

UWM Chancellor's Advisory Committee for LGBT+ Advocacy  
Wednesday, October 5, 2016, 11:00 a.m. – 12:30 p.m.  
Chapman Hall 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 11:05 a.m.

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

In attendance were: Cary Costello, Jeff Guenther, Sarah Terry, Jerry Becker, Katie Rose, Jen Murray, Kate Nelson, Tim Danielson, Scott Emmons, Jen Murray, Sarah DeGeorge, Robin Van Harpen, Jennifer Doering

III. Automatic Consent

A. Adoption of agenda

- i. A motion was made, seconded, and approved to move the Group Insurance Board updates to the top of the agenda.
- ii. The modified agenda was approved at 11:06 a.m.

B. Approval of September 2016 meeting minutes

The September 2016 minutes were approved at 11:07 a.m. (Note: Jeff mentioned that an update was made to correct misinformation about the Klotsche Center locker room construction progress).

IV. New Business (50 Minutes)

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

1. Tim Danielson from Human Resources provided an update from the Group Insurance Board (GIB) and Employee Trust Funds (ETF). Tim reported that representatives from ETF have a meeting today with representatives from the State to discuss benefits decisions that are being made (regarding whether gender transition healthcare services will be covered by UW-System health care benefits). Tim said that when he receives the report, he will share it with our group. Jen mentioned that Tim can send it directly to our list serve so that committee members can reply back to him with questions that they may have. Open enrollment begins on October 17<sup>th</sup>, so decisions will need to be made soon. Tim mentioned that it is common for GIB and ETF to make benefits decisions just prior to the start of open enrollment.
2. Tim also reported that employee rates for healthcare for 2017 are provided on the ETF website and that employee contributions will not increase very much across most plans.
3. For clarification, it was explained that the GIB makes benefits decisions and ETF administers benefits.

B. CACLG+T+A 2016-2017 goal setting (Everyone)

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

a. Jen mentioned that she and Cary plan to work together on the IRB gender- and sexuality-inclusive language guidelines. ZSPH (Zilber School of Public Health), CON (College of Nursing) and CHS (College of Health Sciences) along with Sociology (specifically Dr. Cary Gabriel Costello) will be consulted regarding updates to recommended language for gender, sex and sexual orientation research oriented questions. Jen Murray will connect with a colleague based at the Transgender Law Center to obtain additional language suggestions for consideration. Jennifer Doering from the College of Nursing encouraged us to look for policy guidance through NIH, which would serve as federal guidance. Also Jennifer Doering offered the recommendation to examine inclusivity within research questions pertaining to family & family definitions. Jen mentioned that those who are interested can meet in mid-November.

b. For clarification, Jen stated that about a year and a half ago, CACLG+T+A had contacted the IRB to determine if they have specific language that they recommended using for assessing demographic information for assigned birth sex or designated birth sex and gender identity. Jen mentioned that there had been a national trend to not ask about assigned birth sex. Cary said that this is a controversial matter in that transgender-identified individuals tend to prefer that questions on assigned birth sex not be included, but that individuals who identify as intersex prefer designated at birth sex questions be included. Jen mentioned that there are a couple of different models for campus use in general, but that she is unaware of language models used specifically for research.

c. Jennifer Doering from College of Nursing suggested that we may also want to ask IRB how they recommend asking demographic questions about family structure. She mentioned that the National Institute of Health may offer guidance on how to construct demographic question language.

2. Syllabus language—APC agenda (Paula/Scott)

Jen reported that the Provost supports our syllabus language recommendations, and that we need to present our recommendations to the APC (Academic Policy Committee). Committee members discussed who we should specifically reach out to. Jen mentioned that we had originally contacted Dev (Venugopalan), but that we have not heard back. Jen mentioned that we could reach out to Dr. Trudy (Turner) from the Secretary of the University. Scott mentioned that Dr. Trudy Turner has heavy work demands and we may have a difficult time reaching Dr. Turner right now. Tammy Howard (from Secretary of the University and the Academic Policy Committee) was recommended as an additional contact. Scott offered to follow-up with the Secretary of the University Office and Dev and the Provost related to next steps of moving this to APC.

3. Ongoing expansion of department trainings (Jen/Jeff)

- a. Jen mentioned that on October 19<sup>th</sup>, the UWM LGBT Resource Center will be working with the City of Milwaukee Tobacco Free Alliance LGBTQ+ Work Group, WI Trans Health Coalition/WI Trans Youth Resource Network, Diverse & Resilient and the College of Nursing to provide training to the clinical students who are working with Alliance HS this semester to focus on LGBT+ inclusive youth and young adult school based nursing care.
  - b. Jeff reported that the Provost is our best point of contact for offering trainings to current faculty members. Dev is the appropriate contact for offering trainings to department chairs. For department faculty and staff trainings, Associate Deans are the preferred contact at the school/college level. The committee discussed the possibility to offering mini trainings.
  - c. If you have additional ideas for department or campus-wide trainings, please let Jen and Jeff know.
4. Sexual violence prevention/bystander intervention (Kate/Jerry)
  - a. Jen opined that since Kate and Jerry brought up ideas in our last committee meeting for sexual violence prevention interventions, they could take the lead on this subject. Nelida reminded the group that she is working on a bystander training for EDS and that she welcomes information and feedback from our committee and that she is interested in working with Kate and Jerry.
  - b. Jen asked Nelida if she could bring items to our committee and mentioned that Nelida can share information with the group through the list serve.
5. Review and improvement of Ally Award criteria (Kate/Katie/Jeff)
  - a. Current committee members who assisted with selecting and developing the Ally of the Year Award include Katie, Kate, and Jeff. Previous members who were involved this past year included Kevin O'Connor, Michael Laliberte, Romila Singh, and Carl Bogner. Jerry mentioned that he is interested in being involved in the Ally of the Year award subcommittee.
  - b. If anyone wants to become member of subcommittee please let Jeff know.
6. Inclusive facilities review (Karen and Jeff)
  - a. Karen is not here today but she provided an e-mail update: Jen shared that Roger Smith (Professor of Occupational Science and Technology) brought up the broader idea of universal design and inclusivity for people with disabilities. Roger specifically reported that when ADA is considered when constructing new restrooms, campus should aim to address broader functionality rather than just basic compliance. Jeff mentioned that Karen reiterated a number of committees should provide updates to the Physical Environment Committee (PEC) about planned construction projects and that PEC can notify us of restroom construction plans so that we can provide feedback regarding the needs of transgender and intersex identified individuals. A committee member asked if—on the inclusive facilities

spreadsheet—a section could be included that describes each of the four symbols that are used on inclusive restroom signs so that we can indicate which of the four aspects of inclusivity are included in existing facilities. Scott mentioned that signage changes have been made in the Peck School of the Arts buildings and that five locks have been changed. Jen mentioned that she, Karen, and Jeff will work on a presentation for building chairs. Robin will assist in getting us on the Building Chairs agenda. Jen and Jeff will follow-up with Roger Smith to get information from ADA advisory committee pertaining to inclusive facilities.

b. Committee members mentioned that some buildings include single stall showers that may not be on the inclusive facilities list and that those shower stalls may need relabeling. Kate mentioned that the Bike Resources webpage (<http://www4.uwm.edu/bicycle/index.cfm>) includes a list of shower facilities on campus for commuting bicyclists.

c. Notes on Locker room

- i. Jeff reported that there was a delay in the installation of the single occupant shower stalls and changing stalls in the Klotsche Locker rooms due to a construction materials shipping delay (select items arrived broken and replacement items had to be ordered and shipped). According to a report from Steven Mohar, a few lighting fixtures and shower curtains will need to be installed, but that some of the individual shower and changing stalls should be ready for use now, and that the rest of the stalls should be ready for use in the very near future.
- ii. Steven Mohar is available to provide a tour of the facilities at 12:30pm today following our committee meeting.
- iii. Jeff mentioned that we can check to see if Office of Legal Affairs will be able to send a representative in November to give us an update on current legislation that is impacting UWM's approach to developing inclusive locker room policy.
- iv. Committee members expressed concern about transgender or intersex identified individuals being expected to approach Klotsche Center staff to discuss which locker room they prefer to use. Cary Costello noted that the committee had already made recommendations as to how the issue of Klotsche facilities should be handled, based on best practices advocated by the committee for years, and should reaffirm them to the Chancellor. Trans and intersex individuals should use the locker room that best matches their identity, their usage being subject to no rules or restrictions differing from others' usage of the facilities. Any cisgender person uncomfortable changing or showering in the potential presence of a trans or intersex person should make use of the private shower and changing facilities.

- v. The issue raised about case law still being decided is potentially irrelevant, because these cases are ruling on situations in which a school does not have a policy protecting people on the basis of gender identity or expression, where the question is whether federal interpretation of Title IX can compel the school to allow trans students to access facilities best matching their gender identities. But UWM does guarantee such protection. Cary Costello also noted that universities in North Carolina, where the state legislature voted to ban protections for LGBT people, have publicly stated that they will not comply and will continue to protect LGBT people from discrimination--including placing limits on trans students' ability to use the facilities best matching their gender identities. UWM is in a much less conflicted situation (the state has joined a lawsuit arguing that the federal government cannot compel schools not to discriminate against trans people, which would not ban schools from engaging in antidiscrimination protection). It should do no less than North Carolina state universities, which are in a more conflicted situation.
- vi. Jen made suggestions for two action items: The first action item will include Jen, Jeff, Cary, and Robin meeting with the Chancellor and with Office of Legal Affairs. Cary, Sarah DeGeorge, and other individuals interested can offer guidance and can participate as well. The second action item will include setting up a town hall or open forum to give all concerned or impacted individuals the opportunity to share their concerns. Several committee members pointed out that town halls and open forums can be very emotionally challenging and that any students who choose to attend and participate should be prepared ahead of time.

7. LGBT+101 Online Module Update (Jen/Jeff)

- a. The current LGBT+ 101 online training module is being updated this year.
- b. The update will include shifting the training of the old MyDev platform where it has been located since 2014.

C. Chancellor's plenary (Everyone)

- 1. For those who did not see the Chancellor's plenary, Chancellor Mone acknowledged UWM'S inclusion as a Top 30 school on the Campus Pride Index.
- 2. Chancellor Mone also mentioned that this year marks UWM's 60<sup>th</sup> anniversary.

D. Update from meeting with Provost (Jen/Jeff)

Agenda item discussed above under CACLGBT+A 2016-2017 goal setting (agenda item IV B2 and B3).

E. Membership updates (Jen/Jeff)

1. Jen reported that almost all of our membership positions are filled. She noted that we still need to fill two student positions, and that the new Student Association LGBT+ Advocacy Senator was just elected and will help fill one of the vacancies.
  2. A motion was made, seconded, and approved to allow the Provost to appoint Paula Rhyner to remain on our committee as a special appointee position for remainder of her current term.
  3. Administrators who have appointed seats on the committee are confirming the appointments for this academic year.
- F. "Time to Talk" project (Jen/Nelida)
1. Jen reported that a graduate student has contacted the LGBT Resource Center because she would like to do a performance piece for her thesis that expresses her experiences as a student of color. Her performance could then be followed by a discussion panel.
  2. Nelida will share additional information and potential partnerships as they become available.
- G. Upcoming webinar (Nelida)  
"Integrating the LGBTQ Community into your Campus Policies and Procedures"  
Presented by the Victim Rights Law Center on October 13th from 1:00-2:30 pm EST.  
(Cancelled due to change in EDS schedules.)
- H. Milwaukee Bucks gay pride evening 1/28/17 (Jen)  
Group packages and tickets are available for this event. For more information, please contact the Wisconsin LGBT Chamber of Commerce and/or MKE Bucks Ticket Office.
- I. Update on Tobacco Free Alliance (Jen)  
In an effort to achieve a tobacco free campus, UWM is partnering with the Spark Mini-Grant program (<http://www.lung.org/local-content/wisconsin/our-initiatives/current-initiatives/spark-tobacco-free-colleges.html>) to help provide the support, resources, and information they need to advocate for a tobacco free policy across campus. Currently, a student leader and community member are developing a public service announcement about what it's like to quit smoking as an LGBT+ person with the goal of raising awareness and visibility of LGBT+ quit journeys.
- J. Upcoming controversial events (Jeff)
1. The following are a couple of controversial events that will take place on campus this fall:
    - a. Westboro Baptist Church protest on October 20
    - b. Milo Yiannopoulos talk on December 13
  2. Please do not engage these visitors, as they thrive on publicity and confrontation.
  3. Direct any questions about these events to University Relations; students who experience grief due to either event can be referred to the LGBT Resource Center.

V. Old Business (20 Minutes)

Ally of the Year Award (Jeff)

The first Ally of the Year Award will be presented at 2:00 p.m. today at the Fall Awards Ceremony in the Wisconsin Room.

VI. Announcements (10 Minutes)

- A. UWM LGBTRC Coming Out Monologues, 10/11/16, 6pm, Union Fireside Lounge (FSL)
- B. Lyrical Sanctuary featured artist Denice Frohman events, 10/12/16, 7pm and 8pm
- C. Milwaukee LGBT Film & Video Festival, 10/12/16-10/23/16
- D. Campus policy webinar Why our Language matters., 10/13/16, 12:00 p.m. – 1:30 p.m., Bolton B40
- E. Milwaukee LGBT Community Center hosts TGIF this Friday, 5:30 – 7:30 p.m.

VII. Outstanding Committee Needs (5 Minutes)- None reported.

VIII. Adjournment: The meeting was adjourned at 12:32 p.m.

Next Meeting: Wednesday, November 2<sup>nd</sup>, 2016, 11:00 a.m. – 12:30 p.m., Chapman Hall Regents Room