UWM Chancellor’s Advisory Committee for LGBT+ Advocacy (CACLGBT+A) Meeting Notes
Thursday, February 5th, 2015, 9:00-10:30am
Chapman Hall Regents Room

Present: Michael Laliberte, Cary Costello, Kate Nelson, Jazmin Talyor, Carl Bogner, Jeff Guenther, Jerry Becker, Karen Wolfert, Sarah Terry, Paula Rhyner, Scott Emmons, Kevin O’Connor, Tony Horne, Shannon Chavez-Korrell

Meeting Minute Notes for 1/8/2015:

I. Motion to adopt the Agenda for February 5th, 2015. Motion approved. Meeting called to order at 9:05am
II. Introductions
III. New Business:
   a. Jen and Jeff had a meeting with Chancellor Mone this Tuesday afternoon to discuss goals for our committee. Chancellor Mone thanked us for our successes such as securing UWM a spot on the top 50 LGBT+ Friendly List and for our additional work this year. The Chancellor asked if we can identify or develop concrete metrics for measuring developments or achievements. The LGBT Resource Center might have the Campus Pride Index rubric we can use as a guide. We can also google “LGBT friendly campuses” to find additional rubrics. News publications such as the Huffington Post might also have example rubrics.

   b. Discussion of priorities aligned with Chancellor’s Plenary. Areas for continued action and growth should include: increasing student success, reinforcing community and alumni connections to UWM, improving UWM climate and culture, elevating our brand and image, continuing to build community culture, continuing to provide safe space training, and continued work on names in use (some individuals have been able to change names in system, but the process due to limitations with the email system has been difficult. We may be able to post policies and procedures for name change on the website).

   c. Discussion of Survey data (Chancellor’s Cabinet, ALC, HR). Three safe space training surveys have been completed by members of the Chancellor Cabinet, and one survey has been completed by a member of the Academic Leadership Council or Human Resource Department. Feedback from these surveys suggests that safe space training participants valued the opportunity to learn ways to make students feel more welcome to UWM, and they particularly expressed the benefit of student testimonials. The Division of Development and Alumni Relations has expressed interest in receiving all-staff training.

   d. Review draft language for syllabi. The process to get syllabi approved can be challenging, and the Uniform Syllabus Policy is a lengthy document. We can make the process smoother by providing a template that provides information and examples of how to use inclusive language in regards to
names in use and gender identity. For example, we can provide guiding statements along the lines of
“In order to honor the needs of our students’ gender identity, please answer the following
questions: As a faculty member, how would you like to be addressed by your students? By which
name would you like to be addressed by students in the classroom, or via e-mail or telephone?
What pronouns should students use when referring to you in the third person? “ An online syllabus
generator has been developed (this is an online tool that can be used for developing and distributing
syllabi). This online form should be publicly available in the next year. As a committee, we can
explore what inclusive language contributions we will want to provide for syllabi through this
generator. Cary and Carl agreed to help refine the proposed syllabus language. If we would like to
include information about pronouns we can include the web link
http://uwm.edu/lgbtrc/support/gender-pronouns/

Our committee can also provide guidance for faculty teaching large classes versus small classes—we
could potentially work with the UWM Center for Excellence in Teaching and Learning toward
fostering an inclusive classroom environment.

e. Set meeting date for LGBT+ Ally Visibility Awards ad hoc subcommittee: Jeff will contact
subcommittee members via e-mail to set up a meeting time.

f. Save the Date for Lavender Graduation: May 13th, 2015 7pm The committee discussed who could
serve as a powerful UWM faculty speaker for Lavender Graduation. Several committee members
suggested that Paula Rhyner would be a great choice.

g. Discussion of New York Times article A University Recognizes a Third Gender: Neutral by Julie
Scelfo (http://www.nytimes.com/2015/02/08/education/edlife/a-university-recognizes-a-third-
gender-neutral.html?_r=0 ). The committee agreed that it is good to see that the pronoun cards we
use here at UWM were shared with readers of the article, but the group expressed concern that
aspects of the article made judgments or assumptions based on cisgender norms. The committee
discussed the possibility of responding to the New York Times and the author thanking them for
mentioning UWM’s pronoun cards and offering to provide follow-up to provide more information
on our work around gender identity. To help increase the visibility of the article and its discussion of
gender identity, we also discussed the possibility of a holding panel discussion or day of recognition,
education, and celebration of gender identity including explanation of inclusive pronoun use. Cary
indicated that the LGBT Studies certificate program could help organize a panel discussion.

h. CAC for LGBT+ Advocacy sponsoring September “First Friday” for 2015. This September, classes
will be starting before Labor Day and this will have a unique impact on Fall Welcome 2015 and
academic schedules. The group discussed whether we think it would be best to keep the September
First Friday event on September 4th or should we move it to Friday September 11th. The group
suggested that moving the event to September 11th seems preferable.

IV. Adopt January 2015 Meeting Minutes. Karen Wolfert made the clarification that the Inclusive
Policy Report she presented to the group last month was serving as an official report to the CAC
for LGBT+ Advocacy Committee. Minutes adopted with amendment.
V. Old Business:
   a. Update of 2014/2015 goals/ priorities: Future training opportunities
      i. Division of Finance and Administrative Affairs safe space training. The FAA is still
         interested in receiving Safe Space training and has provided potential dates and times
         that coincide with their Monthly Director’s Meetings. Dates and times include January
         28th 9-12 noon, February 23rd 1-4pm, March 25th 9-noon, and April 30th 9-noon.
         Inclusive facilities training could also be offered during the FAA Friday Affairs meeting
         on February 27th from 8:30-10am.
         ii. New Employee Orientation. Tabled until March
         iii. Schools/ colleges/ departments. Tabled until March
   b. Website/ UWM Search results update. UITS has adjusted the search analytics for CAC for LGBT+
      Advocacy website. A search on the UWM page for “LGBT advocacy” or “LGBT advisory” will
      now bring us to top of the search list. (If you search for “LGBT”, we do not come up near top).
      Thank you to Kevin O’Connor for helping make this improvement. Home page and goals are
      updated. Our members’ page is mostly updated. More updates will continue to be made.
   c. Update on appointment letters. Appointment letters have been handed out to members at our
      most recent meetings. If you have not received your appointment letter yet or need to turn in
      your signed form, please contact Jeff Guenther or Jen Murray.
   d. Marquette U program update. Michael Laliberte is looking at dates with President Lovell.
   e. Sexual Violence Advisory Group update. Jen has been asked to join. Dates for meetings are
      being set.

VI. Announcements:
   a. Save date for the UWM Drag Show on February 21st at 7pm at Milwaukee Theatre
      (free admission).
   b. Idea for student-faculty/staff mentoring. Some students have expressed interest in
      finding LGBT+ mentors in their career fields. There is the question of who on campus
      would be the best position to coordinate this and what challenges might be involved
      in providing mentoring. A few members suggested that we contact on-campus
      organizations that have existing mentoring programs to identify potential
      opportunities for collaboration.
   c. Tony Horne announced a variety of upcoming arts events (both UWM and community
      events). Here are just a few of them listed below.
      i. “She Kills Monsters” PSOA performances on February 12th-15th at Kenilworth
         Studio 508. Thursday through Saturday performances begin at 7:30pm and
         Saturday and Sunday include 2pm performances.
      ii. Festival of Films in French in the UWM Union Theatre from February 6th-15th at
         7pm.
iii. “Out Here: A Documentary Film about the Hearts and Hard Work of Queer Farmers in the U.S.” will be shown at the Microlights Cinema on February 21st at 7pm.

The next CAC for LGBT+ Advocacy Meeting will be held on March 5th, 2015 at 9:00 AM in Chapman Hall 211 (Regents Room).