Meeting called by: Co-chairs Jeff Guenther and Jen Murray
Type of meeting: General meeting of the 2015-16 academic year

I. Call Meeting to Order (Co-chairs)
The meeting was called to order at 9:07 a.m.

II. Introductions (Name, Department, Pronouns-in-use)
In attendance were: Cary Costello, Jerry Becker, Paula Rhyner, Jeff Guenther, Carl Bogner, Kevin O’Connor, Katie Rose, Jen Murray, Tony Horne, Kate Nelson, Romila Singh, Scott Emmons, and Nelida Cortes.

III. Automatic Consent
A. Adoption of agenda
   The agenda was adopted at 9:09 a.m.

B. Approval of February 2016 meeting minutes
   The meeting minutes were approved at 9:09 a.m.

IV. New Business (35 Minutes)
A. Agenda suggestions for meeting with the Chancellor (Jeff/Jen/Michael): Jen and Jeff will be meeting with the Chancellor on April 19th, 2016. Below are topics that can be on the agenda for that meeting.
   1. Has Chancellor Mone identified potential funds for Ally of the Year Award?
   2. Gender-inclusive facilities
      a. The committee would like to hear the Chancellor’s thoughts on how to approach the topic of gender-inclusive facility access on UWM’s campus— including restrooms and changing rooms.
      b. We may also need to revisit what the PEC approved in 2014 so we can see if UWM is currently in compliance or not. Note: The Inclusive Facilities Policy and Procedures for all Buildings (September 2014) can be accessed at http://www4.uwm.edu/secu/docs/other/S_67_Inclusive_facility_Proposal.pdf
   3. How might the current budget concerns impact the work of resource centers, programs, and our committee?
   4. ETF benefit disparity: Employment benefits still do not cover medical expenses for gender transition/ gender confirmation surgery.
   5. Does the Chancellor have any thoughts on whether or not our committee should invite/extend membership to local community members for the purpose of receiving community member perspectives?

B. Ally of the Year Award: Nomination selection committee (Jeff/Jen)
   1. The deadline for nominations for the Ally of the Year Award was March 1st at 5 p.m. A total of 7 nominations were submitted. The nominations included faculty, staff, and students; one faculty member was nominated twice.
2. Recusal
   a. Jeff set up the nominations drop box, and he also finalized the award criteria in collaboration with the Secretary of the University, so he would like to recuse himself from participation on the selection committee.
   b. Who is interested in serving on the nomination selection committee? Katie, Kate, Carl, Romila, and Kevin volunteered to serve.
   c. The members of the nomination selection committee will identify their preferred inaugural award recipient(s) by the next CACLGBT+A meeting and will present their recommendation(s) to the overall committee.
   d. We must forward the name of the inaugural award recipient(s) to the Secretary of the University by June 30th.

C. Status of BP2W membership:
   1. Chancellor Mone informed Jen that, in accordance with Climate and Culture Panther Team recommendations, the BP2W representatives will not continue to serve on our committee beyond the current academic year.
   2. Our BP2W representatives, Romila and Kevin, mentioned that they remain interested in supporting CACLGBT+A in any way they can.

D. Community membership (Jerry/Tony/Jen/Jeff)
   1. It was mentioned at our last meeting that we might want to include community members in attendance or membership.
      a. If we were to invite community individuals to become members, we may inadvertently upset those who are not included.
      b. The committee decided that it would likely be better to invite different individuals to attend each month so that we can receive updates from a variety of organizations and perspectives.
   2. We could include community member visits on the agenda on a standing basis.
   3. Jen and Jeff can ask Chancellor Mone if he has any thoughts or preferences on our including individuals from the community as guests or members.
   4. We will need to think about which organizations we should reach out to when inviting individuals to our meetings (e.g., Milwaukee LGBT Community Center, Pathfinders, and Diverse & Resilient).

V. Old Business (35 Minutes)
   A. Updates on 2015-16 projects
      1. IRB gender- and sexuality-inclusive language guidelines (Jen/Cary)
         Cary and Jen will meet and review the guidelines. They will also speak with UWM Zilber School of Public Health Associate Dean and Professor Lance Weinhardt regarding the guidelines.
      2. Syllabus language (Paula/Scott)
         a. Jen, Jeff, Paula, and Scott were scheduled to meet with Provost Britz on March 1st, but this meeting was postponed until a future date due to a schedule conflict.
         b. According to Trudy Turner, Secretary of the University, Provost Britz has no objections to our proposed changes to the syllabus language. It is expected that the Provost will fully support our suggested changes, and that our next
steps will include forwarding formal policy language to the Academic Policy Committee and the Faculty Senate.

3. Ally of the Year Award: Update on nominations (Jeff)
   As of this morning, 7 nominations have been submitted. See new business (above); nomination selection subcommittee members should check their e-mail inboxes for a OneDrive folder share.

4. Expanding department trainings (Jen/Jeff)
   Eli has scheduled a March training with Tony Gomez for B.O.S.S. (Be on the Safe Side). The training will be provided for both the professional staff and student staff.

5. All-gender/inclusive facilities
   a. All-gender restroom discussion (Karen/Cary/Jeff/Jen)
      i. Scott asked if UWM has officially adopted specific pictures/symbols for inclusive restrooms. He mentioned that his building has designated a restroom as gender inclusive, but he is unsure if the new signs are correct. Jen reported that for inclusive restrooms, UWM is aiming to use pictures/images that do not include the gendered stick figures. Instead, the signs show pictures of the fixtures—such as a toilet, sink, shower, changing table—and a wheelchair if the space is accessible. Accompanying the images, there may also be a sign that says “inclusive restroom” or “inclusive facility.” A former UWM employee, Kurt Young-Binter, designed the signs. Jen has a PDF version, but she can check for an editable version.
      ii. Cary wrote an email containing discussion content from a meeting between himself, Jen, Jeff, and Karen regarding UWM’s current policies on inclusive facilities for new and existing facilities. The discussion content includes three different approaches or tracks for addressing the issue of facilities. The three options include:
         a. Approach one: Advocate for an inclusive facility in every building. This is already a code requirement under the ADA, but older facilities have been grandparented in. Karen suggested underlining for the UWM community that the needs of trans- and gender-nonconforming students are not being met, and the urgency of including the addition of inclusive facilities in renovation projects. The problem, as Jen pointed out, is that we already have such a policy, and yet when Bolton recently underwent a large renovation project, no inclusive restrooms were added, as the renovations were framed as only addressing energy savings.

Karen responded that she doesn’t recall making an action suggestion on policy – there is a policy that will be implemented. The International Building Code has a requirement for a family or assisted-use lavatory and bathing facility, Section 1109.2. She has not yet investigated why the restrooms in Bolton were not addressed with the energy project. Regarding Bolton, Karen
suggests directing the current efforts toward finding a place for an additional restroom and securing the funding necessary to complete the construction.

b. Approach two: Focus our attention on changes to the two major buildings for which we have students and staff actively concerned and working on the problem: Enderis and Bolton Halls. Karen, Jeff, and Cary went on site visits to survey the bathrooms and options in the two buildings. It turns out that there are two single-stall bathrooms in the basement of Enderis. These are accessible at all hours that the building is open and are right near the elevators. Each space could be quickly converted to an all-gender facility by the addition of a lock on the door and the changing of signage at a very modest cost. However, in order to be made into fully-inclusive facilities that meet universal design principles, they would need to have an interior dividing wall removed so that they would be fully wheelchair-accessible. Bolton lacks such single-stall bathrooms. The most likely place to build an accessible restroom would be on the second floor, in what is now a conference room. So, our immediate goal on this front would be to change the signs and install locks in the basement Enderis bathrooms, and to work hard to have those bathrooms renovated, and to have an inclusive restroom installed in Bolton Hall this summer. The estimated cost would be $50,000 for the Bolton Hall bathroom plus any other affected area, and a lesser amount for the Enderis restrooms. However, a first step of just changing the signage and locks, and making no universal accessibility changes, will be less costly according to Karen.

c. Approach three: Work on temporary solutions in buildings that currently lack an official inclusive restroom. In Enderis, that has already been implemented by designating the 8th floor restroom an inclusive facility (although it is not accessible after around 5 pm). In Bolton, it would involve working on educating building residents, leading to a vote to designate one restroom (preferably the 7th floor restroom, now designated a women’s room) as an all-gender restroom until a new, universal, inclusive restroom can be constructed on the 2nd floor. A similar program of generating buy-in, and temporarily designating one bathroom as an all-gender facility, could take place in other buildings as well. Our Committee could come up with an educational memo that could be used in efforts to secure buy-in for various facilities.

iii. The committee discussed how both Bolton Hall and Enderis include large numbers of students and staff, yet they do not currently have
facilities designated as inclusive. The group talked about how encouraging change in signage may be the more cost effective option to get started (since full renovations can cost about $50,000). As renovations are being planned, we can aim to make sure that those in charge of the projects are updated on the inclusive facilities policies. It was also discussed that in the case of Bolton Hall, since it is already out of compliance with offering enough restrooms for the number of people in the building, we could argue to build a new restroom that is inclusive. This would address both the issue of inclusive restroom access and the number of available facilities. It was also mentioned that Bolton has already undergone significant renovations and likely should have had an inclusive facility added. The State is in charge of renovations and likely did not note UWM campus’ current policy on requiring inclusive facilities to be added when large renovations take place (renovations of 50% or more of a building’s square footage). The group also discussed how international building code policy also supports the need for inclusive restrooms.

iv. Our group could draft language for inclusive facility signage. For temporary signage, the UWM Drag Show used the following language: “Sometimes people aren’t allowed to use the restroom because of the way they look. That’s not right. Trans and gender non-conforming people often face harassment or violence in bathrooms because of their gender expression. We believe everyone should be able to use the bathroom in peace, without fear of violence. We recognize that sharing a bathroom with all genders may be a new experience, and we appreciate your willingness to challenge assumptions around gender identity and expression in order to create a safer and more inclusive environment for all. At this event, we ask that no one will be stared at or asked to leave. This bathroom is for everyone. University of Wisconsin-Milwaukee. LGBT Resource Center.”

v. The committee discussed how we should aim to regularly appear on the PEC (Physical Environment Committee) agenda to make sure they remain updated—especially in the case of PEC membership changes. This would also give PEC the opportunity to update us on scheduled projects and renovations so we will know when opportunities arise to build inclusive facilities.

b. Locker room/changing room discussion (Michael/Jeff/Jen)

i. Michael is convening a group to develop a better policy on inclusive locker room/changing room facilities and plans to share a draft with us for review. Michael and the group met last Friday and our committee is now waiting for a copy of any draft policy that might have been produced.

ii. In the Klotsche Center, the pool and sauna are not accessible from the inclusive changing facilities.
B. Committee charter update discussion (Jeff/Jen/Nelida)
   1. As mentioned earlier in new business, Chancellor Mone has requested that, based
      on recommendations from the Climate and Culture Panther Team, BP2W
      representatives do not continue to serve on our committee beyond the current
      academic year.
   2. Jen and Jeff asked all members to thank Romila and Kevin for their service as BP2W
      representatives.
   3. Jen, Jeff, and Nelida will meet soon to update our committee’s charter to reflect
      recent changes in committee membership and composition.

VI. Announcements (10 Minutes)
   A. Corktown: March 2-6, 2016, PSOA Mainstage Theatre
      This play explores the positives and negatives of gentrification in Detroit. The
      narrator explores identity throughout the play with humor and a “somewhat-
      uplifting” plot.

   B. Queen of Ireland (film screening): March 9, 2016, 7pm
      The Celtic Studies program is offering the first U.S. screening of Queen of Ireland.
      This film is an Irish documentary that includes an LGBT component and explores the
      path to marriage equality in Ireland.

   C. UWM LGBT Resource Center’s Annual Lavender Graduation: May 12, 2016, 7:30 p.m.

   D. Pride Camp: June 20-26, 2016

   E. Thank you for contributing to the success of the UWM Annual Drag Show!
      1. This year’s drag show included a large audience—with well over 2500 in attendance.
         $1754 was raised and will be split between Project Q and Pathfinders (in most cases,
         the LGBT Resource Center purchases the items needed by the organizations rather
         than giving cash).
      2. More audio/visual support was included this year, and donations helped cover this
         cost.

VII. Outstanding Committee Needs (5 Minutes)
     There were no outstanding committee needs.

VIII. Adjournment: Nelida made a motion to adjourn the meeting. Jerry seconded the motion to adjourn
     the meeting. The meeting was adjourned at 10:24 a.m.

Next Meeting: Thursday, April 7, 2016, 9:00 a.m.