

UWM Chancellor's Advisory Committee for LGBT+ Advocacy  
Wednesday, December 7, 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 11:04 a.m.

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

Members in attendance were: Jen Murray, Cary Costello, Jeff Guenther, Jeffrey Hawkins, Sarah Terry, Jerry Becker, Kate Nelson, Sarah DeGeorge, Robin Van Harpen, Paula Rhyner, Hope Longwell-Grice, Linda Wesp, Karen Wolfert, Jazz Nance, Jamie Cimpl-Wiemer (EDS representative's designee), Carl Bogner, Erin Parcell, Angela McManaman, and Don Green

**III. Automatic Consent**

**A. Adoption of agenda**

Jeff stated that an amendment needed to be made to the agenda to include nominations for the CACLGBT+A Co-chair position that will be opening in January 2017 (position currently held by Jen Murray). A motion was made, seconded, and approved to include nominations for the Co-Chair position. The agenda was adopted as amended at 11:06 a.m.

**B. Approval of November 2016 meeting minutes**

The minutes were adopted at 11:10 a.m.

**IV. New Business (30 Minutes)**

**A. UW System Task Force on Campus Climate (Eli)**

Eli is not here today due to a schedule conflict. Jeff mentioned that we will table this item until January. Jen reported that the Chancellor wanted to appoint a student to serve as a representative to attend the UW System Task Force on Campus Climate meetings. Eli was available to participate and has been appointed as the UWM student representative.

**B. UW La Crosse Hate Bias Symposium, January 10, 2017 (Jen)**

Jen reported that Nelida will be attending the UW La Cross Hate Bias Symposium on January 10<sup>th</sup> 2017. If you are interested in attending, please let Nelida know.  
(cortes@uwm.edu)

**C. L&S dean search PD (Jeff/Jen/Angela)**

1. Jennifer Doering, chair of the L&S dean search committee, reached out to Jen and Jeff to draft a short statement about UWM's commitment to LGBT+ inclusion for the L&S dean position description. Jen and Jeff consulted with Angela McManaman to create the statement. Jeff mentioned that including this statement will help

highlight UWM's commitment to LGBT+ inclusion for anyone who applies for the position.

2. Jen shared her belief that this statement could be included on additional position descriptions in the future.

D. Post-election dialogue: Impact on LGBT+ and multiple marginalized communities (All)

1. A committee member mentioned hearing discussions about how some students experienced hate bias incidents following the elections. Committee members talked about how the impacted students did not use the Hate/Bias reporting system to report these incidents. The committee discussed how faculty or staff can report incidents if we hear about students who experience climate issues—and how we can work with students to encourage them to report these incidents. Jamie reminded committee members that they can report hate bias incidents on the EDS page if students are uncomfortable making reports themselves.
2. Committee members discussed possibly creating dialogues, forums, or other programs to help support students impacted by hate/bias or other climate issues. Jeff mentioned that Norris Counseling Center counseling staff and faculty or staff who have been trained as allies could be helpful.
3. If the media contacts any of us regarding our reactions to political events or issues, we should refer them to the Office of the Chancellor or to University Relations.
4. LGBTRC Coffee with a Cop: This recent event allowed students to sit down and talk with UWM Police Officers about how officers are addressing student safety.
5. VA LGBT Mental Health Summit June 12<sup>th</sup> 2016: The Milwaukee VA, the UWM LGBTRC, UWM MAVRC, as well as other UW System campuses and other regional VA centers, will be co-sponsoring a mental health summit in June 2017 here at UWM to address the needs of LGBT-identified veterans. The VA offers an annual mental health summit in Milwaukee on an annual basis, and this upcoming summit will be expanded to include collaboration throughout the region and will include a focus on LGBT+ identified veterans. The event will be free for attendees. The event is currently in the early planning stages.
6. Mental Health/ Suicide prevention support for trans or non-binary gender paradigm identified students: Cary mentioned that distressed or suicidal students who identify as transgender or outside of the binary gender paradigm have expressed concern about going to Norris Health Center due to concerns about how they will be treated or because of assumptions that will be made about their health/mental health issues due to their gender identity. The committee talked about how we can reach out to Julie Bonner and Paul Dupont and invite them to our January and February meetings. Linda mentioned that for the short term, we can provide information on trusted crisis hotlines, and for the long term we can work with Norris on helping staff connect with resources and training. The committee also discussed whether the Campus Connect Suicide Prevention program addresses suicide risk for LGBT+ identified individuals. Jen and Sarah (who are both trainers) mentioned that there is a section of the training about groups who are at higher risk for suicide—including LGBT identified individuals—but that this is only briefly mentioned. It is possible that more detailed information could be added.
7. Jeff mentioned that the state of Alabama has a professional group (ALGBTICAL—The Alabama chapter of the Association for LGBT issues in Counseling) that focuses on serving the needs of LGBT clients in counseling and asked if Wisconsin has

something comparable. No one indicated having knowledge of a similar group in Wisconsin. Jen mentioned that UW-Madison has information for counselors working with LGBT+ identified clients.

E. Election of CACLGBT+A Co-Chair in January 2017

1. Jeff explained that one co-chair is elected to begin a one-year term each January. This is currently Jen Murray's position.
2. A motion was made, seconded, and approved to open the floor for nominations.
  - a. Jen Murray was nominated, and she accepted the nomination. She mentioned that she is willing to serve again as co-chair, but she is open to another member filling the role if they wish to do so.
  - b. There were no additional nominations from the floor.
3. Committee members can submit additional nominations via e-mail to Robin Van Harpen until 5:00 p.m. on December 30<sup>th</sup>, 2016.

V. Old Business (45 Minutes)

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

1. Jen and Jeff had no updates to share with regard to health insurance.
2. Tim is away at a conference and could not be at today's meeting.

B. Updates on 2016-17 CACLGBT+A goals (Everyone)

1. IRB gender- and sexuality-inclusive language guidelines (Jen)  
Jen mentioned that there will be a meeting with IRB next Friday. Stay tuned for updates in January.
2. Syllabus language/APC meeting (Paula/Scott)
  - a. Jen, Jeff, and Paula attended the December 6, 2016 Academic Policy Committee meeting to present information and answer questions about our recommendation that instructors' names- and pronouns-in-use be required on syllabi.
  - b. The APC seemed very receptive to the idea. They will draft language for updating the Uniform Syllabus Policy and ask Jen, Jeff, Paula, and Scott to review for appropriateness and accuracy.
  - c. The APC will then need to forward the proposed policy revision to the Faculty Senate for formal approval.
  - d. Jeff and Jen mentioned that there was one question about how to model pronoun use in other languages (e.g., Spanish).  
If any committee members have knowledge of non-binary Spanish pronouns, please feel free to share the information with Jen or Jeff.
3. Ongoing expansion of department trainings (Jen/Jeff)
  - a. Jen reported that there is a Trans 101 training being provided today for the UWM Library. There will also be a training offered tomorrow for *Be on The Safe Side* (B.O.S.S.) drivers. In the future, training will also be offered for the College of Nursing, College of Health Science, and Zilber School of Public Health.
  - b. Jen shared that UWM held a GSA (Gay Straight Alliance) event that included the attendance of 350 high school students.
4. Sexual violence prevention/Bystander intervention (Nelida/Jerry)

- a. UWM has provided in-person sexual violence prevention/bystander trainings for 1200 faculty, students, and staff.
- b. A new training approach might be implemented in the near future.
- 5. Ally of the Year Award (Kate/Katie/Jeff/Jerry)
  - a. The Chancellor's Office received the check for Kari Dawson, and the check will be delivered to her shortly.
  - b. The Ally of the Year Award group members still need to meet to review and update award criteria. Kate Nelson offered to schedule a meeting time.
- 6. Inclusive facilities review (Karen/Jeff)
 

For the Klotsche hallways leading to the inclusive locker room facilities, Mike Priem is working to make a larger sign that says "all gender" (and "family facility") to help inform visitors who may not be as familiar with the term "inclusive."
- 7. LGBT+101 online module update (Jen/Jeff)
 

Stay tuned for an update in Spring semester.
- 8. Tobacco-Free Alliance/Tobacco-Free Campus (Jeff/Jen/Kate)
  - a. The Spark mini grant tobacco-free campus public service announcement link has been sent out to CACLGBT+A members.
  - b. UWM held a "Smoke Out" event on November 19<sup>th</sup>, 2017.
  - c. PEC is working on a policy that will include changes to the rules about vaping. College of Health Sciences faculty have reached out expressing support for making UWM a tobacco-free campus. A task force is supposed to meet in the near future.
  - d. The next PEC meeting will be on December 21<sup>st</sup>, 2016.
  - e. If UWM does move toward becoming a smoke free campus, this will be a slow process because there are a number of campus constituents who are smokers including students, faculty, and staff members.

## VI. Announcements (10 Minutes)

- A. UWM Annual Drag Show, Saturday, February 18, 2017, Milwaukee Theatre
  - 1. Montell Infinity Ross and Lady J will be the event emcees.
  - 2. Over 40 audition videos were submitted.
  - 3. A faculty and staff performance will be included.
- B. Additional announcements
 

Pride Camp 2017 registration will open today. Pride Camp will run from June 27<sup>th</sup>, 2017 to July 22<sup>nd</sup>, 2017. The Camp will be offered for youth who are currently in 9<sup>th</sup>-12<sup>th</sup> grades, with a preference for youth who are intending to attend UWM for college. Full cost per person is \$580. With scholarships, cost can be as low as \$150.

## VII. Outstanding Committee Needs (5 Minutes)

There were no outstanding committee needs.

## VIII. Adjournment

The meeting was adjourned at 12:29 p.m.

Next Meeting: Wednesday, January 4, 2017, 11:00 a.m. – 12:30 p.m., Chapman Hall Regents Room