Present: Katie Rose, Jeff Guenther, James Wilbur, Jerry Becker, Karen Wolfert, Warren Scherer, Sarah Terry, Paula Rhyner, Jen Murray, Alex Partee, DJ Himes, Scott Emmons, Kevin O’Connor, Romila Singh, Marcus Hirst

Meeting Minute Notes for 1/8/2015:

Meeting Called to Order at: 9:05am

New Business:

Future (Ally Development) Training possibilities:

- Division of Finance and Administrative Affairs- Update from Karen: Robin Van Harpen has inquired about our Ally Development training and Karen let her know that our committee is available to provide training. The Division of Finance and Administrative Affairs “Friday Affairs” program could be a good opportunity for us to cover information on inclusive facilities.

- New employee orientation trainings: Dev Venugopalan is the point of contact for new faculty orientation trainings. Maybe our committee and BP2W can partner to provide Ally Development trainings as a part of faculty orientations. Jen will further discuss this partnership with Romilla and Kevin. Jen and Warren reported that they provided a training session at a December new employee orientation and that the training was well received.

- Schools/ Colleges/ Departments LGBT Ally Development Trainings: The committee discussed how we should approach the Schools and Colleges about providing out trainings. The committee also discussed how we will likely need to approach each School or College differently as they vary in size and structure (who within the Schools/Colleges/ Departments meets together and how frequently those meetings take place). The committee discussed how the length of trainings can be adjusted based on time constraints and how the Chancellor’s Cabinet training, the Academic Leadership Council Training, and the Human Resource Department Trainings varied in length from about an hour to three hours, depending on the group. The committee discussed how including student testimonials (in person, through videos, or through both methods) could help increase faculty engagement in Ally Development training. Videos also work well because you can easily adjust them for time and relevant content. Jeff later suggested that we might be able to ask JAMS (Journalism, Advertising, and Media Studies) Department students to help us film video testimonials. James volunteered to help start contacting Schools and Colleges to discuss offering Ally Development Training. Scott mentioned that ideal points of contact will include Deans, Associate Deans, and Deans Assistants. The committee agreed that we should aim to start contacting the Schools and Colleges about trainings this month.
Physical Environment Committee: As part of the inclusive facilities policy, the campus is looking at what buildings have inclusive facilities. The level of accessibility varies across the facilities depending on when the facilities were built or last renovated. For instance, some restrooms on campus were considered ADA compliant at the times the rooms were built/renovated, but would not qualify as accessible (or inclusive) by today’s standards. This necessitates focus on universal design, not just ADA compliance as defined at various time periods. Building Chairs have been asked to look at restroom accessibility and inclusiveness, and to push for more accessible and inclusive design, especially with all new buildings or planned redesigns of existing facilities. The committee discussed how, for Ally Development trainings and orientations, it would be beneficial to cover where inclusive restrooms and lactation rooms are located on campus (they are often located in unexpected spaces). Karen shared the annual report that lists UWM buildings and the inclusiveness of their facilities.

Subcommittee: LGBT Ally Visibility Awards: The committee agreed that we need to define the criteria for the LGBT Ally Visibility Awards and to figure out when they should be presented. The committee discussed starting to look at how other institutions do this. Those who have expressed interest in serving on the LGBT Ally Visibility Awards Subcommittee include Jeff, Michael, Katie, Jerry, Paula, Romila, and Marcus. Chancellor Mone has expressed specific interest in supporting this award.

Ideas for mid-year Chancellor’s update: Jen and Jeff will be providing the Chancellor with a mid-year update. Does the Chancellor have specific goals for us? The committee will look for the Chancellor’s support for the visibility award, syllabus changes, campus Ally Development trainings, his ideas on strategies for getting feedback for trainings, and control of names-in-use through PAWS, D2L, and email.

Appointment letters for 2015: Please sign your form and return to Jen or Jeff.

Discussion of survey data: Jen, Jeff, and Caity created and sent out a feedback survey for recent trainings for the Chancellor’s Cabinet, the ALC, and HR department, but only one response has come back so far. (The holidays likely led to low responses rates.) We can continue to seek feedback for trainings.

Draft language for syllabi: The committee discussed approaching Schools and Colleges about syllabus language changes such as faculty inclusion of pronouns and information/guidance about supporting names in use. The committee also acknowledged that we will need to work with the Academic Policy Committee and the Faculty Senate to make the syllabus language changes. Warren agreed to check with the Consortium of Higher Education LGBT Resource Professionals for examples of inclusive language being used in syllabi at other colleges/universities.

Adopt December meeting minutes. Approved: 10:02am

Old Business:

Jen, Jeff, Sarah, and Caity, provided a training session for Human Resources in December and received positive feedback (All but four HR staff were able to attend). The Human Resources staff was
appreciative and wanted to learn how to be increasingly supportive. The HR staff asked about receiving Safe Space window clings/placards and were informed that the LGBT Resource Center and the Safe Space program are currently rebranding their materials and will provide new LGBT Safe Space indicators as soon as they become available (most likely in Fall of 2015 or Spring 2016). Those who still have older versions can continue to use them until the new ones are ready. The new indicators will include more UWM branding in their design, making them more specific to our campus’ Ally Development programming. Jerry asked if we currently have a map of safe spaces. We do not currently have safe space map, but this is something we can create and incorporate into our trainings.

CAC for LGBT+ Advocacy website: Meeting notes and agendas are now on the website and help to support the Campus’ sustainability efforts. The UWM website search analytics are resulting in our website landing in the bottom of the search list if you search “LGBT” on the UWM webpage. Romila reported that Kevin may be able to adjust the search analytics to help bring our website higher up on the search list (He was able to do this for the BP2W page). Some topic keywords we may want to include to help bring up the website in a search list include “advocacy,” “advisory,” and “Chancellor.” The UWM Top 50 Campus Pride Index symbol is now at the top of the page rather than the Hate/Bias symbol link. (The Hate/Bias symbol link is still on the webpage--just not at the very top of the page. Committee members’ pronouns-in-use are on individual profiles, but not on the Members page. In the future, we can include videos or slide shows at some point. Our committee’s goals still need to be updated, and this will likely be completed by February.

Marquette U program: No update today.

Sexual Violence Advisory Group: No update today.

Announcements:

The Annual UWM Drag Show will be held on February 21st, 2015 at the Milwaukee Theatre. Ticket information will be available soon.

The LGBT+ Summer Camp for high school students (serves as a UWM recruitment initiative) funding has been secured from a private donor. The camp will take place in June. The dates are still being solidified.

Lavender graduation will be held on May 13th, 2015. Please let graduating students know so they can attend. Rainbow tassels will be available starting in April.

UWM Greek Life organizations are starting to talk about engaging with the LGBT Resource Center.

Our next CAC for LGBT+ Advocacy meeting will be held on February 5th, 2014 from 9:00am-10:30am in the Chapman Hall Regents Room.