

- Gains visibility on campus; gains seat on AS Senate
- Purpose: "PRIDE is a fellowship or organization of undergraduate men and women at USD who are gay, lesbian, bisexual or transgendered and their supporters. Our primary purpose is to offer friendship, alliance, and mutual assistance to each other and to any undergraduate who is struggling with the long process of embracing their own sexual orientation. PRIDE proposes that the embracement of sexual orientation, whatever it may be, augments personal growth, as well as the growth of the society at large. Furthermore, although PRIDE supports living openly with regard to sexual orientation, it fully recognizes the rights of the individuals to choose when, how and to what degree they will do so. PRIDE supports individuals confronting issues regarding sexual orientation, that it may foster personal and social health. PRIDE recognizes the Catholic Church's stand on extramarital sex, but affords that moral decisions ultimately lie within the jurisdiction of the individual. PRIDE, as a group or in part, will not assume the role of administering any church doctrine, nor will the organization sponsor activities or engage in advocacy against University values. When members advise other members, they do so as individuals, not representatives of PRIDE. PRIDE shall be a support, discussion and social organization, dedicated to increasing awareness of the diversity of sexuality at USD."

1999-2000, 2000-2001: Rainbow Visibility Grant

- \$36,000 awarded by James Irvine Foundation to address "cultural competence"
- Purpose: provide education & raise awareness regarding sexual orientation & issues facing the GLBT community
- Steering Committee: Todd Gloria '00, Travis Vowles '01, Evelyn Kirkley (THRS), Cheryl Getz (SOLES), Steven Hartwell
- Components: (1) Rainbow Educators Program; (2) purchase of books & other resources or Copley Library; (3) faculty development workshops & stipends for faculty in CAS, Law, & SBA to revise courses to incorporate sexual orientation; (4) campus presentation by Betty Degeneres; (5) University Colloquium

2000: Board of Trustees approves addition of "sexual orientation" to non-discrimination policy of non-Law units

- "The university does not by this non-discrimination statement disclaim any right it might otherwise lawfully have to maintain its commitment to its Catholic identity or the teachings of the Catholic Church."

2000: BGLLSA changes name to PRIDELAW

2001: University Colloquium awarded Peacemaker Award by San Diego Mediation Center

2001-present: Rainbow Educators institutionalized & funded by university

- Part of UFMC in Student Affairs division
- @80 undergraduates, graduate students, faculty, administrators, & alumni/ae have served as REs
- @4000 community members have attended workshops & presentations
- Any organization, faculty, or staff member can request a workshop/presentation at <http://www.sandiego.edu/unitedfront/re/presentationform.php>

2002: James Dale, who lost Supreme Case against Boy Scouts of America, speaks on campus for Coming Out Week

2006: current equal opportunity policy approved

<http://www.sandiego.edu/legal/policies/community/institutional/equal.pdf>

2006: First Annual PRIDE/PRIDELAW Alumni/ae Fundraiser raises \$5000 for USD students to attend GLBTQ-themed conferences

2007: PRIDE sponsors first out transgender speaker, Dhillon Khosla, for Day of Silence

2009: Safe Space Allies Program established

- Created by Women's Center & UFMC, with support from University Ministry
- Implemented by REs
- 200+ current faculty & administrators have gone through training & have "SSA" signs on office doors

2009: PRIDE sponsors first campus dance

2010: Campus Climate Survey

2010: REs sponsor first workshop on spectrum of trans-community for SSA Network