

UWM Chancellor's Advisory Committee for LGBT+ Advocacy  
Thursday, September 3, 2015, 9:00 a.m. – 10:30 a.m.  
Chapman Hall Regents Room

Meeting called by: Co-chair Jeff Guenther

Type of meeting: General meeting of the 2015-16 academic year

Meeting Notes

Attendees: Chancellor Mark Mone, Vice Chancellor Michael Laliberte, Jeff Guenther, Sarah Terry, Kate Nelson, Duane (Dee Jay) Johnson, Jerry Becker, Paula Rhyner, Carl Bogner, Karen Wolfert, Warren Scherer, Shannon Chavez-Korell , Kevin O'Connor, Katie Rose, Angela McManaman

I. Call Meeting to Order (Co-chair(s))

II. Automatic Consent

Adopt agenda: 9:35am

Approval of Meeting Minutes: Minutes approved 9:37am

III. Introductions (Name, Department, Pronouns-in-use, and highlight from Summer) (5 Minutes)

IV. Special Order of Business (30 Minutes)

Remarks from Chancellor Mone

- A. Chancellor Mark Mone reported that in today's meeting, he would like to share with us his perspectives. Chancellor Mone mentioned that he recognizes the Committee's accomplishments, continues to encourage us on working toward our current goals, and supports us in continuing to build a strong connection between our Committee work and the campus strategic plan. Chancellor Mone stated that our Safe Space trainings with the Academic Leadership Council, the Chancellor's Cabinet, UWM Human Resources, and Division of Finance and Administrative Affairs is an important start and that continuing training across campus is critical, especially for those members of faculty and staff who may not be proactive about seeking out training. Chancellor Mone commented on how our trainings are (positively) invasive and engaging and include quality follow-up. Chancellor Mone mentioned that perhaps we continue to aim first at those on campus who are naturally interested in participation and advocacy so that we can build support across campus which can later help us encourage others who may have been hesitant.
- B. Chancellor Mone shared his support for our development of the Ally of the Year Award. Chancellor Mone remarked on the importance of institutionalizing the award in order to heighten visibility of the positive work taking place on campus. Chancellor Mone also reported that other similar faculty and staff awards include a monetary component, and that he would support us if we want to look into funding options to include as a part of the award.
- C. Chancellor Mone expressed support regarding our work on pronoun-in-use syllabus language changes. Chancellor Mone remarked on how we will want to provide training around this to encourage faculty and instructional staff in supporting student pronouns-in-use. Chancellor Mone mentioned the ideas of what qualities we look for in colleagues and how building relationships across campus will help us to engage as many people as possible.

- D. Chancellor Mone discussed the topic of metrics. Specifically, Chancellor Mone mentioned that in addition to our measuring advocacy, it will be critical that assess our processes as well as the progress that we make over time.
- E. Chancellor Mone expressed support for our work on ETF benefits equality.
- F. Chancellor Mone mentioned that he has been engaging in dialogue with UW System and is open to working with us to identify points for communication. Chancellor Mone also asked the question of how we can advocate for LGBT+ identified individuals across the system.
- G. Chancellor Mone thanked the Committee for our volunteer efforts and for supporting the campus as a collective group. Chancellor Mone commented on how First Friday on September 11<sup>th</sup> will be a great opportunity to showcase our accomplishments and the 20<sup>th</sup> anniversary of the CAC for LGBT+ Advocacy.
- H. Chancellor Mone discussed the importance of continuing to build a strong climate on campus and how our Committee can serve as a model for doing this.
- I. Chancellor Mone talked about how our work is in line with the UWM Strategic goals (Student Success, Research Excellence, Community Engagement, Inclusive and Innovative Culture), especially on the matters of student success, campus climate and culture, research, diversity, community partnerships. Chancellor Mone also mentioned that our Committee will need to keep the strategic goals in mind as we continue forward.
- J. Chancellor Mone mentioned the importance of our continuing to develop our brand visibility and images and asked the Committee to consider how we can continue to increase our visibility.
- K. Chancellor Mone stated that he and Vice Chancellor Laliberte will continue to be in contact with our Committee to remain informed about our work.
- L. Discussion with Chancellor Mone following his updates:  
The Ally of the Year of the Award will be introduced at this year's Fall Award Ceremony and will be given out starting in 2016. Chancellor Mone and the Committee discussed how UWM is a pioneer in its work on preferred name use and that UWM is receiving national attention and recognition for the work we are doing to serve LGBT+ individuals on campus. As an example of how being inclusive has become standard at UWM, Michael mentioned that during orientation, one student asked another if they were in an LGBT orientation based on the diversity topics being discussed and the responding student said something to the effect of, "No—this is simply part of who we are at UWM." The group also talked about potential challenges of getting more faculty support and participation and that our best strategy may be to start with those who are most supportive and work toward building increased support over time. The Committee briefly discussed the professional development training and opportunities for improving the workplace including programs such as "Leading and Learning from the Middle" and "Panthers for Positive Change." The idea of combining resources to provide trainings across multiple student group identities was also discussed. The Chancellor's Task Force on Sexual Violence Prevention, Reporting and Response is currently preparing recommendations to pass on to the Chancellor and expects to have those recommendations ready by November.

#### Conversations

#### V. Approval of May 2015 Meeting Minutes

The minutes were successfully approved

#### VI. New Business (10 Minutes)

- A. Appointment letters (Jeff): Jeff is currently waiting to receive appointment letters from Provost Johannes Britz. Jeff hopes to have letters ready for the CAC for LGBT+ Advocacy by October.

- B. Delegation of 2015-16 projects (Jeff) First Friday: Jeff, Dee Jay, and Sarah have taken the lead on First Friday which will be held on September 11<sup>th</sup>, 2015 from 4-6pm in the Student Union Alumni Fireside Lounge. Kate, Katie, Jeff, and Kevin have taken the lead on the development of the Ally Development Award.

#### VII. Old Business (30 Minutes)

- A. September First Friday: 9/11/15, 4:00 p.m. – 6:00 p.m., Union Alumni Fireside Lounge (Dee Jay, Jeff, Sarah) Dee Jay, Jeff, and Sarah have been working with Student Union Marketing to create a theme for First Friday. The chosen theme is “Sharing our Successes, Empowering our Advocates.” This event will serve as an opportunity to encourage participation in the LGBT Safe Space program and in the Kognito Veterans on Campus for Faculty and Staff training. We will also provide pledge cards to record how faculty and staff have served as advocates in the past and how they plan to continue to be advocates in the future. On the back of the pledge cards, faculty and staff can include their name and email to request Safe Space trainings for their respective departments. The reception will include hors d'oeuvres, cash bar, a signature cocktail, and a cake to celebrate the 20<sup>th</sup> anniversary of the CAC for LGBT+ Advocacy. Maybe we can advertise the event through the UWM Announcements email?
- B. Ally of the Year award and Ally Visibility Campaign (Jeff): The Secretary of University office approved announcement of the Ally of the Year Visibility Award at this year’s UWM Fall Awards Ceremony, which will then be given out the following year. All of the other similar awards include a monetary award of at least \$500. The Committee mentioned that we could consider setting higher monetary award number such as \$1500 and make it a 50/50 award where the recipient of the award receives half of the money and the other half is donated to the organization of their choice. The Committee briefly reviewed the criteria for receiving the Ally Visibility Award which includes: improving campus climate and diversity, introduction of new policies and practices that positively impact LGBT+ identified students and employees, working to increase awareness of issues faced by LGBT+ identified individuals, and providing behind the scenes contributions to UWM’s LGBT+ communities. Jeff sent a mock up page including the criteria for nominations to the Secretary of the University. Angela and Carl mentioned that they are both interested in helping with further development of the award. The deadline for nomination will be March 1. The Secretary of the University will cover the cost of the physical award.
- C. PAWS and D2L name-in-use field launch (DeeJay and Jeff): The official launch date for students to change their name in PAWS and D2L was June 1. Dee Jay. Approximately 63 individuals have requested their name be changed since the launch. About a quarter of the requests came in during July, another quarter in August, and more have continued to be requested since. Students have requested name changes citing different reasons including desire to change to a shorter more Americanized name and to change name to reflect gender identity. Information about the name change option has been included in orientations for new students. The committee discussed if returning students are receiving much information. The group mentioned asking Provost Britz to encourage faculty to let returning students know about the name change option. Paula volunteered to help develop a preliminary memo. The Registrar’s Office can assist.
- D. Memo to the Deans: Syllabus language and Safe Space trainings (Jeff, Paula, Scott):

The Committee discussed whether the ALC discussed syllabus language at the July meeting (this information is not clear at this time). The Committee agreed that we can ask to have it added to the agenda for the next ALC meeting. A draft memo has been created and can be sent on to Provost Britz and the Academic Policy Committee. The memo emphasizes the importance of inclusive use of pronouns and encourages faculty to model use of pronouns. The Committee discussed whether the syllabi changes would be required or recommended. Sarah reported interest on working with the schools and colleges on participation in Safe Space Training.

- E. IRB language best-practices (Jeff) IRB Cary Costello's Report: Shannon, Kate, Jen, and Cary have expressed interest in working with IRB to create best practice guidelines for language use. Lance Weinhardt from the Joseph J. Zilber School of Public Health can assist with this.
- F. Assessment of UWM climate and CACLGBT+A effectiveness (Jeff): The Committee discussed evaluating our effectiveness using the pre- and post-assessments that have been collected from Safe Space trainings. The group discussed existing tools for assessing campus climate including the National Student Satisfaction Survey (NSSY). Students take the NSSY assessment in the beginning of second semester. As a committee, we will need to decide on what to initially focus. Shannon, Warren, and Michael expressed interest in assisting with this.

#### IIX. Announcements (5 Minutes)

- A. Cut/Create (paper art) exhibit in the Union Art Gallery through 9/11/15 through September 11<sup>th</sup>: The closing ceremony is at 7pm. LGBT identified artists are represented in this exhibit.
- B. UWM delegation at Big Night Out on 10/10/2015: The Milwaukee LGBT Community Center will be hosting the Big Night Out Gala on October 10<sup>th</sup>, 2015. If anyone is interested in attending or sponsoring the event, please contact Jeff Guenther. The cost is 120 per person, but the Chancellor has a foundation account that can pay for attendance for fundraising events such as this. A motion was made and approved to ask the Chancellor about sponsorship for a table (eight people).
- C. Other announcements  
The 30<sup>th</sup> Annual Milwaukee LGBT Film Festival begins on October 15<sup>th</sup>, 2015 Carl Bogner specifically highlighted Sharon Shattuck's "From This Day Forward" which is a documentary about a family experiencing their father's transition. Carl also mentioned Lithuania's "The Summer of Sangaile," which focuses on realization of dreams. Carl also mentioned that one of his interns attended the San Francisco LGBT Film Festival and met an individual who has volunteered as a donor to send three UWM students next year.

IX. Outstanding Committee Needs (10 Minutes): Discussion of how to investigate the need for expanded Safe Space and/or harassment training for student employees.

X. Adjournment (No later than 10:30 a.m.) 10:35am

Next Meeting: October 1, 2015, 9:00 a.m. – 10:30 a.m., Chapman Hall 211 (Regents Room)