

UWM Chancellor's Advisory Committee for LGBT+ Advocacy (CACLGBT+A) Meeting Minutes
Thursday, April 2, 2015, 9:00 – 10:30 AM
Chapman Hall Regents Room

Present: Jen Murray, Cary Costello, Jeff Guenther, Jerry Becker, Sarah Terry, Tony Horne, Shannon Chavez-Korell, Warren Scherer, Carl Bogner, Jazmin Taylor, Keri Duce, Angela McManaman, Paula Rhyner

I. Motion to adopt the Agenda for April 2nd, 2015. Motion approved. Meeting called to order at 9:04 am

II. Introductions

III. New Business:

a. Presentation on QSOC research—(Shannon) Shannon shared a research report on campus climate, specifically as it pertains to students who self-identify as LGBT+ and as students of color. (A printed report summary was shared with the group.) Shannon reported that LGBT+ identified students of color reported more negative perceptions of campus climate compared with students of color who did not identify as LGBT+. LGBT+ students of color reported experiencing nearly twice as many microaggressions. LGBT+ students of color also reported higher general stress levels and higher levels of campus connectedness than Students of color who were not LGBT+ identified. Students of color who were Trans* identified reported negative experiences with instructors and positive experiences with other staff. Campus resources were listed as very important for students of color who are LGBT+ identified. When all of the data is mapped together, the results could help us guide our work on this committee.

b. LGBT+ student retention & MAP-Works intervention—(Warren & Jen) A letter was shared with the higher education consortium gathering in February, addressing limitations with gender identification options in the MAP-Works system. Map-Works provides a limited list of gender identity options in the demographic information section of the survey and does not allow for text boxes for items. The committee discussed if it would be possible to expand the list of identity terms included, and whether students would understand the meaning of each term. UWM currently uses the UW-system common application form, and the term “sex” cannot be added because high school guidance counselors’ email systems will block emails containing the word “sex”. Because of this, the application form uses the term “gender” to categorize the terms “male” and “female.”

The richest data in MAP-Works comes from first year cohorts. This year’s data is not yet ready. Kari Duce mentioned that we will be able to view data in Excel. If we pull fall data and look at it in line with Shannon’s data, we can possibly identify correlations between perceptions of campus climate and academic performance.

c. Presentation on updated HR/ETF LGBT+ status report—(Cary) Cary provided the Status Report on Inequality in Benefits Access and Costs for LGBT+ UWM Employees. (A print copy of the status report was handed out.) The four status report action items include required ETF affidavit on shared residence and expenses for same-sex couples, denial of spousal benefits, lack of medical coverage for medical gender transition services, and the new birth certificate requirement for changing sex status in HR records. Because of recent legislation changes, there should be some improvement for the first two action items. There, however, has not been any improvement on the last two action items (more

conversations are happening across campuses, increasing awareness around these issues). Changes to current rules need to occur through ETF, which is outside of UW-System. The committee discussed the importance of increasing awareness of these issues in our HR department, across campus, and across the UW-System. The group agreed that it would be helpful if HR employees could express empathy for employees negatively impacted by the benefits issues. It was also mentioned that HR should have a person assigned to be the point of contact for these benefits inequality issues and that it would be important to make sure we know who this person is. Jen and Jeff mentioned that they can also present the issue to the Chancellor for feedback and direction. The Chancellor may be able to share the concern with Ray Cross, UW-System President, as this was presented to his predecessor. (The committee acknowledged that with the current budget issues, we may need to consider the timing of when we aim to push this issue forward.) Angela mentioned that we could use an op-ed to bring greater visibility to the issue and that she could provide us with a template for developing this.

d. IRB integration of best practices for gender/sex/sexual orientation questions—(Jen) Table this item until our next meeting. We will look to Shannon and Mark Williams for recommendations for categorizations that differ based on age research participants.

e. Fall 2015 meeting times; Chancellor visit September 2015—(Jen & Jeff) Jen and Jeff are looking to see if committee members can continue to meet on Thursdays at 9am. Please let Jen or Jeff know if you have a time conflict. There will be a meeting with the registrar's office today to discuss students' ability making name changes on their records.

f. First Friday (September 2015?)—(Michael/Jen & Jeff) Table this item until our next meeting.

IV. Adopt February 2015 Meeting Minutes (Everyone): 10:07AM

V. Old Business (35 minutes):

a. Update from syllabus language committee—(Cary & Carl) There will be a meeting in Bolton Hall, 7th floor, on Monday, April 6th at 2pm.

b. Updates to membership—(Jeff & Jen) All current committee members' appointments run until next year. Alida from the Trans* Commission does not have a term expiration. The membership roster and pronouns have been updated on the committee's website.

c. Updates on 2014-15 goals/priorities: Future training opportunities

i. Division of FAA cabinet training 4/30/15- The time for the FAA cabinet training has changed to 9am- 10:30am. If you can join, please do so.

ii. New employee orientation—(BP2W/Kevin) This is still on table for discussion, though the current budget situation is the primary focus right now. BP2W meetings will be coming up to look at new employee orientations.

iii. Schools/colleges/departments—(Scott/Paula) The committee recalled that we need to write to the Deans to ask if there is a way we can offer trainings. Scott (not present today) had mentioned being willing to help with this process if others can help write the letters. Paula mentioned this could be discussed at an ACL meeting. Maybe it can be brought up at the May 14th meeting? Jen and Jeff will work on a rough draft in the meantime.

d. Update on Marquette U program—(Michael) Defer until the next meeting.

e. Preferred name implementation meeting rescheduled 4/2/15, 1 PM—(Jen) This meeting will take place in the Registrar's office today.

f. Ally Visibility campaign—(Jeff) On Wednesday, April 8th, 2-3pm, Jeff, Katie, and Kevin will meet in Jeff's office to identify the award presentation venue. Categories for awards also need to be determined.

VI. Announcements (10 minutes):

a. Lavender Graduation: Lavender Graduation will be held on 5/13/15 at 7:00 PM in the Student Union Wisconsin Room. RSVP at lavgrad@uwm.edu. Angela mentioned that she will need one or two students for a graduation story. Please let her know if you have a student that you would like to recommend.

b. Pride Camp: Pride Camp will take place 6/23/15-6/28/15 here at UWM. The camp is for youth ages 13-17. If you are in communication with organizations that serve LGBT+ identified youth, please let them know about Pride Camp.

c. Upcoming performance announcements: *PSOA Slightly Bigger Women: What Happens when Little Women Grow Up?* (focus is on age, not size) April 22-26; May 5th. UWM Alumni and current students will be in the chamber production *Varant* at the Tenth Street Theatre (In Tandem Theatre Company). The film *The Royal Road* will be shown tonight at the Milwaukee Art Museum at 7pm (The film was created by Jenni Olsen, and explores the history of butch identity). The 30th annual Milwaukee LGBT Film Festival will begin on October 15th, 2015. *Bad Hair* (a Latin American lesbian romance film) will be showing in the UWM Union Theatre on Friday, April 10th and is presented by the 37th Annual Latin American Film Series.

d. EDS announcement from Jazmin: Safe Space trainings can now be posted on UWM's Title 9 events page. If you know of any upcoming trainings, they can be added to the page.

<http://uwm.edu/titleix/events/>

VII. Outstanding Committee Needs (5 minutes)—None.

Meeting adjourned at 10:25 AM.

Next Meeting: May 7th, 2015, 9:00 AM -10:30 AM, Chapman Hall Regents Room