boss's "harsh" supervising behavior on those occasions and never focused on the man's sexual orientation at all.

- female staff (Flint)

109. Something is wrong. You are genetic misfits!

- male student (Flint)

110. If an equitable way could be formulated to determine committed partnership, i.e.: equivalent to marriage, faculty and staff with homosexual partners should be allowed to obtain medical and dental insurance for their partners. I do not believe this is possible in the UM system currently and represents a discriminatory act by the University against its homosexual employees.

- female faculty (Flint)

139. I am a student at the UM Flint campus, and I just picked up a copy of a newsletter regarding the status of lesbians and gay men on our campuses. I feel I must respond, because although I have only been aware of this part of myself for about a year, I am very frustrated at my prospects for leading a "normal" life. This includes a life without ridicule or shame or violence because of who I am. I find it very hard to understand the prejudices of students and of the rest of society when I, too, am intelligent, hardworking, and of no threat to anyone. However, the fact that my partner is a woman seems to make all the difference, even though it feels as natural as breathing to me.

I have not experienced any direct discrimination on campus because of my sexual preference for two reasons, I believe. One, as my gay friends fell me, I do not "look" gay to straight people. Second, my partner and I have learned to hide very well our intimate relationship. This part really hurts me because it feels so unfair to see a man and a woman holding hands or kissing on campus, where we are afraid to even come too close to one another for fear of detection. We live two different lives.

To me, this is a subtle discrimination enforced by society's rules. It is painful, to say the least.

I am interested in becoming involved in some type of lesbian-gay group here on campus, not only in order to try to discredit the stereotypes about homosexuals, but also to provide me with some feeling of solidarity in my life. The isolation homosexuality brings with it is difficult to cope with.

Please inform me of anything I can do to alleviate this situation that I know is common to many here. I am interested in helping out in any way. Thank you.

- female student, Flint

149. As a preface to my comments, I should explain that I am a graduate student at U of M-Flint and have been a student on the campus through my undergraduate education until

today--a total of seven years. I truly believe that many faculty and staff at U of M-Flint believe the sexual orientation of their students and co-workers shouldn't matter. However, there are many more who believe and often act otherwise. Far from the ideal of an enlightened and open community of scholars, the campus is often the site of stifling silence and outright hostility. Let me give just a few examples.

Since arriving on campus seven years ago, I have never heard a campus administrator speak openly about sexual orientation or the needs of Lesbian and Gay students. I have only one recollection of a professor ever mentioning homosexuality in a positive light and that was met with unchallenged laughter from a handful of students. Each year, I attend the "Diversity Day" events held on campus. Never have I heard mention of the aspect of diversity that includes sexual minorities. In fact, I have mentioned this omission to members of the campus staff, only to be told the Lesbians and Gay Men were not "real minorities" in the sense that they are actually oppressed.

The University maintains an Office of Minority Affairs and a Cabinet level position staffed by individuals who believe that Lesbians and Gay Men, if not "sick", are simply not "minorities". I have watched with horror as campus security officers and fellow students joke about AIDS as a "necessary evil to rid us of faggots." I have spent a good deal of time on an elevator on campus that has "faggot" etched on the doors--an epithet that has remained for at least three years that I recall.

As a graduate student, I have felt the discomfort of faculty members who feel my academic interest in Lesbian and Gay Studies is "not academically challenging or socially rewarding." Even those who profess to be "supporters" of Lesbian and Gay Rights are often painfully ignorant of what it means to be a member of a group that remains legally and socially oppressed in virtually every facet of social and economic life.

Those who read the Study Committee's report need to understand that harassment and discrimination can be much more subtle than physical violence and verbal assault. It is the remarkable silence and refusal of dialogue that is the most painful aspect of being a Gay Man at U of M-Flint. Certainly, as a Gay Man, I fear for my safety from those who believe that being Gay makes me less than human. But I must also contend with the venom that pours from the mouth of Regent Baker (venom which can incite other to acts of physical violence) and I must watch as employers who openly discriminate on the basis of sexual orientation are allowed to recruit on campus (they are, in fact, often met with elaborate receptions and special awards campus staff).

Lesbian and Gay students are often not even known to each other--the risks of coming out to the wrong person are too high. Those of us who do not come out are often avoided for fear of guilt by association. Jobs, relationships with family and friends and physical safety can all be on the line by simply admitting that someone loves someone else of the same gender. To not be able to share your joys, aspirations, fears and disappointments in most other sectors is bad enough. To not feel emotionally or physically safe at a liberal institution of higher learning is intolerable.

- male student (Flint)

161. The United Student Coalition Against Discrimination (UCAD), a student group on the University of Michigan-Flint of which I am a member, has logged several incidences of discrimination including that against Gay and Lesbian members of the University Community. Three are listed below:

Case #1. In the Fall of '89, a young Gay, Black male working in the library was verbally harassed by other students in the library. This harassment included name calling, such as faggot, homo and fruitcake. He was further harassed by actions such as joke telling and chairs put in his path to trip him. The victim quit his job and is not locatable.

Case #2. Winter term '90 three Gay young men were verbally assaulted in the parking lot while walking to their car.

Case #3. Fall term '90 a Black female student was verbally attacked for being involved with UCAD because the student group advocates for the rights of students including Gay/Lesbian students. The battering went on for twenty minutes.

In general, I feel the climate on the University of Michigan-Flint campus is very unsupportive, homophobic and hostile toward Gay/Lesbian people. I have been told by a few administrators to change the focus of UCAD to not include the rights of Gay/Lesbian students. Also, they have used this as a mechanism to discourage other students from being active in our group. The fact that the only Gay/Lesbian student group, G.L.A.S. has found the need to go underground, be silent and unseen is an indicator of the poor treatment of Gay/Lesbian people.

I sincerely hope that your committee will help rectify this situation so that all people who are a part of the university community feel they may express their individuality and be safe as well as accepted.

- female student (Flint)

175. As a department chair on the Flint campus, I received your request for responses. When I asked the department secretary to post it on the bulletin board, she jokingly asked, "Do I have to?" I replied, "Yup, we can't have any kind of discrimination," and she vigorously agreed. This may illustrate the need for University leadership in counteracting still-common prejudices against lesbians and gays.

- male faculty (Flint)

176. In my experience, I have heard very little about gays and lesbians in general on the Flint campus. I work in [a store] where a large portion of the clientele is gay, so I find it hard to believe that there are no gays or lesbians on campus. It just seems to be a topic that is rarely (if ever) discussed. I'm not sure if this is because the topic is irrelevant (meaning that all sexual preferences are accepted) or if it is understood by members of each group that non-heterosexual activity is not acceptable to most heterosexuals on campus. I tend to believe that the latter is the case.

- female student (Flint)

178. There have been no gay experiences for me since I've been at the University. Due to my "closetedness" there have also been no acts of discrimination an/or harassment against me. The gay situation is in my opinion hopeless.

- male student (Flint)

180. I have had no know contact with gay people. I don't care what someone is, just leave me out of it.

- male student (Flint)

213. My name is XXXXXX XXXXXXX and I am a [student] at U of M - Flint. I have a few incidents to report involving the status of Lesbians and Gays at UofM.

This fall an editorial was written to the campus paper, THE M-Times, filled with gay bashing, slander and far fetched, unsupported statistics. As individuals, as well as a group, the Student Coalition decided to respond. Approximately fifteen letters were printed in anger and disgust with the individual who had written the original. Many others were turned in, but simply wouldn't fit in the paper. None were received supporting the individual's accusations. I have enclosed copies of the letters. It was frightening to see such an editorial, knowing that there were many more silent individual's who agree with the author. At the same time it was encouraging to see the number of responses, not only from our organized group, but from other individual's who were incensed by the author's ignorance.

The letter also prompted the Student Coalition to reform the Gay/Lesbian Advocacy/Support Group, which had become unchartered due to lack of members and

leadership. The Student Coalition is now acting as its parent organization. Meetings will begin the end of this November and hopefully by Winter term the group will be completely independent and flourishing.

Other incidents I'm aware of include the destruction of literature distributed around campus promoting Gay/Lesbian Awareness Week throughout the last few years and harassment of individual outside Flint's Friday night gay bar. Only two weeks ago I heard of an even more disturbing event. An individual happened to "brag" to me about what he had done over the weekend. Apparently he dumped twenty pounds of horse manure on an individual's lawn and flipped over his automobile, denting it in the process. The malicious vandalism was carried out, because the owner of the property was gay....

I understand you began compiling your report in October. I hope this information does not come too late. If I may be of any assistance, please call XXX XXX-XXXX

Thank you.

- student (Flint)

230. UM Flint has virtually no activities for the lesbian and gay community. We'd like to know what's going on there (in Ann Arbor) so we could go to your functions.

I don't know of any incidents of harassment pertaining to myself. My girlfriend and I walk around campus holding hands and no one has even ever said anything to us.

There used to be a group that met here on Fridays, but I couldn't make it because of a schedule conflict and by the time the term changed and I'd arranged my classes so I'd be able to make it, the group had disbanded.

- female student (Flint)

231. I have no comments.

- male student (Flint)

232. I personally do not know any gays. Therefore it is hard for me to have an opinion on this issue. I believe live and let live as long as you don't infringe my rights.

- student (Flint)

233. I don't feel that many people openly harass homosexuals within the University. I think people hold their opinions and will voice them in discussions but I don't believe that they openly harass homosexuals. I have been exposed to homosexuality in two people who are close to me. One is a relative. I don't express to him that I strongly disagree with his lifestyle even though I do. I love him because he is my relative but I cannot accept his way of life. I don't believe God meant for it to be that way. He created man and woman for each other. I think it is wrong to attack homosexuals just as it is wrong to attack people we don't especially like but I don't view that not wanting to ordain homosexuals as pastors, priests, etc, or not wanting to hire them is wrong. (I don't view it as the same as being racist or sexist.)

Based on a discussion is Sociology class, people exposed to gay/lesbians in their family are still willing to love that person.

- female student (Flint)

234. No comments from lack of knowledge.

- male student (Flint)

235. I've never had positive or negative encounters with gays and/or lesbians.

- female student (Flint)

236. Have not considered the rights of gays on Flint campus much. It seems as though it is a non-issue; percentage-wise very small group.

Regarding reducing discrimination, like all other forms, you must educate.

- male student (Flint)

237. I really have not thought about the subject of homosexuality at the UM Flint. Realistically I'm aware it exists, and if people choose that way of life then you should be supportive of that individual.
- male student (Flint)

238. I have nothing to say! (except that I am a heterosexual)
- female student (Flint)

239. I have not encountered or witnessed any harassment or discrimination against gays, although I am straight. I'll treat anyone else as an equal as long as they treat me likewise and they don't shove their beliefs in my face.
- male student (Flint)

240. I haven't had any experiences at U of M in which sexual orientation was relevant.
- student (Flint)

241. It would be nice to see some lesbian/gay activities or clubs around. Flint has a huge number of lesbians/gays, and their only activities seem to be the bar scene, or anonymous meetings. If some activities were at the school, then there might be a chance for more cultural events and possible political events and actions.
- female prospective student (Flint)

DEARBORN

49. In no way should sexual orientation be the basis of any hiring, firing, promotion or job related activity.

However, unsolicited sexual advances by a person of the same sex should be treated as sexual harassment as would be advances by a person of the opposite sex.

The University should not use its funds to support gay, lesbian or bisexual rights organizations, but rather support only organizations which uphold the basic human rights of all individuals.

The rights and views of those who feel that gays, lesbians, and bisexuals are religiously or morally wrong must also be fully considered.

- male staff (Dearborn)

56. With respect to your comments on the reverse side, we have only had two minor instances where one's sexual preference became known, and was viewed as "harassing" towards two separate persons. In summation, a student was interested in someone of the same sex as they. This offended the person they were interested in.

Both situations were reported directly to the Safety and Security Department, and were handled with the utmost in professionalism and confidentiality.

At the Dearborn campus we do not discriminate against individuals due to their sexual preference. We maintain an objective view in any type of situation and are willing to assist and advise both parties as needed or requested.

Both of the above situations were worked out very satisfactorily with no further problems.

- staff

112. [A copy of the University's Equal Opportunity / Affirmative Action statement for UM-Dearborn was submitted, with the following addendum.]

A Recommendation:

A system incorporating gender diplomacy and etiquette for University of Michigan Faculty, Staff, and Students.

- female staff (Dearborn)

143. I am writing to indicate my support for the aims of your committee. Although I am heterosexually married and the mother of two daughters, I have a number of gay male and lesbian friends and colleagues. Gay people have made tremendous contributions to the artistic and academic life of Western culture generally and of our nation specifically. In my own department, the five more or less openly gay faculty members are among the most outstanding scholars and teachers on campus. They strike me as extraordinarily intelligent, creative, and gifted. My impression is that they are highly valued in the department and in the university generally. I am not aware that any of them have been subject to discrimination on the basis of their sexual orientation while at the University of Michigan - Dearborn, though I know that at least one of our colleagues is widely regarded as homophobic. It distresses me that any of them or any of the several gay and lesbian students that I have taught over the years might be hurt by the ignorance and prejudice of others.

My own practice is to treat all individuals with respect and kindness. If everyone followed the same procedure, the world would be a better place. The University cannot easily alter the widespread prejudice of the larger society, but it can ensure that its employees and students are treated fairly. I support all efforts to do this.

- female faculty (Dearborn)

156. I cannot comment on situations related to harassment or discrimination against lesbians, gays or bisexuals since I did not have an opportunity to deal with one. However, I do believe that the groups in question have all the rights and privileges as others and should be held to the same moral and ethical standards as others in the University community.

- male faculty (Dearborn)

160. I have no first-hand knowledge of harassment or discrimination toward gay men, lesbians or bisexuals on campus. I am aware that some of my faculty colleagues are gay, but that certainly has had no effect on the way I view them as scholars or colleagues.

- female faculty (Dearborn)

181. No particular experiences or any way, all positive. Have gay friends. Had a wonderful gay professor who was much beloved by his students [of a UM department] and who died of AIDS. Have a friend (student) in [a UM department] on Ann Arbor campus who is obviously gay but can't accept it and is trying to hide it. It's hard to be supportive of someone when you know s/he is going through an ordeal but refused to acknowledge their situation. Sad for the one who can't accept him/herself.

Incidentally, attended the Gay Pride Awards Ceremony and it was beautiful and moving.

- female faculty (Dearborn)

202. [Attached was the Equal Opportunity / Affirmative Action statement from UM-Dearborn, with several segments underlined, and a recommendation added.]

> The University of Michigan, as an Equal Opportunity / Affirmative Action employer, complies with applicable federal and state laws prohibiting discrimination, including Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973. It is the policy of the University of Michigan that no person, on the basis of race, sex, color, religion, national origin, or ancestry, age, marital status, handicap, or Vietnam-era veteran status, shall be discriminated against in employment, educational programs and activities or admissions. Inquiries or complaints may be addressed to the University's Director of Affirmative Action, Title IX and Section 504 Compliance, 5080 Administration Building, Ann Arbor, Michigan 48109, (313) 763-0235. University of Michigan - Dearborn inquiries may be addressed to the UM - Dearborn Affirmative Action Coordinator, Office of the Chancellor, Dearborn MI 48128, (313) 539-5500.

A recommendation:
A system incorporation gender diplomacy and etiquette for University of Michigan Faculty, Staff, and Students.

- female staff, student (Dearborn)

218. To the members of the Affirmative Action Committee:

Although I go to UM-Dearborn, I am out of touch with the issues that involve gay men and women on this campus. I have neither heard of any harassment nor personally know any gay members of the university. If there is a problem, I am sorry to say that I am not aware of it.

- male student (Dearborn)

226-228. Hello. I am a student at UMD. Two weeks ago I was publicly outed by a member of my student government. I have taken this issue to our Affirmative Actions officer. What I believe might be helpful to the University is a mandatory awareness program for entering freshmen. I know that these kinds of programs are extremely expensive but with the problems of racism, sexism, and heterosexism occurring with greater

frequency, it is a must to educate properly our campus community. In the last two weeks I have had to defend my sexual preference in class and in university activities. I believe that the misinformation that people have received is detrimental to all minorities and that a comprehensive program might enforce the University's policy of non-tolerance. If I may be of any help to your committee, please feel free to contact me. Thank you.

Yes, I can tell you some of the feelings that I have as well as the stress that this outing has put on me. First of all, the students more than the faculty and staff, have been giving their sneers. On the surface, everything seems all right. It is only when you look below that you find the real sexism. I might walk into the Student Government office and where once I was accepted to hear "all" of the goings-on now people leave the room and talk outside. Where once I could find the necessary information that would help me in SG now I have people ignoring my requests and hassling me over whose responsibility it really is. I have found that some people have avoided me like the plague because they don't want to have "people think that they are gay."

I sometimes think that I am paranoid because of what has happened, but those who are experienced with coming out have told me different. What I have felt about me and the rest of the world since this "outing" has been of hate, fear, anger, and humiliation. I first felt major fear of what would happen to my career and to me physically. This was where I got my crying over with!!! Then I progressed to hating those who did this to me. This was mingled with anger that society as a whole would not do anything for Faggots and Dykes (words I cannot stand). After the hate and anger I just fell into humiliation. Now I am trying to put my life together and trying to make sure that this person doesn't do this to anyone else. If you would like to talk to me about this verbally you can reach me at XXX-XXXX. My roomie doesn't know my situation (another possible casualty if people wanted to get nasty) but that is ok.

I guess that you can use my name if you want. I am not hiding anything anymore. I feel naked but I will have to take the punches as they come.

I am glad that the University has taken to researching the problems of these type of rights. Thank you and if I can be of help you know how to reach me.

I have tried to [contact the Dearborn faculty member you suggested], but he has been out of his office for a long while. Got some other info for you. It seems that the XXX fraternity is sticking up for their fellow pledge (the one that I am accusing). They have written stupid things in the student government office about homosexual sexual acts. Also someone has been calling my published phone quite frequently in the middle of the night. My published phone number is at my sister's house and she is getting concerned with the calls. She has a husband and a two year old. With her talking to me I had decided to drop all of my SG committees related to the person I am accusing and had at first thought of dropping the whole complaint. I have since then retracted that thought and will continue to prosecute him. I am feeling better today that I have for the last few weeks. I think that the new support from some important people is helping. But I know that this is just a lull in the storm.

- male student (Dearborn)

244. I am writing at the invitation of a colleague who thought that my experience as a deeply closeted professor [department deleted] at UM-Dearborn might be of interest. I apologize for withholding my identification, but old habits die hard. I admire those of you who are brave and defiant, but I believe that I am too old to "come out" publicly. Most of my colleagues and many of my students probably suspect my homosexuality, if it interests them at all, but only my closest friends know for certain. I intend for it to stay that way, at least until my retirement.

I have observed the changes in social attitudes toward homosexuality over the years. While there is less overt hostility toward homosexuals now than there was when I came of

age, I know that much remains--expressed on campus mainly in snide remarks, fag jokes, and a general assumption of universal heterosexuality. The open contempt of religious zealots occasionally surfaces, though a little more rarely than it used to. I was heartened that most of the faculty here were appalled by the antics of a fundamentalist faculty member a couple of years ago when her tried to intimidate the gay student group and I know that several gay faculty members at Dearborn are widely admired and respected--but I think that gay students probably find our campus a cold and unwelcoming place. The student body generally tends to be socially conservative and anti-intellectual....

But I matured at a time when "purges" of homosexuals were not uncommon at state universities. The fear that that engendered in me affected me deeply. It probably inhibited me as a teacher and scholar. This is partly due to my own timidity, I realize, but it is also the result of the university's history of abdicating its commitment to free expression and academic freedom whenever homosexuality is involved. I hope that things are different now, but I would not bet on it. At this stage of my life, I am annoyed at the cost intolerance has exacted over the years. But I wholeheartedly (though closetedly) support your committee.

- anonymous faculty (Dearborn)

264. As a lesbian employee ... and student.... I haven't experienced any more prejudice at UM than the world in general and in the department I'm currently working I have found more acceptance than anywhere else I have worked. I am also more accepting of myself and my identity as a lesbian so this may be a by-product. Sometimes the two go hand-in-hand. I have encountered gay jokes being told and when confronted, the people were apologetic. This kind of thing springs from ignorance, I think and I'm not sure how it can be addressed. Maybe some kind of seminar (mandatory) where people have can talk about their fears (prejudice). I say mandatory because if it wasn't, probably the only people who would attend are those who aren't insecure about it and they aren't the people who need to be addressed. Prejudice is fear based and people fear what they don't know. The same prejudice that exists in the rest of society exists at the University against blacks, gays, etc, anyone who is "different" from the white middle class "mainstream". The U, because of its intellectual base seems to be at least in theory willing to address the issue of prejudice but then on the other hand, one of the Regents has been making very ignorant comments. It makes me wonder how much is simply a token attempt to make it appear that something is indeed being done. This questionnaire in fact, seems rather hastily constructed and like something thrown together to get people off your backs. What are you really going to do with it? If the task force was assembled in the Spring, it seems nothing was done till the last minute. Really it couldn't have taken 6 months to come up with this. I'll be interested to see what comes of it. I'm not sure how you can make people be tolerant and accepting if they're not unless it's through some sort of encounters.

- female staff, student (Dearborn)

286. I am a tenured faculty member at UM-Dearborn, and a gay male. I have taught at UM-Dearborn for about XXXXX years. I am single. I believe that most of my colleagues in my department are aware that I am gay. I have never experienced, so far as I am aware, any unfavorable actions from any of my colleagues because of my sexual orientation. Personally, it was very reassuring to me while I was an assistant professor to have a couple of senior tenured colleagues in the Department who were openly gay. At that time there was no anti-discrimination policy at the University. I felt that the presence of gay senior colleagues and a number of sympathetic straight colleagues meant that the issue would not become a problem.

There have been sporadic attempts by gay students at UM-D to organize but the environment has not been very congenial for them. The students are commuters and live at home with their parents. It is not as easy for them to develop their contacts with other gays as it is for students who are away from home at a residential campus.

I think more could be done at Ann Arbor to offer gay students more intellectually stimulating experiences. I'm thinking of cultural events like a regular film series--there are many interesting and serious gay films coming out now, reviewed weekly in the national gay press; or a lecture series with writers, lawyers, doctors, historians, entertainers, business-people, people active in civil rights, etc., who could share some of their experiences and thoughts about gay life. Events like this would offer students--both gay and straight--a better sense of the varieties of gay experience and gay history.

- male faculty (Dearborn)