



# Stephen Lau

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## OUT at UCSF IN our communities

Stephen has been a UCSF employee since 2006 and OUT for over 30 years. Stephen serves the missions of UCSF as Information Security Policy and Program Manager. He interprets,

develops and provides guidance on information security policy for the entire campus. Information security affects all aspects of UCSF.

### What he likes about working at UCSF:

I enjoy the diversity and the feeling of having a positive effect on the world. Once in a while I'll read a story about a UC breakthrough and will realize that, in some small way, I helped to make that happen.

### How Stephen is OUT, IN the UCSF Community:

I'm OUT by being who I am.

### How Stephen is OUT, IN the community?

I'm an openly gay reserve police officer performing patrol duties in my spare time. Every year for the past 8 years, I've marched in uniform with my partner in the San Francisco Pride Parade. I also participate in an annual "Gay Prom" that allows high school students

from across Northern California to have a prom experience that they normally could not have.

### How Stephen feels about communities with which he has been identified:

As Asian, I never seemed to fit in with the "school" community, and later on when more Asians became classmates, I never seemed to fit in with them either. Growing up gay, I never saw "myself" reflected back at me in the developing "gay community." At times, I still feel like an outsider looking in—in the gay community, the gay Asian community and the Asian community. That's alright, though, because no one ever completely fits into any one community.

### What he considers his most OUTstanding, INcredible achievement:

My partner and I had a marriage ceremony in City Hall on Valentine's Day in 2004, although it was soon invalidated, unfortunately. We carried a giant blown-up copy of our marriage certificate that year in the Pride parade.

### How Stephen would change UCSF to improve the quality of life for LGBT people:

Further develop mentoring opportunities for LGBTI people at UCSF.

### How he would change the LGBT community:

Break the relationship between the drug and alcohol abuse and the LGBTI community.

## UCSF LGBT Visibility Project

The UCSF Visibility Project aims to increase visibility of the Lesbian, Gay, Bisexual, Transgender communities at UCSF by profiling faculty, staff, and students who work to support UCSF's mission of patient care, education and research. For podcasts and more information, visit <http://www.ucsf.edu/cge/lgbtr/visibility.htm>