

UWM Chancellor's Advisory Committee for LGBT+ Advocacy Meeting Minutes
Thursday, February 4, 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 9:03am

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

In attendance were Cary Costello, Shannon Chavez-Korell, Paula Rhyner, Addie Voorhees, Kara Pulchinski, Nelida Cortes, Jamie Cimpl-Wiemer, Belinda Ricco, Michael Laliberte, Jeff Guenther, Sarah Terry, Jerry Becker, Karen Wolfert, Jen Murray, Tony Horne, Kate Nelson, Eli Walker, and Seth Zlotocha

III. Automatic Consent

A. Adoption of agenda

The agenda was adopted at 9:06 a.m.

B. Approval of January 2016 meeting minutes

The January 2016 meeting minutes were approved as posted at 9:06 a.m.

IV. New Business (30 Minutes)

A. Guest: Seth Zlotocha, University Registrar

1. Name-in-Use for students: Seth reported that the Registrar's Office can work with students to select how their name is displayed in PAWS, which provides automatic update of names-in-use for grade rosters, class rosters, the online directory, Office 365, and (through a manual process) D2L. Seth explained that students can change their first name and middle name, but not their last name. So far, 126 students have requested a name change—including 6 students during this February (peak times of year for name change requests are in June and September). He mentioned that students request to change their name for a variety of reasons—including to shorten name length, to drop their middle name, to adopt an Americanized name, and to select a new name when transitioning gender. Seth stated that in the event that a student attempts to choose an inappropriate name, e.g., one that is offensive, the Registrar's office has the right to deny the request. Students who wish to request a name change can find an FAQ page and access to the online form under the "student" section at <http://uwm.edu/registrar/students/student-preferred-name/>. Seth mentioned that the name change in the system does not occur in the automatic overnight updates because it would overwrite instructor name changes in D2L (there currently is no HRS name-in-use option for employees). David Delgado in the Center for Excellence in Teaching and Learning has taken over for Sharon for managing name changes in D2L. With regard to student awareness of the name change process, newly admitted students seem aware of the name change option, but many continuing students seem less aware of the option or the process for making a name change. Seth can check to see if any continuing students have been requesting a name change. For UWM applicants, the (common) application for

admission will likely undergo changes in the future that could allow for name-in use to be included.

2. Name-In-Use for faculty and staff: Seth reported that at this point in time, PAWS cannot accommodate instructor name changes because of limitations to the Oracle system (currently, our Oracle system only receives information from HRS which only includes legal name information). Oracle does make applications that could accommodate faculty and staff name changes, but this would come at an additional cost and would require UW System support and funding.

B. All-gender/inclusive facilities

1. All-gender restroom discussion

Shannon shared that, on January 21st, the Counseling Psychology Doctoral Program had their interview day in Enderis Hall. She reported that one of the interviewees, who is trans*-identified, asked about access to an inclusive restroom. Because the closest inclusive restrooms were several buildings away (Norris and Chapman Hall), Shannon and her department's faculty made the decision to temporarily mark one of the Enderis 7th floor restrooms as inclusive with a paper sign. Shannon was glad to see faculty and students support this, and the interviewee was amazed at this supportive act. Shannon also expressed her desire to see permanent changes made to facilities available in Enderis, especially since the doctoral program currently includes students who are trans*-identified. Shannon reported that a member of the facilities or building staff did object to the sign and took it down, but that the sign was put back up soon thereafter and has since remained in place. Shannon asked members of this Committee about their knowledge of the procedures for requesting inclusive restrooms to be added to a building. Shannon mentioned that she contacted Geoff Hurtado from Finance and Administrative Affairs, who asked her to contact Karen Wolfert about performing a code analysis to determine if changes can be made based on building code requirements. (It was also mentioned that every building has a building chair who can address building-related concerns.) Jen and Karen both commented on how the topic of inclusive facilities had been brought to the Physical Environment Committee (PEC) in past and that a policy was developed in 2014. The current policies require a new building to include at least one inclusive restroom on the first/ground floor of a building. For existing buildings, single stall restrooms have been converted to inclusive restrooms, and when renovations take place, new inclusive facilities can be created. (Note: Paula mentioned that there is a single stall restroom on the eighth floor of Enderis that could potentially serve as an inclusive restroom.) For existing buildings, the cost factor and WI building codes requiring certain numbers of gender specific restrooms have been barriers in making changes to facilities. Also, many restrooms on campus are multi-stall facilities, and there has been resistance to converting these restrooms to inclusive facilities. Discussions on this topic suggested that each stall would require floor to ceiling walls for each stall. The Committee agreed that between the limited number of inclusive facilities on campus and the limited access to some of the existing

facilities (some buildings and office locations are locked in the evenings), our campus still needs improvement in providing inclusive facilities. Jen mentioned that in terms of creating substantial change on campus, it is important for us to seek out support from students. Cary motioned that we develop a policy that requires all major buildings to have an inclusive restroom. The motion was approved with one abstention. Members who agreed to form a subcommittee on this topic include Jeff, Karen, Cary, and Shannon.

2. Locker room/changing room discussion

Background: Michael mentioned that he and another group on campus have noted that the Klotsche Center does not have any policies/procedures for inclusivity for locker room/changing room access. He mentioned that the group is working on writing a policy that would provide guidelines and procedures for an inclusive environment in the locker room/changing room space. Michael said that the policy could be ready for review in the next week or two and introduced a motion that our CAC for LGBT+ Advocacy group review and approve the policy before it is sent forward to Chancellor Mone. Michael proposed that he send the policy to our Committee members in the next week or so for feedback and that those members who are interested and available could meet to finalize the details of the policy. Tony seconded the motion. The group then made the friendly amendment that the final version be sent to our Committee members for final approval before being forwarded to the Chancellor. The motion for our Committee to assist in the review and approval of a policy requiring the Klotsche Center Locker rooms/changing rooms to include an inclusive space was approved.

V. Old Business (30 Minutes)

A. Updates on 2015-16 projects

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

No update today. Plan to hear from Jen in March.

2. Syllabus language (Paula and Scott)

- a. Jeff mentioned again that Rodney Swain desired to see more data on the number of students reporting negative perception of climate in classes facilitated by faculty members.
- b. Paula reported that she and Scott did not receive much feedback from the other deans at the Academic Leadership Council meeting in December.
- c. Shannon mentioned that her study (which only included students of color) showed that LGBT+ students clearly indicated negative perceptions of instructor climate and that Dr. Rankin's earlier study of the transgender population supports this.
- d. Paula said that she and Scott can speak with Provost Britz about setting a time to speak with Jen and Jeff about the syllabus language change. The topic of safe space and ally development training for the Schools and Colleges can also be discussed. The committee talked about how the

syllabus language change will at some point need to go through governance channels for approval.

3. Ally of the Year Award (Jeff)

- a. The nomination form has been viewed 288 times, but no nominations have been submitted as of Tuesday, February 2nd. Paula asked if Johannes can send reminders to academic programs—including the Women’s and Gender Studies program, and the LGBT Studies certificate program. Information about the Ally of the Year Award can also be shared through the LGBT Resource Center. Jeff also asked that our Committee members please submit nominations (please aim to submit at least two nominations). Jeff and Jen will also work to identify nominees.
- b. Jeff will send an announcement to the Women’s and Gender Studies DLB, the LGBT Studies certificate program advisor, and the LGBT Resource Center to be circulated more widely across campus.

4. Expanding department trainings (Jen and Jeff)

Jen reported that at the end of January, a Trans* Identity training was facilitated.

B. Committee charter update discussion (Everyone)

1. Jeff contacted Brad Houston (University Records Manager), and Brad was able to locate a 2006 copy of a charter for the Chancellor’s Advisory Committee for LGBT+ Advocacy. The committee charter was “Appendix A” in an unknown document. The document includes rules for attendance and voting (quorum). Jen and Jeff can make revisions to the charter. Nelida volunteered to help.
2. The 2006 charter is available on the “Projects” page of the committee’s website.
3. Included in the 2006 charter is a member attendance requirement. We might not have been fully enforcing this item in recent years.

VI. Announcements (5 Minutes)

A. UWM Drag Show: February 27, 2016

1. Pride Fest is co-sponsoring the UWM Drag Show, and is offering assistance with building community engagement and support for the event. Tips earned by student performers will be donated to Project Q and Pathfinders. Both Project Q and Pathfinders will be providing performances during the Drag Show. The UWM Division of Student Affairs is helping support the event including paying for the DJ. Vivian Storm will be returning as the emcee. Lady J, a current UWM Student, will also be one of the many performers.
2. A \$5 donation is encouraged for those who attend.

B. Pride Camp: June 20-26, 2016

Eli is taking the lead on Pride Camp this year. The registration process is being finalized, utilizing an online software. The goal is to launch the registration before the Drag Show. Project Q and Pathfinders will be helping Pride Camp this year.

C. Camino LGBT Happy Hour on Mondays

Camino is a gastro pub 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 for the Lollapalooza passes. All raffle proceeds will go to the LGBT Community Center.

D. TGIF: February 12, 5:30 p.m. – 7:30 p.m. at Redline Gallery

1. Location: 1422 North 4th St. Milwaukee, WI 53212 (Just off of MLK, Jr. Drive)
2. Jeff will send an announcement via the Caucus e-mail list. A bobble head exhibit will be on display at this event.

E. UWM LGBT Resource Center Assistant Director Recruitment:

The UWM LGBT Resource Center is looking to hire an assistant director. If you know any qualified and interested individuals, please encourage them to apply.

F. UWM Theatre presents "Corktown"

1. The production will run March 2nd-6th, 2016 at the PSOA Mainstage Theatre
2. This play explores the fall of Detroit and a glimpse into its potential future. The play features a range of music, songs, and poetry (for an adult audience only).

VII. Outstanding Committee Needs

Jerry brought up the idea of inviting a community member from the local LGBT+ community to join our Committee in order to bring in community-based perspective. Tony mentioned the option of inviting a variety of different community members to attend our meetings as guests which would allow for outside perspectives but would avoid leaving individuals feeling excluded. The committee agreed to further discuss the inclusion of community members in committee meetings.

VIII. Adjournment

Cary made a motion to adjourn; the meeting was adjourned at 10:30 a.m.

Next Meeting: Thursday, March 3, 2016, 9:00 a.m.