

UWM Chancellor's Advisory Committee for LGBT+ Advocacy  
Wednesday, September 7, 2016, 11:00 a.m. – 12:30 p.m.  
Chapman Hall 211 (Regents Room)  
Meeting Minutes

Meeting called by: Co-chairs Jeff Guenther and Jen Murray

Type of meeting: General meeting of the 2016-17 academic year

I. Call Meeting to Order (Co-chairs)

The meeting was called to order at 11:03 a.m.

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

In attendance were: Cary Costello, Jeff Guenther, Sarah Terry, Jerry Becker, Paula Rhyner, Carl Bogner, Karen Wolfert, Katie Rose, Jen Murray, Kate Nelson, Tim Danielson, James Hill, Scott Emmons, Jen Murray, Angela McManaman, Nelida Cortes

III. Automatic Consent

A. Adoption of agenda

The agenda was adopted at 11:09 a.m.

B. Approval of April and May 2016 meeting minutes

1. The April 2016 minutes were approved at 11:09 a.m.
2. The May 2016 minutes were approved at 11:10 a.m.

IV. New Business (30 Minutes)

A. Group Insurance Board (GIB) update (HR-Tim Danielson)

1. Tim Danielson from UWM Human Resources led a discussion regarding a recent memorandum on ETF benefits coverage. Tim provided the committee with a copy of the Employee Trust Funds Memorandum from June 22<sup>nd</sup> 2016. Tim explained that the first page provides a summary of the new Department of Health and Human Services regulations regarding the Affordable Care Act, which prohibits discrimination based on gender identity. In the second and third pages of this document, ETF addresses the Group Insurance Board about current limitations and legal violations with current benefits policies. ETF states that it qualifies as a covered entity and therefore cannot lawfully engage in discrimination based on gender identity. ETF makes the recommendation that the current exclusion of services for gender transition be removed. On the fourth page, ETF recommends that a nondiscrimination statement be included in all significant documents and communications. The GIB approved the ETF's recommendations.
2. Tim mentioned that the Wisconsin Department of Justice asked the GIB to reconsider approval of the October 16th effective date, and that there is pressure to adjust the language in time for October open enrollment for health insurance, but

that the GIB denied DOJ's request. Tim reported that he expects to hear more as we approach open enrollment.

3. Scott asked who will make the final decision about whether the changes are made to the benefits policy. Tim responded that ETF will make the final decision.
4. Cary said that Humana claims they do not have to make changes because they are a private entity. Committee members discussed whether providers will comply with the recommendations and how much they will charge for services that will be provided if they do comply. Tim mentioned that these benefit changes will apply across the UW-System.
5. Online resources have been shared with Jen and Jeff. Jeff said that he can send out information to the committee.

B. Membership updates and needs (Jeff/Jen)

1. Our committee needs to request committee membership from the new Student Association LGBT+ Advocacy Senator plus additional student stakeholders. We have reached out to the SA and requested the names of this year's representatives.
2. Shannon Chavez-Korell and Tony Horne are both on sabbatical. Also, Carl needs to step down from the committee due to an increasing academic load. The committee discussed the importance of finding a member that could fill Carl's Teaching Academic staff seat and his connection with the Milwaukee LGBT Film Festival. If you know individuals who would be a good fit to fill these positions on our committee, please have them connect with Jen or Jeff. Ideally, we would like to fill the positions by October.
3. Jen and Jeff also mentioned that they are currently checking with those who have temporarily filled positions on our committee to see if they will continue to fill those positions. Committee appointments for all current members will be reconfirmed in Spring 2017.
4. Robin Van Harpen and Jim Hill will serve in place of Michael Laliberte.

C. 2016-17 project ideas (Jeff/Jen)

1. UWM inclusive restroom review tours still need to be conducted to identify inclusive facilities. Scott said that he checked some of the Peck buildings and found some inclusive restrooms within the building. He mentioned that some of the locks are in odd places on the doors due to the doors and locks being repurposed from other uses. Karen provided the Inclusive Facilities Report for September 2016. This report lists the locations where inclusive facilities have been confirmed. Please contact Karen if you find additional facilities so that they can be included in the report.
2. Jen suggested that we look at the Chancellor's plenary and see if we can align our goals with this.

3. Continuing IRB gender identity – No report due to turnover on IRB.
4. Continuing syllabus recommendations: Scott reported that he spoke with the Provost who is very supportive of our syllabus language recommendation. According to the Secretary of the University, the next steps include presenting our recommendations to the Academic Policy Committee (APC). Paula asked if Dev has reviewed the syllabus language recommendations.
5. Sexual violence prevention:
  - a. Jerry mentioned that the topic of sexual violence prevention will be covered during the Chancellor's plenary address. He asked if we would want to set a goal regarding sexual violence prevention for LGBT+ identified individuals.
  - b. Jen mentioned that UWM's Chancellor's Task Force on Sexual Violence Prevention, Reporting, and Response has made recommendations which are going through the Title IX working group. The Milwaukee LGBT Resource Center and LaCausa have been developing anti-sexual violence programs. Jen suggested that maybe we can partner with community organizations to show webinars on prevention of sexual violence. She also mentioned that we could provide referrals to community based programs.
  - c. Cary mentioned that our committee could provide information based on our knowledge of sexual violence that is perpetrated by cisgender straight men against transgender women.
  - d. Nelida informed the committee that she is working on building online modules and that recommendations from this group would be valued with our knowledge of student issues.
  - e. Kate asked the group if we would like to expand the Ally of the Year Award criteria to include work on sexual violence prevention.
  - f. Scott mentioned that he was on the Task Force on Sexual Violence Prevention, Reporting, and Response and that when they recently tried to find the safe reporting website by googling it, they were unable to find it. Jen mentioned that the safe reporting website was recently revised and was unavailable for a short period of time. The safe reporting website allows for anonymous reporting for those who have been victimized. Now that the site has been revised and is ready for use, if you go to the UWM web page and type in the words "sexual assault" or "rape", the reporting page will come up.
  - g. Both the Dean of Student Office and the Norris Health Center are working on bystander intervention program. Cary mentioned the difficulty of reporting sexual violence when it occurs in social media and how it would be beneficial to have bystander interventions available online. It was mentioned that our committee's website includes both a reporting link and

resources. Nelida asked for Cary to send her information about sexual violence through social media and need for online interventions since she is working on building an online module.

h. Nelida mentioned that she, Julie, and Tim would appreciate feedback on the modules that are currently being developed. Between four and eight people will be able to become trainers through a webinar. Nelida said that she will update us when the modules have been developed and she gains access to them.

6. LGBT+ 101 online module: Jen mentioned that the LGBT+ 101 online module is still on the old myDev portal on LGBT Resource Center website. She said that the plan is to update the program and that she would appreciate feedback on how to design the ideal, new module. Jen also mentioned that our group may want to provide both the Chancellor's Cabinet and the Academic Leadership Council with a refresher training during the next year. Scott mentioned that the Deans are open to receiving diversity-related trainings.

D. Panther Prowl LGBTRC Team (Jen)

Jen mentioned that donations raised by the Panther Prowl LGBTRC Team cannot be specifically earmarked for scholarships. Jen said that we could run a t-shirt sale for this purpose, but that this would potentially be difficult from a logistics perspective.

E. Top 30 LGBT+ Friendly Universities Campus Pride (Jeff/Jen)

1. In the Provost's August 22<sup>nd</sup> update, the Campus community learned that Campus Pride Index named UWM as one of the top 30 LGBT+ friendly campuses in the United States.
2. This is an improvement, as we were on the top 50 list last year.

F. Cream City Foundation Scholarship recipients (Jen)

1. The Cream City Foundation has awarded 10 UWM students with scholarships for this academic year. The students include a mix of undergraduate and graduate students and majors. The awards amount to \$2500 for fall and \$1000 for spring.
2. The committee discussed how we could highlight the scholarship recipients. Angela mentioned that University Relations could feature them in view books or community columns if we can tie them into a larger story such as the LGBT Resource Center, the drag show, or another LGBT program (there are too many scholarship recipients each year here at UWM to highlight students on a more individual level).
3. Angela asked if the Cream City Foundation would be willing to share a statement with us including more details about the scholarship awards. Jen said that because UWM has a strong relationship with Cream City Foundation, they will most likely be open to sharing information with us.

4. The committee discussed how the Wisconsin Gazette could feature information as well.

## V. Old Business (45 Minutes)

### A. Inclusive facilities (Jen/Jeff/Karen)

#### 1. Inclusive Facilities Report

- a. Karen distributed a report and explained that the report shows where signs were changed and where locks were added.
- b. The restroom renovation request for Bolton Hall has been submitted to the State of Wisconsin. No specific location within Bolton Hall was requested.
- c. If committee members find inclusive facilities, please let Karen know so that the information on the report can be updated.
- d. Jen mentioned that a contact from UC-Berkley was impressed with our efforts and progress in developing inclusive facilities.
- e. Ideally, restrooms should be located on first floor of buildings, but in some buildings (ex. Norris) they are on other floors. A committee member asked what constitutes an inclusive restroom in the residence halls. Jen said that these include single stall restrooms with locks, and ideally a vacancy/no vacancy sign.
- f. Jen mentioned that the UWM Foundation owns residence halls, so they might not be included on the Inclusive Facilities Report. Katie said that she can follow up with University Housing about needs for signage.
- g. Jeff and Karen will work together to create an MS-Excel version of this report that can be edited in OneDrive.

### B. Locker room policy updates/discussion (Jeff/Jen/Robin)

1. Robin was unable to join our committee meeting today, but Jen and Jeff received an update this morning from Chancellor Mone. Jeff read the information to the committee.
2. Currently, Klotsche patrons may use the locker room of their choice, but transgender individuals will be asked to first speak privately with Klotsche Center staff. The policy also requires that transgender individuals are expected to remain covered when in the open locker and shower room space.
3. By the end of the week, four private showers and four private changing stalls should be installed in the women's locker rooms and men's locker rooms (total of 8 single-stall showers and 8 individual changing spaces between the women's and men's locker rooms).

4. Several committee members expressed concern about requiring transgender individuals to first speak with Klotsche Center staff as well as the policy of having to remain covered in the open shower and locker space.
5. Because of the conflicting legal issues of nondiscrimination rights versus privacy rights in Wisconsin, the UWM Legal Department is waiting on the outcomes of court cases in Texas and Illinois.
6. Jen mentioned that general locker room access questions are being directed to Steven Mohar in University Recreation. Joely and Robin can take policy development questions.
7. The committee discussed how the decision to wait on court decisions highlights our society's biases, and shows the need for the advocacy that we provide.
8. Jen mentioned that the Klotsche Center has asked for us to give a 30-45 minute presentation or training to their staff. Our committee discussed how we will probably need at least an hour and a half. Jen mentioned that we can aim to schedule the training for October. Jim said that he will talk with Steven.
9. Jeff mentioned that because of our ongoing inclusive locker room policy issues and lack of ETF benefits for gender confirmation treatments and surgery, a post doc researcher (who is currently going through gender transition) declined a recent offer to come work for UWM.

C. Ally of the Year Award (Jen/Jeff/Katie)

1. The recipient of the Ally of the Year Award has been notified (but their name is not yet available to the public).
2. The Fall Awards Ceremony will be held on October 5<sup>th</sup>, 2016.

D. Updates on 2015-16 projects

1. IRB gender- and sexuality-inclusive language guidelines (Jen/Cary)  
There was not enough time for discussion.
2. Syllabus language (Paula/Scott)  
Paula, Scott, Jen, and Jeff will meet with the provost on September 8<sup>th</sup>, 2016 to follow up on pronoun modelling in syllabi.
3. Expanding department trainings (Jen/Jeff)  
There was not enough time for discussion.

E. Committee charter update discussion (Jen/Jeff/Nelida)  
There was not enough time for discussion.

VI. Announcements (10 Minutes)

- A. Wisconsin TQPOC Summit, 10/1/16, UW-Milwaukee
- B. UWM LGBTRC Coming Out Monologues, 10/11/16, 6pm, Union Fireside Lounge (FSL)
- C. Lyrical Sanctuary featured artist Denice Frohman writing workshop, 10/12/16, 7pm
- D. Lyrical Sanctuary featured artist Denice Frohman, 10/12/16, 8pm
- E. Milwaukee LGBT Film & Video Festival, 10/12/16-10/23/16  
The film "Kiki" explores the experiences of LGBT+ youth through dance and performance in the Kiki scene. The film will be shown on October 12<sup>th</sup> at 7:30 pm in at the Oriental Theatre and on October 16<sup>th</sup> at 1pm in the UWM Union Cinema.
- F. Intersex discussion/support group, first Tuesdays, MKE LGBT Community Center  
A discussion/support group for intersex individuals continues at the LGBT Community Center. Please ask Jeff for additional information. Interested participants are asked to call Debra Trakel at the Center to answer some pre-screening questions and receive details about the meeting location.

VII. Outstanding Committee Needs (5 Minutes)

None

VIII. Adjournment (No later than 12:30 p.m.)

The meeting was adjourned at 12:30p.m.

Next Meeting: Wednesday, October 5, 2016, 11:00 a.m. – 12:30 p.m., Chapman Hall Regents Room