

UWM Chancellor's Advisory Committee for LGBT+ Advocacy (CACLGBT+A) Meeting Minutes  
Thursday, May 7, 2015, 9:00 – 10:30 AM  
Chapman Hall Regents Room

Present: Jen Murray, Jeff Guenther, Jerry Becker, Sarah Terry, Michael Laliberte, Scott Emmons, Alexia (Lexi) Haidmanos, Jarrod Holloway (EDS representative for Jazmin Taylor), Tim Danielson, Kevin O'Connor

Guest: Student Association President Ryan Sorenson

I. Motion to adopt the Agenda for April 2nd, 2015. Motion approved (with formatting edits). Meeting called to order at 9:04 AM.

II. Introductions

III. New Business:

a. UW-System Preferred Name Resolution—(Ryan/Lexi): This past Saturday (May 2<sup>nd</sup>, 2015), Student Association leaders at UWM met with UW System student government leaders and proposed a preferred name resolution to be shared with UW System leadership. The resolution will be forwarded to the following University of Wisconsin-System departments: Human Resources and Workforce Diversity (Associate Vice President Alan Crist), Learning and Information Technology Services (Associate Vice President Sasi Pillay), University Personnel Systems and the Office of Inclusivity, Diversity, Equity and Student Success (Associate Vice President Vicki Washington). Committee members asked if there are additional UW System leaders who should also receive the resolution.

b. Report from 4/17/15 co-chair meeting with Chancellor Mone—(Jeff & Jen): Jen, Jeff, Robin Van Harpen, Joely Urdan, and Tim Danielson recently met with Chancellor Mone. The group discussed the ETF (Employee Trust Funds) status report on Inequality in Benefits Access and Costs for LGBT+ UWM Employees, which was provided by Cary. Those present also specifically addressed how we can leverage our concerns across Wisconsin. It was determined that our best strategy is to work over the summer to build connections in the UW System so that we can use a collective/combined advocacy approach. We will want to hold off until Chancellor Mone and Tim Danielson can make contacts. Jerry reported that he sent a draft to CSAC leaders. The committee agreed that we can share our status report concerns internally right now, but that we should wait to further share our concerns externally. Regarding syllabus language changes, Scott reported that he and Paula plan to meet with Provost Britz. Scott mentioned that a discussion could potentially take place at an ALC meeting. Scott agreed to schedule a small group meeting to prepare for sharing our language change suggestions with the ALC. Regarding HR trainings and Safe Space/Ally programming, new employee HR trainings and HR training policies are currently being reviewed. Orientation programs are provided for new faculty, but are not as consistently offered to new staff throughout campus. With regard to Ally Visibility Awards, this year is the 20<sup>th</sup> anniversary of the CACLGBT+A's founding, and we may want to consider giving out the awards during the Fall Awards Ceremony due to its popularity and visibility. How do we make the 20<sup>th</sup> anniversary special? The awards ceremony planning can be a summer project. Regarding our next meeting on September 3rd, Chancellor Mone will be present for about the first 30-45 minutes. Contact Jen or Jeff

know if you have items you want covered in the September meeting. We will need a summer planning group to plan for this.

c. IRB integrate best practices gender/sex/sexual orientation questions—(Jen): Our committee can work to help IRB to develop a uniform way to assess sex and gender identity that allows for more response options. Jen has information on this topic if committee members are interested in getting involved with working with IRB on this concern. Please let her know if you have ideas or thoughts on this.

d. Goals for the 2015-16 academic year—(Everyone): Discussion of CAC for LGBT+ Advocacy Goals for 2015-2016: Some goals to focus on include the Ally Visibility Awards, HR benefits equality, trainings for the Innovation Accelerator campus, preferred name/ name in use, and choosing/ developing rubrics for assessment of CAC/LGBT+A advocacy goals. Note that preferred name/ name in use changes for students are expected to take place starting this summer. Students will be able to include preferred name/ name in use in PAWS, D2L (manual change), and later on, Office 365. At some point, students could also get UWM ID cards that have preferred name/ name in use on one side and legal name on the reverse side—this latter item could be a future project.

e. First Friday (September 2015?)—(Michael & Jeff): A date for the September First Friday (monthly UWM faculty/ staff social reception) has not been solidified yet. At this point, it looks like it will most likely be held on September 11<sup>th</sup>. September 4<sup>th</sup> is actually the first Friday of September, but it is also the start of Labor Day weekend and Pantherfest, which will both limit faculty and staff attendance. Michael reported that the event will be hosted by the Division of Student Affairs, and will need volunteers. Jeff and Sarah mentioned that they assisted with the September program last year, and are open to helping again this year.

f. Memo to the deans: Schools/colleges/departments—(Scott): Scott reported that he and Paula will take the draft of the proposal to offer Safe Space Ally Development training to the Schools and Colleges. Scott said that they could bring up the topic at the May 14<sup>th</sup> ALC meeting. The committee discussed the fact that schools and colleges have different structures and how we will likely need to customize our approach to offering trainings to each one.

IV. Adopt April 2015 Meeting Minutes (Everyone) Changes: Motion to adopt: Jared motioned to adopt minutes. Jeff seconded the motion to adopt the minutes. Everyone approved and April 2015 minutes were adopted at 9:44am.

V. Old Business (30 minutes):

a. LGBT+ student retention & MAP-Works intervention - (Jen): Jen reported that she and Warren have pulled a number of reports from the MAP-Works program to see how the data compares with Shannon's research findings. LGBT+ identified first year student reported the following top five issues amongst their concerns: test anxiety, finances, home sickness, missing classes, and studying less than five hours per week. Two questions assessing LGBT+ identity were included on the Map-Works survey. LGBT+ identified students reported wanting to get more involved in campus organizations compared to the general student population. LGBT+ identified students reported negative perceptions of campus, lower social integration, and struggling with two or more classes. If you would like to help look over data with LGBTRC, let Jen know.

b. Update from syllabus language subcommittee—(Jeff): Jeff, Scott, Jen, Carl, Cary, and Kim Cosier had a meeting to draft syllabus language and discuss how to present the language change recommendations

to faculty. Chancellor Mone has asked us to first run the recommendations past Provost Britz. The group talked about how we can encourage faculty to include their pronouns in syllabi to serve as an example for students.

c. Op-eds for local publications—(Jeff): Cary and Carl discussed a template for the ETF status report. Jeff can check in with Angela. Our committee will want to focus on first establishing more organized advocacy across the UW system before moving forward. We will put this item on hold.

d. Training-related updates

i. Success: The Division of FAA Cabinet training was held on 4/30/15. Feedback was positive. Jen, Sarah, and Jeff provided the training. There may be upcoming opportunities to provide more consolidated training within FAA.

ii. New employee orientation—(BP2W/Kevin): Tim Danielson reported that UWM does not currently have a comprehensive orientation, but that the university is moving toward this approach. Our human resources director has been asked to find a way to collaborate with UW system on orientations. Any orientations that happen across institutions will likely be primarily focused on HR benefits. How does BP2W help get trainings across campus? Jared mentioned that EDS can list diversity training sessions on the EDS website. EDS is also looking to offer programs where several trainings can be combined such as inclusion of LGBT Safe Space training, Title IX training, and sexual harassment trainings.

e. Update on the Marquette U program?—(Michael): Michael recommended that the item be removed from the agenda, as the window of opportunity has passed.

f. Preferred name implementation—(Jen provided written report for Jeff to verbally deliver): June 1<sup>st</sup> is the launch date for students to be able to change their name in PAWS (will show both legal and preferred name/ name in use) and D2L. Reminder: This is a campus process change, not a policy change. The name changes will not show up on w-4 forms, financial aid, or I-9 forms. These name change options will be shared during new student orientations for incoming students. At a later date, Office 365 will also include options for preferred name/name-in-use options.

g. Ally Visibility Campaign/photo exhibit—(Jeff): 2015 is the 20<sup>th</sup> anniversary of this committee's establishment. To celebrate this anniversary and UWM's inclusion in the Top 50 Campus Pride Index, we would like to provide two awards. The first award, the Ally of the Year Award, would possibly be offered at the Fall Awards Ceremony and would be presented based on criteria including the following: Commitment to improving campus climate and diversity, introduction of new policies and practices that positively impact LGBT+ identified students and employees, work to increase awareness of issues faced by LGBT+ identified individuals, and behind the scenes contributions to UWM's LGBT+ communities. The second award, the Allyship in Action Award could be granted two or four times a year. This award would be given based on the following criteria: Organization of LGBT+ awareness-focused programs, inclusion of LGBT+ topics within general curriculum, incorporation of gender- or sexuality-inclusive practices in the classroom, support of LGBT+ focused research or publications, work toward providing improved climate for LGBT+ members of campus, assistance with improving policies and practices that impact LGBT+ campus community members, or additional examples of support for LGBT+ individuals. These criteria will be added to the website. The committee discussed several venues for providing awards as some events differ based on student vs. faculty/staff attendance. The group discussed how nominations could be made by faculty, staff, children of faculty/ staff, or by students. The committee also discussed the possibility of creating a photo and story display of allies that could be located in the Fireside Lounge. The display could go up in October and be kept on display for the duration of the fall

semester. Please contact Jen and Jeff if you are interested in helping over summer. Michael mentioned that at an event in Boise, he saw a display that included individuals' definitions of family. The group discussed incorporating definition of family in our gallery display.

VI. Announcements (10 minutes):

a. All are invited to attend Lavender Graduation, 5/13/15, 7pm Union WI Room: The first Ross Leonard Scholarships will be presented at Lavender Graduation.

b. Pride Camp at UWM, 6/23/15-6/28/15: Pride Camp is for youth (ages 13-18). Pride Camp planning is taking place and will include UWM recruitment as a focus. The Zilber School of Public Health will be contributing health and wellness programming for participants this year.

c. Pride Fest (June 5<sup>th</sup>-7<sup>th</sup> 2015): Volunteer opportunities in the Youth Area are available.

d. The Association of College & University Housing Officers - International (ACUHO-I) published a feature story on inclusive housing including highlights from UWM's inclusive housing options. Jen Murray forwarded this email to committee members on May 6<sup>th</sup> 2015 and the article/email is titled *Your May + June Talking Stick is now available online*.

e. May 21<sup>st</sup> 8pm: Hamburger Mary's Hambingo Charity Night with UWM Alumni Association, LGBT+ Chapter. Hamburger Mary's is located at 2130 S Kinnickinnic Ave. Milwaukee, WI 53207. There is no cost to play bingo, but participants have typically donated \$10 for each bingo card. There will also be a 50/50 raffle. Prizes will be given to the winner of each bingo round.

f. CACLGBT+A Meetings will continue to be held 9:00 AM until 10:30 AM on the first Thursday of each month during the fall semester. Room to be determined.

VII. Outstanding Committee Needs (5 minutes)

Next Meeting: September 3, 2015, 9:00 AM – 10:30 AM, Chapman Hall Regents Room

Fall 2015 meeting dates: first Thursday of every month, 9 AM – 10:30 AM, Chapman Hall Regents Room

Adjourn promptly at 10:30 AM