Meeting called by: Co-chairs Jeff Guenther and Jen Murray  
Type of meeting: General meeting of the 2016-17 academic year

I. Call Meeting to Order (Co-chairs)  
The meeting was called to order at 11:05 a.m.

II. Introductions (Name, Department, Pronouns-in-use) (5 Minutes)  
Members in attendance: Cary Costello, Jeff Guenther, Sarah Terry, Jerry Becker, Katie Rose, Kate Nelson, Elijah Walker, Sarah DeGeorge, Robin Van Harpen, Paula Rhyner, Hope Longwell-Grice, Linda Wesp, Nik Ravely, and Warren Scherer  
Guest in attendance: Christina Luick

III. Automatic Consent  
A. Adoption of agenda  
The agenda was adopted at 11:08 a.m.

B. Approval of October 2016 meeting minutes  
The minutes were approved at 11:08 a.m.

IV. New Business  
A. Exploration of town hall re: Inclusive facilities  
   1. Overview  
      a. Committee members discussed creating an online training module to help both transgender people and cisgender people understand the space in the Klotsche locker rooms and the fact that everyone can use private showers and changing stalls. Committee members considered whether a town hall meeting could be used as a way to provide education and information to explain UWM policy on antidiscrimination. Kate mentioned that it would help to know more about legal cases taking place as well as terminology. Katie mentioned that our role is advocacy and that she is surprised that we aren’t pushing forward a vision in terms of using research and information, and that we could use this as a pilot project. Several members mentioned that we should not have to wait for judicial decisions since UWM has set its own standard for providing an inclusive environment and has its own non-discrimination policy. Members discussed how we do need student support as Klotsche is supported through student segregated fees. Sarah De George
stressed that students who are invited to help provide support for a town hall session would need to be prepared for how emotional it can be to get involved in this process. Committee members discussed several options for providing education to the Klotsche staff, but that there has been less response from Klotsche Center administrators recently on this subject. It was decided that to help address providing education, our committee could start with developing an educational pamphlet that could both be printed and eventually made available online. Sarah DeGeorge mentioned she has signs that provide information on features of restrooms. Jerry asked if we could also provide information on what an ideal future renovation would look like. Paula mentioned that we could work with University Relations (ex. Tom Lujak or Angela McMannaman) for assistance in drafting the language to be used in any educational materials. Katie mentioned that in the pamphlet, we can also address the issue of the competing UWM anti-discrimination policy and WI privacy laws.

b. A motion was made, seconded, and approved for our committee to work with the LGBT Studies program on the development of a pamphlet that will also have an online educational piece on the use of gendered facilities. Sarah DeGeorge, Elijah, Katie, Nik, and Robin volunteered to assist with this project. We could perhaps consult with Angie McManaman.

2. Need to invite Legal Affairs?
The committee asked if we need to invite Legal to assist with developing the pamphlet. Cary said that we could start by working on developing this and then share it with Legal after we have created the content. Robin agreed that this would be a satisfactory approach.

B. Updates on 2016-17 CACLGBT+A goals (Everyone)
1. IRB gender- and sexuality-inclusive language guidelines (moved to December)

2. Syllabus language-APC agenda (Paula/Scott)
   a. Jeff reported that APC did review our proposal for including instructor pronouns on syllabi, and that they expressed a generally positive review for use in both the syllabus and classroom.
   b. Paula, Scott, Jeff, and Jen are invited to the December meeting to provide background. At this meeting, the APC will consider how UWM Faculty Document 1895B R3 (Uniform Syllabus Policy) could be revised to include a pronoun-in-use recommendation.

3. Ongoing expansion of department trainings (Jen/Jeff)
   a. Explore trainings of Klotsche Center staff
i. Jen, Jeff, and others will continue to offer trainings.

ii. Jen, Sarah Terry, Cary, and Jeff took a tour of the Klotsche locker room facilities. Jen, Jeff, and Karen are helping the Klotsche Center to create appropriate signs for the shower and changing spaces.

iii. The committee discussed how training for Klotsche staff will need to be offered on an ongoing basis since much of the staff who run the facilities are students and therefore staff turnover is common. Jeff asked if LGBT 101 training has been required for student employees in Klotsche and several committee members said that they did not think it has been required so far.

b. Departmental trainings
   Jeff reported that the LGBT Resource Center trained CON clinical students, and will investigate potential broader training in CHS, CON, and SPH.

4. Sexual violence prevention/bystander intervention (Nelida/Jerry)
   The UW System has decided to use a system-wide online training system. One vendor session webinar is running right now, and Tim is there.

5. Ally of Year Award (Kate/Katie/Jeff/Jerry):
   a. At the Fall Awards Ceremony, Kari Dawson from University Housing was awarded the inaugural Ally of the Year Award. Student Affairs covered the cost of the award.
   b. Kate, Katie, Jerry and Jeff still need to meet to work on reviewing—and potentially revising—the Ally of the Year Award criteria. (Previous criteria information is on One Drive).

6. Inclusive facilities review (Karen/Jeff)
   a. Cary, Jen, Linda, and Jeff met with Chancellor Mone, Joely Urdan from Legal Affairs, Jim Hill from Student Affairs, and Robin Van Harpen from Finance and Administrative Affairs (via phone) to discuss the policy and practice for Klotsche center use.
   b. Chancellor Mone confirmed that he supports Legal Affairs’ recommendation for Klotsche policy, based on the need to balance rights for transgender people who need access to facilities with cisgender people who want privacy. Transgender individuals can use the room of their choice, but if they expose chest or genitals not commonly found in the respective, gendered locker room, they could be required to leave facility or face punishment if another user complains.
c. Jeff reported that—at least on the UW System-level—our policy is viewed as liberal, and that the policy wasn’t created out of fear, but due to the need for protecting privacy of those who are not comfortable with being exposed to genitals of the opposite sex. Jeff also mentioned that the Chancellor acknowledged our committee’s concerns.

d. Jeff explained that UWM is the first university to try to write a policy, and there is fear by some on campus that if we make the policy too liberal it will draw attention and might spark undesirable actions by the legislature.

e. Legal Affairs believes that there is no clear guidance on how to approach the topic of non-cisgender locker room users. There are currently counter suits taking place and Legal Affairs is waiting to see what the federal government and U.S. Supreme Court decide. Sarah DeGeorge briefly reviewed several of the current legal cases that are pending. Cary mentioned that UWM has its own policy that prohibits discrimination based on gender, so we should not have to wait for a legal decision to be made in order to guide our own policy development. Legal Affairs is struggling with state privacy law, and the current Klotsche facility policy exists to protect UWM from lawsuit.

f. Jeff stressed that Legal Affairs will continue to monitor judicial developments.

g. Chancellor Mone charged the LGBT Studies program with educating the campus on the issue of cisgender individuals sharing facilities with transgender and intersex users. We also need to provide education so that individuals know that everyone can use private stalls but that they do not have to use them.

h. Jerry asked if we have an aspirational gender-inclusive facility model for the future. Nobody on the committee was certain that UWM has such a model.

i. Bike.uwm.edu (showers serve as commuter facilities)
   - This list still needs to be reviewed for accuracy. Mike Priem can verify this.

j. Building chairs meeting update
   - Jen and Jeff were invited to attend this morning’s building chairs meeting. Jen could not attend because she was at a conference.
   - Jeff reminded the building chairs of UWM’s inclusive facilities policy (S-67) and provided information on current inclusive facilities.
   - Jeff also shared that there is the list of inclusive facilities on OneDrive and asked building chairs to make updates to the list
and to confirm if they need signage. Karen was present to address cost and other facility conversion-related questions.

7. LGBT+101 online module update (Jen/Jeff)
   There is no update at the present time.

8. Tobacco free alliance/Tobacco free campus (Jeff/Jen/Kate)
   a. Jeff shared with the group that he was able to view the public service announcement that was developed to encourage LGBT people to stop smoking.
   b. Jeff asked if committee members would like view the PSA in our next meeting. Members indicated that they would rather just receive a URL to the PSA when it goes public, if possible.
   c. Sarah DeGeorge mentioned that the PSA will be shown at the Drag Show on February 18th.
   d. Kate shared that vaping might be added to the current smoking policy language.
   e. PEC would like to see our campus become smoke free, but the Student Association is concerned that smoke-free campus legislation will not pass. Several committee members mentioned that they were aware of several groups on campus who would not support a smoke-free campus. The PEC discussed creating designated spaces for smoking including specific spaces—perhaps one on each quadrant of campus. Committee members acknowledged that education and enforcement would have to become priorities. The committee discussed how we can investigate how other campuses handle this.

V. Old Business

   Group Insurance Board (GIB) updates (HR-Tim Danielson)
   1. Tim provided Jen and Jeff with an e-mail update.
   2. The only current changes on the ETF website are a statement that medical services for gender identity will no longer be excluded and a notification that ETF participants will be able to change their gender in the ETF system in 2017. There are no details posted yet.
   3. According to one committee member, ETF representatives who were recently on campus did not have any knowledge regarding the upcoming changes.

VI. Announcements
   A. Transgender Day of Remembrance, 11/17/16, 7:00 p.m., Greene Hall
B. Intersex Support Group, Milwaukee LGBT Community Center, first Tuesday of every month

C. Bridget Kincaid will be leading a series of three writing workshop. Participants will earn to write authentic queer narratives.

D. Intersex theologian will be coming to Milwaukee this spring. ELCA and MCW are currently in the early planning stages.

VII. Outstanding Committee Needs
   There were no outstanding committee needs

VIII. Adjournment
   The meeting was adjourned at 12:25 p.m.

Next Meeting: Wednesday, December 7, 2016, 11:00 a.m. – 12:30 p.m., Chapman Hall Regents Room