

UWM Chancellor's Advisory Committee for LGBT+ Advocacy Meeting Minutes
Thursday, November 5, 2015, 9:00 a.m. – 10:30 a.m.
Chapman Hall Regents Room

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

Meeting Notes

I. Co-chair Jeff Guenther called the meeting to order at 9:05 a.m.

II. Automatic Consent
Adopt agenda

III. Attendees/ Introductions (Name, Department, Pronouns-in-use) (5 Minutes): Jeff Guenther, Sarah Terry, Jerry Becker, Paula Rhyner, Carl Bogner, Karen Wolfert, Kevin O'Connor, Katie Rose, Tony Horne, Belinda Ricco, Michael Laliberte, Nelida Cortes, Scott Emmons, Megan Morrisey

IV. Approval of October 2015 Meeting Minutes: Minutes adopted 9:09am

V. New Business (20 Minutes)

A. Ally of the Year Award proposals (Ally Visibility Subcommittee): The Ally Visibility Subcommittee met two weeks ago. The group posed the question if the Ally of the Year Award could be given to a group as well as individuals. This might be desired if multiple people participated in the same initiative. Jeff reported that he contacted the Secretary of the University's Office, and they said that we can make the decision since we are creating the award. Michael brought up the idea of creating a separate category for a group. An example of a similar award is the System Diversity Award which includes categories for both individuals and groups. Jeff mentioned that we can also develop the Allyship in Action Award which would be less formal and could be given out each semester by our committee as opposed to just once a year at the Fall Awards Ceremony. The group also discussed that we will need to determine if we want to provide a \$1500 monetary award component for the Ally Visibility Award since Chancellor Mone mentioned that the other comparable awards include this so that recipients can put the money toward professional development or donations. If we do choose to give a monetary award, we will need to seek out funding sources. Jeff mentioned that we will need to solidify our evaluation criteria. The criteria currently read as follows:

Nominees can be UWM faculty members, staff members, or students who fulfill one or more of the following criteria: Demonstration of commitment to improving climate and diversity at UWM; introduction of new or improved existing policies and practices to positively affect LGBT+ students and employees; working to increase awareness of issues that affect LGBT+ individuals; and providing behind-the-scenes contributions to the LGBT+ campus communities.

For clarification, Karen asked if only supporters/advocates fall under the term "ally" or if the term is broad enough to include individuals who identify as LGBT+. The individuals within the committee discussed how they defined "ally" which ranged from only applying to supporters to

including both supporters and LGBT+ identified individuals. The committee agreed that we will need to define the term “ally” if we choose to stay with this term.

B. Power of US Conference recap (Katie and Jeff): Our committee was offered the opportunity to provide a resource table at the recent “UWM Power of US University Staff Conference” that was held on October 29th in the Student Union Wisconsin Lounge. (This event was the first annual one-day professional development conference for “University Staff,” previously referred to as Classified Staff.) Jeff and Katie helped run the table and noted that the materials available were focused only on the LGBT Resource Center. Jeff suggested that we create a display board for the CAC for LGBT+ Advocacy. The group then discussed how we can develop a training workshop that we can provide to faculty and staff that would highlight the work of our committee. This workshop could be similar to the LGBT+ Safe Space and Ally Development workshops, but more specific to our group. It was suggested that we connect with HR and FAA if we want to be able to offer the workshop for new employees. There was also discussion around opportunities to provide training as part of new employee orientations for faculty, academic staff, and within the Division of Student Affairs. Scott and Paula reported that they have plan on meeting with the Deans on December 8th to discuss how to provide diversity trainings to faculty and staff within the schools and colleges and that they could bring up these trainings at the meeting. Academic staff has an orientation. Jeff asked who would be interested in working on developing trainings and resource tabling materials. Volunteers included Belinda, Katie, Paula, Scott, Sarah, Jerry, and Nelida. Jeff mentioned that we may also want to ask Angela if she wants to be involved.

C. Creating Change conference (Jen): Jen was unable to be present for today’s meeting, so Jeff reported that we can expect to receive an update through email or at our next meeting.

D. ACHA health guidelines (Jen): ACHA refers to the *American College Health Association*. Jeff mentioned that Jen wanted to share the organization’s recent guidelines regarding provision of gender-inclusive health facilities for students. The committee should expect to hear an update through email or at the next meeting.

VI. Old Business (30 Minutes)

A. Appointment letters (Jeff): Jeff reported that the appointment letters are currently at the Chancellor’s Office and will be available next week. Jeff mentioned that he can get them to people three different ways: 1. You can email Jeff and ask him to drop off the letter off for you. 2. You can pick up your letter at Jeff’s office in Holton Hall. 3. You can wait to receive your letter at the next meeting.

B. Co-chair election (Michael, Jen, Jeff): Please send in nominations to Michael Laliberte.

C. Committee charter review (Jeff): Jeff indicated that he is still trying to locate a copy of our committee charter. He reported that he checked with the Chancellor’s office, the Secretary of the University, and the Provost’s Office, but none of them have it on file. Jerry mentioned that he remembered working on one during the time that Chancellor Santiago and that that knowledge may help us track it down. Jeff also stated that he can check with Jen.

D. Updates on 2015-16 projects

i. IRB gender- and sexuality-inclusive language guidelines (Jen): Jen was unable to be present for today's meeting, so Jeff reported that we can expect to receive an update through email or at our next meeting.

ii. Syllabus language (Jeff, Paula, Scott): Jeff reported that the last step involved sending in the suggested changes to the Provost office. Scott said that he will contact the Provost to follow-up on the process.

iii. Ally of the Year Award (see item V. above): Please see above under section "V. New Business A."

iv. Expanding department trainings (Jeff, Sarah): Sarah agreed to follow up with Scott and Paula when they have spoken with the Deans about how to implement trainings within the Schools and Colleges. Jeff asked that if anyone's department is interested in receiving training to please let him know.

E. LGBT Film/Video Festival summary (Carl): Carl reported that the event was offered free for students, but that this did not seem to have much impact on student attendance, especially in the case of UWM students. Carl reported that the festival included a lot of great events including films depicting the experiences of trans-identified people of color. He said that a number of community groups were involved—including the ACLU. Carl mentioned that the festival is also looking to include internships, which will include a formal application process. Carl encouraged members of the committee to show their support by coming to see the films.

F. Big Night Out- Jeff reported that this event served as a good opportunity to increase UWM's visibility in our LGBT+ community. He mentioned seeing a number of our faculty there as individual attendees. He reported that Karen from the Milwaukee LGBT Community Center was grateful to have us in attendance. The event included both a silent auction and a live auction, which helped to raise funds for LGBT+ youth programs including providing a safe space, a cyber center for job searches, and a food pantry. Jeff explained that the center also provides counseling and domestic violence-related support services. Members of Project Q, the center's youth group, provided very enjoyable entertainment at the event.

VII. Announcements (5 Minutes):

- A. Peck School of the Arts Theatrical Productions (Tony):
- i. *The Royal Mexican Player's Project: WTF?!?!-* November 4th-8th, 7:30PM Wed-Sat, 2pm Directed by Director Michelle Lopez-Rios with playwright Alvaro Saar Rios. This production explores America's love for baseball. Performances will be held at Kenilworth Five-0-eight.
 - ii. *Damn Yankees-* November 18-22 Wed-Sat 7:30pm, Sunday 2pm. Directed by Tony Horne. The production includes 32 student performers + additional student support crew members. The production addresses race and ethnicity through diverse casting. Performances will be held at Mainstage Theatre on Kenwood Blvd.

- B. LGBT Caucus Holiday Social (Jeff): Jeff reported that the LGBT Caucus is looking to have a holiday party. If you are available to host the party or know someone who is, please contact Jeff.

VIII. Outstanding Committee Needs (10 Minutes):

- A. December Invitation for Roy Badger: Jeff asked if the committee would be interested in inviting UWM employee Roy Badger who won the University of Wisconsin System Dr. P.B. Poorman Award for Outstanding Achievement on Behalf of LGBTQ People to our December meeting. The group agreed that they would like for Roy to attend the meeting for a discussion on how climate has changed and ideas about what work needs to continue as we move forward.
- B. Fox Nation (conservative news forum operated by Fox News) Update: Jen (through phone text) and Michael Laliberte explained that “Fox Nation” (a conservative news forum owned by Fox News), through a national student organization called “Campus Reform,” has been hiring students to write negative news articles about higher education institutions’ diversity-focused initiatives. Michael reported that UWM has been featured repeatedly during the last two weeks on a number of topics including on-campus initiatives such as “Just Words” (including criticism of one of our committee-member colleagues), voice feminization services for males undergoing transition offered by the UWM Speech and Language Clinic, and our gender-inclusive restrooms. These reports have repeatedly focused only on select details of initiatives and often misrepresent the initiatives as a whole. Michael also reported that the individuals writing the reports have reached out to UWM employees asking questions, but published stories ahead of time that falsely state that UWM employees refused to respond. Michael mentioned that the reports have been publicized nationwide, though they have not caught as much attention locally. He mentioned that we need to be aware of the impact of these stories on our students, staff, and faculty, and that it is important for us to offer them our support. If any of us or anyone we know are contacted by these groups or by other questionable media sources, we should refer them to Tom Luljak in University Relations. Michael also mentioned that most contacts have come via email and have been primarily directed at only specific, high-profile individuals on campus.

IX. Adjournment: The meeting was adjourned at 10:30 a.m.

Next Meeting: Thursday, December 3, 2015, 9:00 a.m. – 10:30 a.m., Chapman Hall 211 (Regents Room)