

UWM Chancellor's Advisory Committee for LGBT+ Advocacy
Wednesday, January 4, 2017, 11:00 a.m. – 12:30 p.m.
Chapman Hall Regents Room
Discussion Notes

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)

There was no quorum. Discussion began at 11:05 a.m.

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

Members in attendance were: Jeff Guenther, Jen Murray, Sarah Terry, Tim Danielson, Kate Nelson, Sarah DeGeorge, Nelida Cortez, Jeffrey Hawkins, Karen Wolfert, Don Green, Teresa DuChateau, Casey O'Brien

Guests in attendance: Julie Bonner and Paul Dupont

III. Automatic Consent

A. Adoption of agenda

N/A

B. Approval of December 2016 meeting minutes

The December meeting minutes will need to be approved at the next meeting

IV. New Business (45 Minutes)

A. Election of January co-chair (Jeff/Robin)

Tabled until February due to lack of quorum.

B. UW System Task Force on Campus Climate (Eli)

Tabled until later date because Eli was unable to attend today's meeting.

C. Post-event dialogue: Turning Point USA guest speaker (All):

Jen, Kate, and Jeff suggested that our committee think about what recommendations or guidance we would provide to campus leadership on how to prepare for addressing campus and community responses to the impact of controversial speaking events in the future.

D. Guests from Norris Health Center (11:30 a.m.): Julie Bonner and Paul Dupont

1. Jeff mentioned that during last month's committee meeting, some anecdotal stories were shared regarding transgender students who experienced hate bias incidents being reluctant to use Norris. One reason why students have expressed concern about going to Norris is that historically medical and mental health service providers have automatically assumed that transgender or non-binary gender identified patient/client issues are caused by their gender identity. Because of this, transgender and non-binary gender identified students tend to approach health services with a strong sense of distrust and demonstration (ex. online testimonials) that service providers are trustworthy. Jen also reiterated the committee's question about whether Norris counseling staff have received LGBT+ advocacy training.

- a. Paul Dupont reported that 10 of the 12 counseling staff have all participated in LGBT+ advocacy training in the past two years and that all of the counseling staff have received LGBT+ advocacy training at some point. Paul mentioned that up until recently, all of the staff had been with Norris for a long time, and that since several staff members have recently retired, they are now hiring new staff members who will be expected to go through training as they start their employment in Norris.
- b. Julie Bonner reported that when students come in with symptoms of depression and anxiety, Norris staff approach client concerns with a holistic approach that includes sensitivity to identity-based characteristics. Julie also mentioned that there are more diversity focused professional development opportunities available for mental health providers than there are for medical health providers.
- c. Paul explained that most of the professional development opportunities that have been available for the counseling staff have been off campus. He mentioned that for staff to participate, they need advanced notice because their appointment schedules are often booked out for at least two weeks. Paul also mentioned that trainings and conferences that require travel are very expensive.
- d. Paul and Jen recalled that Norris counseling staff had a group LGBT+ advocacy training with Ari about four years ago. Group staff trainings are held during UWinterIM and Spring break when student traffic is low. Many counseling staff members do not work during the summer months so trainings do not generally occur over the summer. Since the Division of Student Affairs New Employee Orientation does not currently include the LGBT+ advocacy training (due to time constraints), a training could be scheduled specifically for Norris's new incoming staff.
- e. Jeff asked Paul and Julie how would they like faculty and staff to respond to transgender or non-binary identified students who need services, but are hesitant to go to Norris for counseling services. Paul said that if a student has not had contact with Norris but has fears, please let the students know that they will be supported by Norris staff members. Paul mentioned that Norris serves 40-44 students who identify as gender non-binary, and that it has been very rare that Norris has received negative feedback from gender non-binary students or from those who identify as other than heterosexual. Paul mentioned that in terms of counseling service feedback, gender non-binary students provide feedback at higher rates than the general student population and that gender non-binary students provide more positive feedback than the general student population. Feedback from non-binary identified students indicated 90% satisfaction rates and/or a willingness to recommend services to friends. A committee member asked when students receive the feedback surveys, and Paul mentioned that the students receive the surveys in email in April (the surveys go out to all students who used services including those who only came in once and those who came in for services on a repeated basis). Paul said that Norris only receives about 1 complaint a year about counselor sensitivity, and that complaints about counseling services in general are very rare. In the event that negative feedback is provided, it is de-identified and then shared with the counselor

who worked with the student. If faculty and staff try to encourage a student to go to Norris, and the student is still apprehensive, they can contact Paul directly.

- f. Jen mentioned that some students are likely to distrust the counseling services since Norris is unable to provide transgender inclusive healthcare. Jen also described an instance when a transgender student called into the center for the first-time and was misgendered over the phone.
2. Health access: Julie mentioned that on Jan 26th Health Navigators will be coming to campus to provide information about health care options for students. Students can go online to an appointment with Covering Wisconsin.
3. Norris Counseling next steps: Paul can come to our next committee meeting after 12pm. Paul also reiterated that Norris is supportive of offering ongoing LGBT+ Advocacy training for its staff, and that they may be able to use professional development grants to bring in speaker to campus to provide trainings.

V. Old Business (30 Minutes)

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

1. The GIB did hold a special meeting on Friday, December 30, 2017.
 - a. Tim Danielson- (A handout "GIB Takes Action on Health Coverage Based on Gender Identity" was provided at today's meeting). Tim reported that the GIB will reinstate the exclusion of health benefits and services based on gender identity if four contingencies are met. The four contingencies include:
 - i. A court ruling or an administrative action that enjoins, rescinds, or invalidates the rules set by the federal Department of Health and Human Services.
 - ii. Compliance with the state law, Section 40.03 (6) (c).
 - iii. Renegotiation of contracts that maintain or reduce premium costs for the state.
 - iv. A final opinion of the Wisconsin Department of Justice that the action taken does not constitute a branch of the Board's fiduciary duties.
 - b. The Wisconsin Department of Justice has issued a preliminary opinion, but reinstatement of the exclusion has not happened yet, but if the four contingency points are met, it could be. (Two of the four are currently met). Tim also mentioned that if the reinstatement of the exclusion takes place several months out, it is possible that it could be reinstated retroactively back to January 1st, 2017.
 - c. Karen asked how long contract negotiations take, and Tim replied that it can vary.
 - d. Jen asked how a reinstatement of the exclusion would be handled given its conflict with our UWM anti-discrimination policy. Tim said that we need to consult Office of Legal Affairs for this question.
 - e. Nelida asked if anyone knew why the exclusion was made initially or why it needs to be reinstated. Tim and Jen mentioned that the decision was originally made by ETF (Employee Trust Funds) and that we do not know what their justification was.

f. Jen shared that in summer 2016 there was a faculty member looking to bring in a renowned researcher with a multimillion dollar grant to work on our campus, but that the researcher turned down the position because of our institution's inability to provide insurance coverage for transgender health care services. (Both the researcher and the researcher's partner require transgender health care services.) Jen mentioned that maybe faculty who are aware of these types of lost opportunities could work together to provide documented justification of how our university is negatively impacted by our lack of insurance coverage for transgender health care services.

g. Kate asked if the exclusion of health benefits and service based on gender identity is a stand-alone decision or if it is part of a bundled decision. Jen and Tim said that it is a stand-alone decision.

2. Future actions:

Tim, Joely, Jen, and Jeff will notify the committee of any future GIB actions or decisions.

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

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

Jen reported that she and Erin met with the IRB and will have a follow up meeting this spring. Erin wanted to provide information and discuss language usage, inclusion/exclusion criteria protection, and best practice language. Linda, Teresa, and Cary are also involved in the IRB discussions.

2. Syllabus language/APC meeting (Paula/Scott)

a. APC will not meet until next month.

b. Foreign language professors have asked how to effectively model gender non-binary pronouns to students in foreign language courses.

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

a. Casey O'Brien from the Center for Excellence in Teaching and Learning is assisting with the development of a workshop that will become available for fall 2017.

b. Rebranding will also be addressed in the workshop development.

c. The School of Education and its Department of Curriculum and Instruction will also provide feedback for the workshop.

4. Sexual violence prevention/Bystander intervention (Nelida/Jerry)

a. Nelida reported that there are no updates right now. A few people have piloted the program through the residence halls.

b. The Bystander Intervention program will likely be available in February.

5. Ally of the Year Award (Kate/Katie/Jeff/Jerry)

Kate reported that the group has plans to meet in two weeks to go over the rubric, but that she may have a time conflict issue that may require the group to reschedule the meeting.

6. Inclusive facilities review (Karen/Jeff)
 - a. Klotsche Center
 - i. Some faculty, staff, and community members have been asking why and how Legal Affairs advised Chancellor Mone to adopt the current policy on Klotsche Center use by transgender, intersex, and gender binary non-conforming individuals. Media Milwaukee wrote an article which has increased attention to the issue.
 - ii. Legal Affairs has been invited to explain in greater detail how they reached their decision.
 - b. Inclusive restrooms and other facilities

Kate mentioned that we will want to check the inclusive facilities list to see if it is updated to include all of the facilities that we are aware of.
7. LGBT+101 online module update (Jen/Jeff)

Development of the LGBT+ 101 online module will continue over UWinteriM.
8. Tobacco-Free Alliance/Tobacco-Free Campus (Jeff/Jen/Kate)
 - a. Jen reported that UWM has received the Spark mini grant for tobacco use prevention and that the Milwaukee Tobacco Free Alliance's video on the quit smoking journey will be screened at Drag Show.
 - b. Jen also reported that Pridefest will have smoke free spaces.

- C. UW La Crosse Hate Bias Symposium, January 10, 2017 (Jen)

Nelida will be attending the UW La Crosse Hate Bias Symposium.

VI. Announcements (10 Minutes)

UWM Annual Drag Show will be on Saturday, February 18, 2017 at the Milwaukee Theatre. Doors will open at 7pm and the show will begin at 7:30pm. On the same day, the UWM men's basketball team will play a rivalry game against UW- Green Bay at the Panther Arena. The game will be followed by a Winter Festival between 3pm and 7pm that will include ice skating at Red Arrow Park. Attendees will be encouraged to attend the Drag Show after the Winter Festival.

VII. Outstanding Committee Needs (5 Minutes)

No outstanding committee needs were identified.

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

The discussion concluded at approximately 12:30 p.m.

Next Meeting: Wednesday, February 1, 2017, 11:00 a.m. – 12:30 p.m., Chapman Hall Regents Room