

UWM Chancellor's Advisory Committee for LGBT+ Advocacy Meeting Minutes
Thursday, January 7, 2016, 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. Call Meeting to Order (Co-chairs)

The meeting was called to order at 9:05am

II. Introductions (Name, Department, Pronouns-in-use) (5 Minutes)

In attendance were Belinda Ricco, Michael Laliberte, Jeff Guenther, Sarah Terry, Kevin O'Connor, Jen Murray, Kate Nelson, Romila Singh, and Elijah Walker

III. Automatic Consent

A. Adoption of agenda: 9:08 a.m.

B. Approval of December 2015 meeting minutes: 9:08 a.m. (one correction: title of "Agenda" needs to be changed to "Meeting Minutes")

IV. New Business (30 Minutes)

Potential improvements to the name-in-use system (Jeff and Jen): Jeff received an e-mail from a trans*-identified student who expressed a concern that there were gaps in the system. (The student, Elijah Walker, was in attendance today and mentioned that he was comfortable with speaking openly regarding his recent experiences). Below are three examples:

i. Name-in-Use for in the classroom:

- a. The student had to out himself to a few professors because his name-in-use did not appear on rosters in a timely fashion. Michael mentioned that as the semester approaches, rosters are updated online once a day. If new information has been added to the roster and the instructor has printed it off before the next update is made later that day, the instructor may not have the most updated list. Also, instructors may print off a roster just once—days or weeks before the semester starts—and may consequently have an inaccurate roster on hand.
- b. The student's birth name still appeared in online areas (D2L) where the name-in-use should have appeared. The student had to e-mail the Registrar's Office to sort out the matter. Jeff, Michael, and Jen each mentioned that name information on D2L comes from PAWS, but that the two systems do not communicate with each other. Information from PAWS (and any changes to information) must be manually entered into D2L. This manual process can lead to delays and errors. Michael explained that, in most cases, students should expect changes in D2L to take about one week. The Registrar's Office and CETL (Center for Excellence in Teaching and Learning) make the updates. Until recently, Sharon in CETL had served as a main contact, but she recently retired. Seth Zlotocha from the Registrar's Office works with PAWS and has familiarity with D2L. Michael mentioned that he will be meeting with Seth and can bring up this concern. Jen reported that Seth is scheduled to be at

our next CAC for LGBT+ Advocacy meeting on February 4th. Committee members mentioned that given some of the limitations of the systems in place, it would be helpful if we could let students know approximate processing times (examples: class rosters are updated daily, changes/updates to D2L take about 1 week,...). It would also be helpful if we can try to have faculty and staff try to initiate or manage the changes that need to be made to help relieve the burden for students.

ii. Mail handling

The student resides in a campus residence hall. There were a multiple instances in which mail was lost or returned to sender because of a discrepancy in name—even though the name-in-use was filed with residence hall staff members. Jen mentioned that our best contact for assistance with this issue is Kari Dawson from University Housing. The process of having name-in-use utilized for mailing involves filling out a request form that is then turned into Housing student staff. Student staff within Housing is responsible for handling the mail within Housing. Student employees in this area may need further training or instructions.

iii. Student ID

The student shared that it is frustrating that his birth name appears on his Panther Card. (Many individuals scan the Panther Card each day, and it is stressful to students when they must “out” themselves multiple times each day). Jen mentioned that there has been ongoing discussion about putting name-In-use on Panther Cards, but the main obstacles have been technological and financial. The current system and equipment is old and has limited capabilities including only being able to print on one side of the card. Ideally, if we can upgrade to new equipment and systems, name-In-use could be included on one side of the card and the legal name could be included on the back side of the card. It is necessary to keep the legal name on cards in case it is needed for legal purposes, which for some students could include voting if they do not have a different form of identification. Michael mentioned that as UWM explores options for upgrading the processing of Panther cards, there may be more opportunities for students to have more input on information included on their Panther Cards (including selfie photos and additional information).

V. Old Business (30 Minutes)

A. Updates on 2015-16 projects

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

There are no updates as of today. Expect new information in February.

ii. Syllabus language (Paula and Scott)

- a. Jeff mentioned that he spoke with Rodney Swain regarding the syllabus language change discussion that took place during the December Academic Leadership Council (ALC) Meeting. Jeff’s impression, based on his conversation with Dean Swain, was that the ALC would like to see more data on the number of LGBT+ identified students on our campus to ascertain how much impact the syllabus language has on students. Jeff reported that, according to Rodney, Shannon’s research, which shows that LGBT+ identified students of color report more negative perceptions of instructor climate did not provide enough data in terms of number of

students impacted by negative experiences with faculty. The Chancellor's Committee for LGBT+ Advocacy agreed that we need to follow up with Paula and Scott to find out more details regarding the Academic Leadership Council's reaction to the proposed syllabus change.

iii. Ally of the year award (Jeff)

- a. Jeff reported that the online nomination form has been updated to include both individual and group language.
- b. Jeff reported that the Secretary of the University's Office did send an all-campus announcement to encourage nominations. Please feel free to help forward the award nomination information across campus.
- c. Jeff did receive an e-mail from one department chairperson, who inquired about past recipients. Jeff emphasized to the department chairperson that this is a new award and that there are no previous recipients. The deadline for nominations is March 1st, 2016 at 5pm.
- d. The CAC for LGBT+ Advocacy website has been updated to include the committee's new goals. The resources information still needs to be updated. Jen asked Elijah (who works at the LGBTRC), if he would be able to help update this information.
- e. As committee members, if you would like to help finalize evaluation criteria, please let Jeff know.

iv. Expanding department trainings (Jen and Jeff)

- a. Jen reported that the Student Affairs Office of Student Life Student staff will be receiving training this month. University Housing (for Resident Assistant staff), the Children's Learning Center staff, University Relations, and B.O.S.S. (for drivers) have also expressed interest in receiving training. Jen mentioned that she would like to see follow-up or update trainings for groups that have received initial trainings. Kate asked if there is a formal list of groups who have already received training. Jen mentioned that she has a list for grant reporting purposes. Some groups that have received training include Human Resources, the Chancellor's Cabinet, the Academic Leadership Council, University Police (under previous Police Chief), and the Division of Finance and Administrative Affairs Directors/leadership.
- b. The committee discussed possibly including the list of groups who have received training on our website.
- c. Jen reported that she has also received multiple requests for trainings from UWM-external groups—such as MIAD and Hartford High School.
- d. Jen also mentioned an upcoming opportunity to provide information tabling at a career night event in April involving local corporations and MATC.

B. Committee charter update discussion (Everyone)

Jeff stated that he still needs to contact Brad Houston from UWM Records Management.

VI. Announcements (5 Minutes)

A. UWM Drag Show: February 27, 2016

The event will take place at the Milwaukee Theatre (Panther Arena). The doors to the facility will open at 6pm. Shuttles from UWM will begin running at 5:30pm. The doors to the show will open at 7pm, and the event will begin at 7:30pm.

B. Pride Camp: June 20-26, 2016

Pride Camp serves as a youth leadership development experience for LGBT+ youth in the local community. If you know any UWM students who would like to serve as camp counselors, please encourage them to contact the LGBTRC. Also, if you know any LGBT+ identified youth in the community who want to attend Pride Camp, please encourage them to contact the LGBT Resource. Jen mentioned that the camp will also serve as an opportunity to engage in qualitative research.

C. Camino LGBT happy hour on Mondays

Camino is a new brew pub and restaurant in Walker's Point. They have food specials on Monday evening. \$1 from each \$5 Tito's Vodka cocktail will be donated to the LGBT Community Center. Tito's Vodka has also donated four pairs of tickets to Lollapalooza 2016. Camino will be selling raffle tickets on Mondays for the Lollapalooza tickets. All proceeds will go to the LGBT Community Center.

D. TGIF: January 8, 5:30 p.m. – 7:30 p.m. at The Astor Hotel

The Milwaukee LGBT Community Center hosts a monthly, citywide happy hour. This month's event will be held at The Astor Hotel, 924 E Juneau Ave, Milwaukee. Appetizers will be provided.

E. LGBT Resource Center assistant director search and screen

The LGBT Resource Center is looking to hire an Assistant Director and is preparing to begin the Search and Screen process. Jen reported that she plans to begin the search around January 19th with the goal of filling the position as quickly as possible. If you are interested in sitting on the Search and Screen committee, please let Jen know. Also, if you know someone who is interested in applying for the Assistant Director position, please encourage them to do so.

VII. Outstanding Committee Needs (10 Minutes)

Early in the fall 2015 semester, our committee discussed the need for developing metrics for assessing our impact. To make sure we address this, it will be included on the February agenda.

VIII. Adjournment

The meeting was adjourned at 9:56am.

Next Meeting: Thursday, February 4, 2016, 9:00 a.m.