

UWM Chancellor's Advisory Committee for LGBT+ Advocacy
Wednesday, March 1, 2017, 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

The meeting was called to order at 11:02 a.m.

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

A. Members in attendance were: Cary Costello, Jeff Guenther, Linda Wesp, Katie Rose, Paula Rhyner, Sarah Terry, Scott Emmons, Nikolaos Ravelly, Jerry Becker, Sarah DeGeorge, Robin Van Harpen, Nelida Cortes, Jeffrey Hawkins, Jazz Nance, Teresa DuChateau, Erin Parcell, Jen Murray, Angela McManaman, and Tim Danielson.

B. Chris Larson attended the meeting as a guest.

III. Automatic Consent

A. Adoption of agenda

The agenda was adopted at 11:05 a.m.

B. Approval of February 2017 meeting minutes

The February meeting minutes were approved at 11:06 a.m.

IV. New Business

A. Gender of Record changes in ETF benefits system

1. Cary reported that last Friday, some employees (those who have identified through HR as having transitioned genders) received an email from HR notifying them that ETF had de-transitioned their gender identity in the benefits system.
 - a. Linda mentioned that the email came from an HR benefits representative and included a link that took them to the ETF system where this message was included.
 - b. Cary reported that ETF changed the criteria for gender transition, and that the changes apply retroactively. Cary also said the new standards are higher and therefore problematic for many individuals who cannot afford certain aspects of gender transition.
 - c. Cary and Linda said that the new criteria require employees to submit a written request stating intent to change gender on records; proof of identity using driver's license, passport, or other similar ID; and proof of gender identity (updated versions of identity records and medical records from a doctor indicating medical treatment and surgeries for gender transition). Cary expressed concern over several elements of this request—including being required to resubmit original copies of personal identification materials and to share medical records. Cary also mentioned that many people cannot afford gender reassignment surgery, so this requirement puts extra burden on transgender-identified individuals.

- d. Linda explained that the language about submitting medical records is vague and could potentially include a simple statement from a doctor saying that appropriate clinical treatment has been provided or the documentation could require detailed descriptions of medical treatment and surgeries. It could be difficult to get medical practitioners to disclose more detailed information.
2. Robin and Tim mentioned that they did not know that this email was going out to employees and that they would like the opportunity to investigate how these decisions were made and how the communication method was chosen.
 3. Jen asked if ETF or UWM asking for medical records is a HIPPA violation. Robin reported that it is not a HIPPA violation so long as employees give permission to doctors to provide documentation. There are laws and policies that address the need for employee consent before records are shared, but if employees agree, then the sharing of medical records is not illegal.
 4. Cary mentioned that on Friday, he wrote and sent an email to the benefits representative outlining his concerns, but is still waiting for a response. Linda mentioned that it is important to get a response soon because these changes could impact non transgender related aspects of medical care due to differences in medical care and services that are available based on gender identification.
 5. Jeff asked if there was a motion to express that CACLGBT+A opposes ETF's decision to retroactively reverse employee gender fields in the ETF benefits system. One committee member suggested that we use the phrase "is appalled by" versus "opposes." The Motion was introduced, seconded, and approved.
 6. Scott suggested that we create a task force or work group to work on language and investigate the matter. Linda, Paula, Jen, Jeff, and Cary expressed interest in assisting with this.

B. Report on UWM Annual Drag Show

1. Jen reported that the UWM Drag Show was a big success. The event raised over \$1,300 for Pathfinders and Project Q. Jen reported that the new pre-show was a success and that the photo booth was very popular. Approximately 2,000 people attended—including a large UWM student population.
2. Jen also mentioned that the show's runtime stayed below three hours, which had been a challenge in past years.
3. The Co-MC (who is also a UWM student) did a great job of leading the show.
4. Jen also mentioned that the Peck School of the Arts students did a great job with the production, and that University Housing provided a social justice component. Jen said that the Drag Show also included the display of a large donor art item.
5. Jen shared that the Drag Show included health messaging about tobacco cessation ("Smoking is a Drag"). A poll was taken, and 90 % of the respondents in the audience said that they would like for UWM to become a smoke free campus and that they would also like to see Pride Fest offer more smoke free spaces.
6. In terms of merchandizing, the beverage cozies and magnets were a big hit. Attendees liked the light-up bracelets, but the pricing was too high. Jen hopes that more affordable bracelets can be purchased for next year.
7. Save the Date: Next year's UWM Drag Show will take place on February 24th, 2018 at the Milwaukee Theatre.

C. Registrar's Office gender identity form

1. The Registrar's Office is preparing to release an online form that students will use to update their gender identity in Oracle.
 - a. A new gender identity question will be added to the UW-System Common Application this upcoming fall. For current students who did not have the opportunity to indicate their gender identity when they applied to UWM, the new online form will allow them to update this information on their university records.
 - b. Jen mentioned that the list of gender identity options is limited because there is concern about allowing individuals to select identity options that campuses do not have dedicated support programs or services for.
2. Jen, Jeff, and Jeanette in the LGBTRC have received copies of the form and have been asked if our Committee can review the form and provide feedback.
3. The gender identity question and response options include:
 - a. (Question) Please indicate the identity you use to describe yourself. For informational purposes; no information you provide will be used in a discriminatory manner. This information will be used to help inform support services, resources, and activities.
 - b. (Response Options) Woman, Man, Trans or Transgender, Transgender Woman, Transgender Man, Non-binary/ Genderqueer, A gender not listed here, Prefer not to answer
4. Jen will email this information out to the Committee. If you have questions or feedback, let Jen know by tomorrow so she can let the Registrar's Office know by Friday.

D. Report UW La Crosse Hate/Bias Symposium, January 13, 2017

1. Nelida reported that there were several hundred people in attendance at the Hate/Bias Symposium. The symposium was a one-day event, but the event might be expanded to run multiple days in the future because of the amount of content that could be covered.
2. Nelida said that the symposium included a number of sessions and workshops. Nelida described a session where participants worked in teams including police officers, faculty, staff, and students to address hate/bias scenarios. Nelida said that she has talked with Tim Gordon about doing something similar here. Nelida mentioned how here at UWM, departments that commonly work together to handle hate/bias reports include EDS, Dean of Students, Housing, and Athletics.
3. The symposium also addressed the topic of preventing hate/bias incidents. Nelida shared a handout that depicts a "pyramid of hate" diagram and "10 ways to stop hate."
4. Nelida mentioned the content of two specific workshops that she attended.
 - a. One workshop that provided guidance in determining what constitutes protected speech.
 - b. Another workshop that addressed why people engage in microaggressions from a theoretical perspective.
5. Nelida passed around copies of several handouts that she received at the symposium.
6. Nelida has spoken with Rob Smith about possibly bringing the keynote speaker, Joshua Johnson, to campus. Nelida said that Joshua Johnson described his

experiences with hate/bias when living abroad and shared that he recommends not rushing to address people's use of microaggressions, but instead approaching these situations carefully and thoughtfully.

7. Nelida mentioned that the symposium organizers asked if other campuses would be open to hosting the symposium in the future.

E. VA LGBTQ+ Mental Health Summit, June 16, 2017

Sarah reported that the LGBT Resource Center and the Military and Veterans Resource Center are partnering with the Clement J. Zablocki VA Medical Center to host the VA's Annual Mental Health Summit on Friday, June 16th, 2017. The event will be hosted here at UWM in the Student Union and will be titled "2017 UWM Mental Health Summit: On The Holistic Care of LGBTQ+ Veterans."

- a. The event is currently in the planning phases and will include morning and afternoon keynote speakers and sessions that will provide information and resources for LGBT+ identified veterans.
- b. UWM's planning committee has developed a list of potential presentation topics for breakout sessions (Some topics were suggested by the VA and will be run by the VA. Other topics were suggested by the entire planning committee and include programs and resources from outside of the VA). Sarah mentioned that the planning committee has developed a survey looking for feedback on preferences on the current list of topics as well as suggestions for additional topics. Sarah said that she can forward the survey to the CACLGBT+A so that Committee members can fill it out or share it with others.
- c. Robin asked who the target audience is for the summit, and Sarah replied that the audience is LGBT+ identified veterans and their supporters including family, friends, educators, practitioners, and so forth.
- d. Sarah mentioned that if Committee members can let Sarah or Jen know if they are interested in volunteering to help on or near the day of the event.

F. UWM Hate/Bias Motivated Incident Reporting

1. Jerry shared that he contacted EDS to find answers to several questions about Hate/Bias reporting at UWM. He learned that seven reports were made in the two weeks following the Milo Yiannopoulos event with a couple more reports in the following week or two. Jerry said that there were a total of 12 reports within the past year—with most reports occurring around the time of events on campus. Jerry said he wondered what happens after people file reports and how are reports filed by employees handled.
2. Nelida said that to her knowledge, there were four reports that were specific to the Milo event including two reports based on experiences on campus and two reports based on Facebook posts made about the Milo event. She also said that if someone makes a report and includes their name on it, EDS will follow-up with the person who made the report. In these cases, EDS can usually collect more information and can file a formal complaint. When reports are anonymous, if enough details are included, EDS can file a third party complaint. Nelida mentioned that it would be helpful to develop a Hate/Bias Team that could help. She also mentioned that prevention of Hate/Bias incidents is important.

3. Jen mentioned that many people are not aware of the Hate/Bias form even though it is promoted through EDS, the Dean of Students, Women's Resource Center, and new employee onboarding trainings. Jen recommended that the Hate/ Bias form be introduced at TA trainings and Nelida indicated that it already is. Committee members mentioned that if you do a Google search on UWM Hate/Bias reporting, the form will come up at the top of the search list. Robin mentioned that the UWM Police department offers trainings to instructors and that F&AA could make sure to mention the Hate/Bias reporting form to the police chief or to Heather Harbach from the Dean of Students Office.

G. University Staff Training

1. Jerry explained that before he goes to talk with the University Staff Council about Safe Space training, he has some questions that he would like to ask our Committee.
 - a. Jerry asked how many people can be trained in one session. Jen mentioned that Kayla, the Public Health Fellow working in the LGBT Resource Center, could help with this.
 - b. Jerry said that he would also like more clarification about the Safe Space program's learning objectives.
 - c. Jerry mentioned that the University Staff Council will hold their annual full day of training this fall. Jerry said that the day includes a series of training modules throughout the day, and that we could offer a Safe Space training there. We could possibly offer one training in the morning and one in the afternoon for those who can only attend for part of the day. Jerry asked how we could reach staff who are not able to attend the fall training day.
 - d. Jerry asked if Safe Space trainings can be required for University Staff, and Robin replied that since training is not required for other staff groups, it would be difficult to make it required for University Staff. She also mentioned that people are more likely to want to participate if it is optional and if food or refreshments are provided. Jerry asked if we could create a survey to determine how many university staff members would like to participate.

H. Maintaining a positive climate for LGBT+ and multiple marginalized communities (Chris Larson, Associate Professor of Psychology)

1. Chris Larson spoke about how the psychology department lost the opportunity to hire a post-doctoral research fellow with valuable research experience to work on a 3.5 million dollar grant because of UWM's lack of trans-inclusive healthcare coverage (Both the fellow and his partner require transgender healthcare). Chris has written a letter describing the negative impact of our lack of trans-inclusive healthcare coverage. Chris shared the letter with our Committee and invited us to provide feedback. A committee member asked if the research fellow candidate and his partner received coverage at their previous institutions. The research fellow candidate worked at Vanderbilt University and was able to receive coverage, and his partner worked at an institution in Boston and received free healthcare.
2. Chris mentioned that she wrote the letter about a month ago. She would like to send it sooner rather than later. Katie asked is there a way our committee can sign off on the letter.

3. Katie introduced a motion that the Chancellor's Advisory Committee on LGBT+ Advocacy issue a statement of support for trans-inclusive healthcare that will accompany Chris Larson's letter. The letter will be sent to UWM Chancellor Mark Mone, Provost Johannes Britz, Chief Legal Counsel Joel Urdan, Associate Vice Chancellor for Human Resources Tim Danielson, Vice Chancellor for Finance and Administrative Affairs Robin Van Harpen, and Interim Director of Equity and Diversity Services Nelida Cortes. Jerry seconded the motion, and the Committee approved the motion unanimously.
4. Angela and Katie expressed interest in crafting a statement that could be sent with Chris' letter. Jeff mentioned he could upload the letter on to One Drive so everyone can view the letter and provide edits. Jeff suggested that the letter should include the amount of the research grant. Paula mentioned that the Chancellor often talks about how UWM is known for being on the Campus Pride Top 30 list and for being a top research institution, and how incidents such as this go against our proclaimed inclusive practices.
5. Robin suggested that the letter also be sent to UW System Board of Regents President Regina Millner and Senior Associate Vice President for Human Resources and Workforce Diversity Shenita Brokenburr. Tim stated that he has information that he can include in the letter. Jeff suggested that we aim to complete edits by the end of business Friday.
6. Chris asked if there anything else she could do. Jeff asked Chris to please update our Committee when she receives a response to her letter.

V. Old Business

A. Group Insurance Board (GIB) Updates

See item IV.A. above.

B. Dean Search Updates

Jeff encouraged Committee members to attend the open forum presentations and provide feedback on the candidates. The SPH search does include an LGBT+ identified candidate.

C. Updates on CACLGBT+A Goals 2016-17

Due to lack of time, all items below were postponed until the April meeting.

1. IRB gender- and sexuality-inclusive language guidelines
2. Syllabus Language-APC Agenda
3. Ongoing Expansion of Department Trainings
4. Sexual Violence Prevention/Bystander Intervention
5. Ally of Year Award
6. Inclusive Facilities Review

VI. Announcements

A. Making Career Connections Corporate Spotlight: Northwestern Mutual and Foley & Lardner, Union 191, March 8, 1pm-2:30pm: Please share with students!

B. Geek Week, March 6 through March 8th: Flyers have been printed and include activities such as the "Drag Yourself" event where students can bring makeup and learn how to apply it.

- C. Out-N-About Night at the Milwaukee Rep Tennessee Williams play, March 15: \$25 tickets w/ special code.
- D. Sex & Gender Have Never been Binaries, March 31, 1pm-3:30pm: Cary and EDS will be leading this. 46 registrants have signed up so far. Bagels and coffee will be provided.
- E. Pride Camp, June 27-July 2, 2017: Registration is open and already exceeds last year's registration. 25 registrants have signed up and maximum registration is about 30.
- F. Additional Announcements: JAMS will be offering a screening of the National Geographic documentary "Gender Revolution: A Journey with Katie Couric" The screening will take place on March 6th from 5:15pm to 8pm in Bolton Hall room B52.

VII. Outstanding Committee Needs

None

VIII. Adjournment

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

Next Meeting: Wednesday, April 5, 2017, 11:00 a.m. – 12:30 p.m., Chapman Hall Regents Room