

UWM Chancellor's Advisory Committee for LGBT+ Advocacy Meeting Minutes  
Thursday, December 3, 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

I. The meeting was called to order at 9:04 a.m.

II. Automatic Consent

Adopt agenda: 9:05am

III. Introductions (Name, Department, Pronouns-in-use) (5 Minutes): Roy Badger, Cary Costello, Belinda Ricco, Vice Chancellor Michael Laliberte, Jeff Guenther, Sarah Terry, Jerry Becker, Paula Rhyner, Carl Bogner, Karen Wolfert, Kevin O'Connor, Katie Rose, Jen Murray, Amanda Field, Paul Bertling, Emily Talapa

IV. Special Order of Business (15 Minutes): Welcome to UWM Employee Roy Badger, winner of the UW-System P. B. Poorman Award for Outstanding Achievement on Behalf of LGBTQ People. In addition to his years of LGBT+ advocacy work in a number of campus and community organizations, Roy and his partner played an instrumental role in legally challenging Wisconsin's same-sex ban on marriage. According to UW-System, Roy Badger is the first UWM member to take a case to the U.S. Supreme Court.

A. Remarks from Roy Badger

1. When asked about positive change that he has witnessed here at UWM, Roy said that the Chancellor's Advisory Committee on LGBT+ Advocacy Committee serves as example of positive change. Roy also said that the establishment and growth of the LGBT Resource Center serves as a sign of positive change. Roy mentioned that he has been fortunate to personally feel supported on campus throughout his career here at UWM, including from the Provost and Chancellor. He also said that he experienced support from the UWM community during the same-sex marriage ban lawsuit. He also mentioned that in preparation for the lawsuit, the ACLU provided helpful PR training.

2. Roy shared that he received encouragement from campus and the neighborhood community at his wedding to Garth. Roy mentioned that the wedding was televised on channel 4 and that Reporter Shannon Simms personally chose to cover the story to show her own support. Roy said that he received one negative letter from an individual in West Virginia and had one family member who does not support him, but that his other experiences have been very positive.

3. The committee offered their congratulations to Roy on both the award and his marriage.

V. Approval of November 2015 Meeting Minutes: Minutes approved at 9:22 a.m.

## VI. New Business (30 Minutes)

A. Distribution of appointment letters (Jeff): Jeff handed out the letters and asked that committee members return the acceptance forms to him.

### B. Scholarship inquires (Jen)

1. Jen reported that scholarship information requests have been coming into the LGBT Resource Center. Currently, UWM only has one scholarship (Ross Leonard Scholarship) which offers a single \$1000 scholarship that pays \$500 per semester. The scholarship application is currently open with an April deadline and will be awarded at Lavender Graduation in May. The LGBT+ Alumni Chapter is working to identify a disbursement date for its newly-established scholarship; The Cream City Foundation City Wide Scholarship may also be an option starting in fall 2017.

2. Jen brought up fundraising possibilities given student financial struggles and the limited number of scholarships that exist for LGBT+ identified students. Would Panther Prowl be an option for fundraising? Michael mentioned maybe that we can work with UWM Foundation to explore options. UWM Foundation contacts could include Joe Madelena or Joe Brooks. Jen also mentioned checking with the UWM Alumni Network.

### C. Meeting Times for Spring 2016

1. The next CAC for LGBT+ Advocacy Meeting will be held on Thursday, January 7<sup>th</sup>, 2015 at 9:00 a.m. in the Regents room in Chapman Hall. For other spring meetings, we will meet at either 9:00 a.m. or 10:00 a.m. Members should look for updates on meeting times for the spring semester.

### D. Student vacancies (Jen and Jeff)

1. Student Association LGBT+ Advocacy Senator Lexi needs to step back, and Eli Walker will become the new LGBT+ Advocacy Senator. Eli is also a student employee in the LGBT Resource Center.

2. For spring semester, we can try to get more students to attend our committee meetings.

### E. Election of January co-chair (Mike, Jen, Jeff)

1. Today, we will select the Co-chair whose appointment will run from January 2016 to December 2016.

2. Michael reported that committee members have not sent him any nominations.

3. Jen said that committee members could nominate themselves or others.

4. When no nominations were made, Jen volunteered to nominate herself.

5. A motion was made to close nominations and to vote yea or nay for Jen through raising of hands. Michael counted 10 affirmative votes for Jen (and no nays).

6. Jen Murray will serve as a Co-chair starting January 2016.

## VII. Old Business (20 Minutes)

### A. Updates on 2015-16 projects

#### 1. IRB gender- and sexuality-inclusive language guidelines (Jen)

Jeff and Jen reported that we will need to check with Shannon. Jen and Cary agreed to assist with this.

#### 2. Syllabus language (Jeff, Paula, Scott)

a) The Provost has been provided a second copy of the proposal, and we are waiting to hear back from him.

b) Paula agreed to follow up with the Provost and Deans at the ALC meeting on December 8<sup>th</sup>. Paula mentioned that she plans to address the topics of syllabus language and trainings within the Schools and Colleges.

c) Jen mentioned that we will need to recommend that instructors model use of pronouns with their students. We will also need to increase the number of safe space training for faculty and instructional staff within Schools and Colleges.

#### 3. Ally of the Year Award (Jeff and subcommittee members)

Jeff and subcommittee members reported that feedback from committee was received and includes several recommendations for revision of the award description and criteria. The recommendations below were unanimously approved by the committee:

i. Regarding criterion 1, both individuals and groups are eligible to receive the Ally of the Year award (rather than just individuals).

ii. Regarding criterion 1, demonstration of commitment to improving climate and diversity will be specifically in regards to supporting LGBT+ campus constituents (LGBT+ members of the UWM community). Also, we may want to use the term "inclusivity" in addition to or rather than "diversity."

iii. Regarding criterion 4, instead of describing contributions as "behind-the-scenes contributions, we may want to use "logistical, administrative, institutional, or personal support."

iv. Jeff will forward the updated criteria to Secretary of the University

v. A cash prize will not be mentioned on the award since we cannot guarantee it.

#### 4. Expanding department trainings (Jeff, Sarah)

a) Jen reported that the LGBT Resource Center staff members have been developing programming and will be hiring additional staff to assist with this. Jen mentioned that, so far, trainings have been most successful when tailored to the needs of each department or unit. University Relations has expressed interest in receiving training. If committee members know of

additional departments or units who would like training, please let her know. Jen reminded the committee that there are several different topic focuses for trainings—including LGBT+ 101 and trans\* identities.

- b) Paula reported that the ALC will be meeting on December 8<sup>th</sup> and that she and Scott will bring up how to launch trainings in the Schools and Colleges and the process for making the syllabus language changes.

#### B. Committee charter update discussion (Everyone)

1. Jeff mentioned that he has contacted various offices regarding the charter. Jen provided insight that the committee may not have charter or by-laws due to the fact that the group was started informally. A committee member suggested that we also check with Brad Houston from UWM Records Management.

2. If the committee chooses to draft a charter, we can file it with the Secretary of the University.

#### VIII. Announcements (5 Minutes)

A. UWM Drag Show: The UWM Drag show will be held at the Milwaukee Theatre on February 27, 2016. LGBT Resource Center former Assistant Director DeeJay Johnson will be returning to host the event as Vivian Storm.

B. Pride Camp: June 20-26, 2016 (Youth Development): Jen reported that Pride Camp will need UWM students to serve as camp counselors, so if you know any who are interested, please have them contact the LGBT Resource Center (training will be provided). Some local high schools have Gender Sexuality Alliances with ties or connections to UWM. Their students may be especially interested.

#### C. Other announcements

1. Cary reported that the LGBT Studies Certificate program is offering “Queer Stars and Celebrities” as a capstone course for this spring (course number: 51035). For more information, contact the course instructor Bridget Kies.

2. Carl reported that on December 8<sup>th</sup> at 7pm, Union Cinema’s “Experimental Tuesdays” film screening will provide showing of “Chantal Akerman: In Remembrance.” For more information, visit <http://uwm.edu/studentinvolvement/event/experimental-tuesdays-chantal-akerman-in-remembrance/>.

3. Carl also shared that on next Sunday, December 13<sup>th</sup>, the Woodland Pattern Book Center Annual Open House and Film Screening will offer a showing of “Welcome to This House: A Film About Elizabeth Bishop”. For more details, go to <http://www.woodlandpattern.org/events/?event=175>

4. Jen reported that there is a national movement to include sexual orientation and gender questions on college applications. Jen mentioned that since we use the UW-System common application, any changes that would be made to our application would

occur at a System-wide level. Duke University is including questions on sexual orientation and gender identity (one question for each). Jen encouraged the committee to think about what we would recommend. We would need to consider what questions to ask, the potential benefits and consequences of asking the questions, and how the data would be potentially used. Jen mentioned that we can revisit this topic in January. Jen and Michael also made committee members aware of the Chronicle of Higher Education story on this topic titled "I'm Pretty Sure I am Gay but Please Don't Ask," which highlights how young incoming students may not feel comfortable answering this question. To read the story, go to <http://chronicle.com/article/I-m-Pretty-Sure-I-m/234364>

IX. Outstanding Committee Needs (10 Minutes): None

X. Adjournment: The meeting was adjourned at 10:22 a.m.

Next Meeting: Thursday, January 7<sup>th</sup>, 2015 at 9:00 a.m. in the Chapman Hall Regents Room (211)