

UWM Chancellor's Advisory Committee for LGBT+ Advocacy  
Wednesday, April 5, 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

Jeff called the meeting to order at 11:05 a.m.

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

The following members were in attendance: Cary Costello, Jeff Guenther, Jen Murray, Sarah Terry, Jerry Becker, Katie Rose, Kate Nelson, Sarah DeGeorge, Robin Van Harpen, Paula Rhyner, Erin Parcell, Linda Wesp, Karen Wolfert, Don Green, Tim Danielson, Angela McManaman

Guests in attendance: Allee Hochmuth, Hailey McLaughlin

III. Automatic Consent

A. Adoption of agenda

The agenda was adopted at 11:06 a.m.

B. Approval of March meeting minutes

The February meeting minutes were approved at 11:08 a.m.

IV. New Business

A. University Relations LGBT+ Specialists

1. Jen mentioned that she has been in contact with University Relations and Michelle Johnson has been designated to filter all media requests. Michelle indicated that University Relations is in the process of creating a list of UWM experts pertaining to LGBT+ research. This list of experts will aid in responding as the LGBT+ resource for media inquiries and this was confirmed by Dr. Cary Costello who provided names out of LGBT Studies.
2. Jen also mentioned that within the next year, there is a plan for providing LGBT+ trainings for University Relations that will aid in supporting more inclusivity when working with the media.

B. Self Care: Maintaining a positive climate for LGBT+ and multiple marginalized communities.

1. Jen stated that given all of the events that have occurred since December, 2016 it would be helpful to explore what our communities can do to engage in self-care. Jen mentioned that the CACLGBT+A works to support a range of faculty, staff, and students, and in order to do this, we need to engage in self-care.

C. Co-Chair Meeting with the Chancellor

1. Jeff shared that he, Jen, and Robin will be meeting with Chancellor Mone on April 18, 2017.
2. Jen asked Committee members to provide a summary of items that should be shared with the Chancellor.

- a. Jen provided the example of how we will want to highlight the Ally of the Year Award.
- b. Jen asked that if Committee members have provided educational presentations (like Cary's recent gender as non-binary presentation), that they please send this information forward so it can be shared with Chancellor Mone.
- c. Cary made the suggestion to include action items including a request that Chancellor Mone work with the Chancellors across UW-System to make a statement regarding ETF's decision to rescind coverage of transgender inclusive healthcare.
- d. Committee members discussed what assessments exist around student sexual orientation (for the purpose of connecting students with resources and support). Jen mentioned we do not currently collect data on sexual orientation, though this has been collected in the past through Map-Works. Jen explained that if we were to collect this data, we would need to make sure that it is clear that we explain why we are collecting the information. Cary mentioned that the Registrar's Office explains that when they collect information on gender identity, they disclose to students that it is for the sole purpose of connecting students to resources. Jen mentioned that we might be able to use the Student Success Collaborative system to collect data, but that sometimes these data collection systems do not connect well with the UWM data warehouse, so we may need to find a way to address this. Jen indicated that they would follow-up with Registrar's Office and request they attend the May meeting to discuss what is feasible.
- e. Jerry suggested that as an action item, we ask the Chancellor about developing a plan for dealing with controversial speeches.
  - i. Robin reported that campus plans to hold an open forum on this topic, and Dr. Joan Prince is currently coordinating this program. Robin will put Jen and Jeff in contact with Dr. Prince.
  - ii. Robin shared that updates have been made to the use of facilities policies with regard to large events, and that the purpose of the forum is to get more feedback on how to address first amendment concerns.
  - iii. Committee members thanked Robin for helping to set up an appointment with the Chancellor and for addressing these items with him.

#### D. Lavender Graduation Nominations and Participants

1. Lavender Graduation will take place on May 10<sup>th</sup>, 7pm-9pm (including a reception between 7pm and 7:30pm, followed by the ceremony).
2. The LGBT Resource Center is collecting nominations for Lavender Graduation Awards so please circulate the email announcement and nominate individuals to receive the awards.
3. If you would like to volunteer to help at the Lavender Graduation (ex. hand out rainbow tassels or read names of graduates) please let Jen know. Jen mentioned that the Chancellor will speak and that a number of Deans will be in attendance.

#### E. Election of the September CACLGBT+A Co-Chair

1. Jeff reminded the Committee that its by-laws state that one Co-chair is elected each May to begin their term in September. Jeff said that his term is set to end this May and asked who would be willing to collect nominations between now and our next meeting for the September term Co-Chair position. Jen mentioned that the Chancellor's designee has historically collected nominations, and Robin said that she is willing to do this and will receive nominations by email until May 2<sup>nd</sup> at 4pm. Robin's email address is [rvanharp@uwm.edu](mailto:rvanharp@uwm.edu).
2. Jen nominated both Jeff Guenther and Katie Rose. Jen said that she is happy to nominate anyone who is interested in serving as Co-Chair.
3. Jeff shared that the position largely involves behind the scenes work. Jen mentioned that if anyone has questions about the position, they can contact her at [jrmurray@uwm.edu](mailto:jrmurray@uwm.edu).

#### V. Old Business

##### A. University Staff Training Update

1. Katie Rose and Jerry mentioned that they still need to look into details for providing the LGBT Ally Training at the Fall University Staff training. Details that need follow-up include training date and morning vs. afternoon session availability times.
2. Jerry volunteered to follow up with the University Staff Committee.

##### B. Group Insurance Board (GIB) Updates

1. Tim reported that the GIB has not had any recent meetings, but it is scheduled to have its next meeting on May 24<sup>th</sup>, 2017. Tim reported that the GIB is currently leaning toward moving the State of Wisconsin to a self-insured health plan model in order to save on health insurance costs. At this point, the GIB has shared a letter of intent with the Joint Committee on Finance (JCF). The JCF can choose to reject the decision or not take action to prevent the decision (JCF cannot actually approve the decision). JCF can file a request to move to a self-insured model and this is expected to occur in May.
2. Jeff asked if all state employees or just UW System employees would move to the self-insurance plan. Tim affirmed that all state employees would move to the self-insured model.
3. Linda asked if this could impact transgender inclusive health care options. Tim said that the policy on transgender inclusive health care coverage is a separate matter.
4. Committee members discussed asking the chancellors across UW System to work together to assert the UW-System non-discrimination policy with ETF and GIB. Tim mentioned that he did send a resolution forward to support transgender inclusive healthcare on behalf of the Chancellor. Robin and other Committee members discussed how the UW-System chancellors could work together to send forward a resolution to UW System or the GIB this May. Tim mentioned that since receiving our resolution, ETF has decided to step back and is looking at the gender identity verification process that they came up with for requiring faculty and staff to send in original forms of identification to prove gender identity. Robin said that ETF did not originally have a policy, and because not all states will grant birth certificates reflecting a gender identity change, ETF came up with a policy that would allow individuals to use other forms of identification. Robin shared that ETF has since

realized that asking individuals to send original documents through mail is problematic. Linda asked if there is an interim policy in place until ETF can update their policy. Tim replied that the current policy is still in place, but Robin suggested that individuals contact ETF to see if they can arrange to bring in original documents to a physical location so that they can be received and verified in person rather than relying on the postal service.

### C. Dean Search Updates

1. Jeff reported that the College of Letters and Science search committee has narrowed the search down to three finalists, and that one of the three finalists has dropped out. In the next two weeks, the two remaining finalists will come to campus for interviews (April 11<sup>th</sup> and April 18<sup>th</sup>). Specific details are available on the Secretary of the University's website. Jeff encouraged Committee members to attend the open forum presentations and provide feedback.
2. Other committee members reported that the Zilber School of Public Health candidate interviews have concluded and talks are occurring with a finalist candidate.
3. The College of Nursing has selected three finalists and will have campus interviews in late April or early May.

### D. Updates on CACLGBT+A Goals 2016-17 (Everyone)

1. IRB gender- and sexuality-inclusive language guidelines
  - a. Linda reported that final guidance is being offered for inclusive IRB language and that she hopes to attend the next meeting that will take place on the first Friday in May.
  - b. Linda mentioned that the primary goals of providing guidance include informing the decision making process regarding human services protection and helping IRB members with developing general understanding of gender identity language. In addition to offering guidance now, there is intention to offer follow-up training in Fall. Linda reported that she and Cary are working to pull together national information and as well as anecdotal information.
  - c. The bigger purpose behind this guidance and training is to minimize any negative impact that may occur based on language use. Linda said that if Committee members have any ideas about inclusive IRB language, that they can contact her.
2. Syllabus Language-APC Agenda

Jeff reported that he will check to see if syllabus language has appeared on the Faculty Senate agenda, but so far, he has not heard of any updates. Jeff said that he will report back to the Committee next month with any new updates.
3. Ongoing Expansion of Department Trainings (Jen/Jeff)
  - a. Norris Health Center

No updates
  - b. Open Safe Space Trainings
    - i. Jen mentioned that the LGBT Resource Center recently provided one open training for Trans\* 101 which included 20 participants, and one open training for the LGBT 101 training which included 15 participants. Jen mentioned that tailored trainings can also be provided.
    - ii. The LGBT Resource Center has also been providing educational outreach for specific populations including educators continuing education course

including elementary school age resources and healthcare professionals. Jen reported that more updates will be available in May.

4. Sexual Violence Prevention/Bystander Intervention

Jerry reminded Committee members to make sure to complete the Title IX online training by June 30<sup>th</sup>, 2017.

5. Ally of Year Award

- a. Jeff shared that about a week and a half ago, the Chancellor confirmed that the funding for the Ally of the Year Award has been approved. Jeff thanked Robin for communicating the Chancellor's funding approval.
- b. Jeff reported that the two new questions have been added to the nomination form on the website but the form does not include the nomination deadline. The deadline is something that the Committee needs to decide. Jeff explained that the Secretary of the University needs to receive award recipients' names by June 30<sup>th</sup>, 2017 in order to prepare the plaques in time for the Fall Awards Ceremony.
- c. Committee members discussed when other fall awards nomination deadlines occur, and Robin explained that the deadlines vary and some of them have already passed.
- d. Committee members talked about a variety of potential deadline dates between April and May. Committee members wanted to ensure that enough time is provided to allow people to make nominations but also noted that if we wait to close the nominations until the end of the semester, our full Committee will not be able to be part of the decision making process because we do not meet over the summer months. Committee members discussed how in this case the Ally of the Year Award Subcommittee would need to make the award recipient decision on their own.
- e. Given the Committee's desire to receive as many nominations as possible, Committee members voiced support for granting the Ally of the Year Awards Subcommittee with the authority to select the award recipient.
- f. Karen made a motion to give the Ally of the Year Awards Subcommittee the ability to make the decision about the recipient of the Ally of the Year Award. The motion was seconded.
- g. Committee members talked about how we could get the information about the Ally Award nominations out across campus. Some suggestions included posting the information on our website and through the LGBT Certificate program. Katie suggested a May 15<sup>th</sup>, 2017 deadline. An amendment was made to the original motion to include the May 15<sup>th</sup>, 2017 deadline. The amended motion was seconded and unanimously approved.
- h. Members of the Ally of the Year Award Subcommittee discussed possibly meeting during finals week to evaluate nominations. Jeff mentioned that he would send updated nomination information to the Subcommittee.

6. Inclusive Facilities Review

- a. Jeff asked if there were any updates on the educational brochure about inclusive facilities that was being developed. Sarah D. responded that she had not received any updates.
- b. Karen reported that there was an issue regarding restroom logistics in the Arts building, but that it has been resolved.

VI. Announcements (5 Minutes)

A. Pride Camp, June 27-July 2, 2017 So far, 25 youth have registered, and the Camp enrollment can handle a maximum of 40 participants.

B. Additional Announcements

There were no additional announcements.

VII. Outstanding Committee Needs (5 Minutes)

None

VIII. Adjournment

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

Next Meeting: Wednesday, May 3, 2017, 11:00 a.m. – 12:30 p.m., Chapman Hall Regents Room