

UWM Chancellor's Advisory Committee for LGBT+ Advocacy
Wednesday, May 3, 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 (Co-chairs)

The meeting was called to order at 11:03 a.m.

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

A. Members present at the meeting: Cary Costello, Jeff Guenther, Jen Murray, Sarah Terry, Jerry Becker, Kate Nelson, Sarah DeGeorge, Robin Van Harpen, Erin Parcell, Linda Wesp, Karen Wolfert, Don Green, Tim Danielson, Tony Horne, Nelida Cortes, Kristen Hildebrandt, Teresa DuChateau, Jeffrey Hawkins, Warren Scherer, Angela McManaman, Paula Rhyner

B. Guests present at the meeting: Joan Prince, Kristen Hildebrandt

III. Automatic Consent

A. Adoption of agenda

The order of agenda items was adjusted to accommodate the guests. The revised agenda was unanimously approved.

B. Approval of April 2017 meeting minutes

There were no objections, so the minutes stand approved as posted online.

IV. New Business

A. Update from Dr. Joan Prince

Plans for fall symposium to address free speech and controversial topics

- a. Dr. Prince thanked the Committee for inviting her to come to our meeting to discuss plans for a Fall 2017 symposium that will help the UWM campus community explore how to handle having controversial speakers come to campus. Dr. Prince mentioned that there is currently a planning committee for this series of events (Jen, Jeff, and Warren are currently a part of the planning committee).
- b. Dr. Prince mentioned how most controversial speakers who come to campus are invited by student groups, and how this symposium could explore how having controversial speakers on campus can provide teaching moments. Dr. Prince mentioned how there is an ongoing discussion about the distinction between free speech and impermissible speech. It was discussed that as educators, our main job is to help students become leaders—which includes understanding how to challenge opinions.
- c. Dr. Prince mentioned that she has been having conversations with a friend who works at the University of Chicago where they have experienced the challenge of controversial speakers on campus.

- d. Dr. Prince explained that the planning committee for the symposium will send out invites this fall to encourage more members of the campus and local community to get involved in the symposium, save the date 9/27/17.
- e. Dr. Prince mentioned how it will be important for campus to be proactive rather than reactive to controversial events. Dr. Prince also mentioned that the common read topic for fall semester would be related to the issue of free speech. Dr. Prince shared that the planning committee would like to invite people from campus, the local community, and other campuses to be part of the symposium. If you are interested in joining the planning committee, please contact Dr. Joan Prince by email at: jprince@uwm.edu.

B. Guest from the Registrar's office (Kristen Hildebrandt)

Collection of sexual orientation data

- a. Kristen addressed the feasibility of collecting data on gender and sexual orientation. She asked if we would want to imbed the question into the Student Success Collaborative program. Kristen mentioned that creating a form would be easy and if we wanted to collect the data through PAWS, PeopleSoft does have a field for this. However, the caveat presented was that the data would be stored in the data warehouse which could potentially be accessed by more individuals and thus, less private. As an alternative, a suggestion was made to include a question in the Grit survey (brief survey that is used in New Student Orientation to measure persistence and retention). The Grit survey includes eight questions, and there are currently several offices that would like to add questions to the survey. This information is not stored in the data warehouse, and therefore has more limited access.
- b. Warren explained that our Grit survey is based on Angela Duckworth's grit scale that measures grit and self-control. So far, campus has had a 77% response rate to the survey. Warren mentioned that a question regarding student experiences in foster care might be added. Questions on this survey can be made optional.
- c. The Committee agreed that if we do add a question to the Grit survey, we need to be clear about why the question is being included (for the purpose of connecting students to resources). Several Committee members discussed the importance of confidentiality and potential concerns regarding students being outed with regard to gender identity. Kate mentioned that the Office of Assessment and Institutional Research is great at handling confidential data. Jen asked if it was possible for individuals to be outed in a situation that would be outside of institutional control. Cary asked if parents who attend New Student Orientation with students would be present when their students answered the Grit survey. Warren said, "No," and that the students fill out the surveys during their course registration and advising sessions—when parents are at other activities.
- d. Jen mentioned that New Student Orientations will begin in June and that we need to keep in mind the timeline for getting our question into the process of being added to the Grit survey. All details would need to be worked out by June 1st. Cary asked if the questions would have to include forced answers or if it could be offered as an open field where people could type in

their answers. Warren assured Cary that the identity-focused questions would not be required. Some committee members expressed concern about securing the resources necessary to analyze open-field answers.

- e. Warren, Cary, and Jerry expressed interest in working on developing a question for the Grit survey. Based on Committee discussion that included references to both gender identity and sexual orientation, Karen asked a clarification question about whether we are looking to assess gender identity or sexual orientation. Jen reported that as of Fall 2017 the UW System common application has a gender identity question so perhaps in this case we would want to assess sexual orientation. Committee members revisited the topic of confidentiality, and agreed that we would need to make sure to indicate that the question is included for the purpose of connecting students to resources. Some Committee members questioned if many students would choose to answer the question if it is optional and especially as new students coming into the university, but several other committee members responded that even collecting limited data is better than not collecting any data. The Office of Assessment and Institutional Research is in charge of access to the data, and the LGBT Resource Center could request access to it. Robin asked if students who have answered the gender identity question on the UW System application have been contacted regarding resources. Jen said, "Yes," and that her office has sent out information about resources and academic support through a list-serv based on student gender identity when students contact the Student Success Center and/or are referred to the UWM LGBT Resource Center.
- f. Erin made a motion that our Committee include a question about sexual orientation on the Grit survey. The motion was seconded and approved with 13 members in favor and 1 member opposed.
- g. The Committee thanked Kristen for attending our meeting and providing helpful information.

C. Report on the Co-chairs' meeting with the Chancellor

1. Summary of conversation and goals for 2017-18

- a. Jen and Jeff reported that they spoke with the Chancellor regarding the Committee's concerns about the rescission of coverage for transgender health care coverage. They discussed with the Chancellor how he could reach out to see how other campuses are handling this concern and they will follow-up over the summer.
- b. Jen and Jeff reported that the Chancellor acknowledged that the Klotsche Center locker room interim policy measures are not ideal, but that right now this is what the UWM Office of Legal Affairs recommends. Over time, our Committee hopes to work to create and promote a more inclusive policy. Jen and Jeff reported that the Chancellor expressed commitment to inclusivity.
 - 1. Committee members discussed whether there could still be an option to provide additional education and programming for Klotsche staff—especially the student employees who are often the front line of contact for patrons. This will be pursued during the summer by the UWM LGBT Resource Center.

2. Robin suggested that our Committee promote programming to encourage a welcoming environment. The Committee discussed how we could provide training and ideas for potential inclusive programming that can be offered in fall 2017.
- c. Jen and Jeff reported that the Chancellor's Cabinet is open to receiving another training. Finance and Administrative Affairs and University Relations are also interested in receiving training.
- d. Ally of the Year Award (name changed to LGBTQ+ Champion of the Year)
1. Jen and Jeff shared that Chancellor Mone would like them to work with UWM Foundation to secure funding for next year.
 2. Committee members discussed institutional commitment to awards.
 3. Robin reported that the Chancellor has reviewed the awards and has determined that older awards will continue to be funded through the institution and that newer awards will be funded through the UWM Foundation with the help of Development. Committee members discussed whether we will want to change the award title to include "LGBT+" in the title as this would clarify the purpose of the award and may make it more attractive to donors. The Committee talked about the need to make the award more sustainable for the future.
- e. The MKE Challenge Party has selected the UWM LGBT Resource Center as one of four beneficiaries of this year's fundraising efforts based on The LGBT Resource Center's dedication to supporting members of the LGBT community. The Challenge Party Fundraiser event will take place on June 16th and guests are asked to make contributions at the \$300, \$500, or \$1000 level. For more information, visit <https://www.mkechallengeparty.com/>.
- f. In mid-March, the Chancellor charged Interim Senior Student Affairs Officer, Jim Hill with leading a collaborative restructuring conversation that includes the LGBT Resource Center, the Military and Veterans Resource Center, the Women's Resource Center, and Inclusive Excellence Center. Each department has been asked to find faculty member representatives who could be available to take part in meetings that address possible collaborative restructuring options. At this point, a couple of proposals have been submitted and are under review and discussion. The goal of the restructuring is to enhance student experiences and increase efficiency while remaining cost neutral or creating cost savings. The LGBT Resource Center and other three centers would maintain their distinct forward facing offices. Changes would occur behind the scenes (administrative structure) while preventing programming cuts and improving engagement between the centers.
2. LGBTRC Updates & Involvement of CACLGBT+A faculty
No updates were provided at today's meeting due to lack of time.

D. Lavender Graduation Award Nominations/Participants

Jen reported that the Chancellor has confirmed his attendance for the Lavender Graduation. Lavender Graduation award nominations are slim. If

you know of anyone you can nominate, please do so. So far, 21 graduates have registered for the event. Please encourage December and summer graduates to attend the Lavender Graduation on May 10, 2017 in the Student Union Wisconsin room at 7pm.

E. Election of the September CACLGBT+A Co-chair

1. E-mail nominations that were sent to Robin Van Harpen
Robin did not receive any nominations via e-mail
2. Nominations from the April meeting
Jeff Guenther was nominated and accepted his nomination.
3. Nominations from the floor
No new nominations were made on the floor.
4. Election and results
 - a. A motion was made, seconded and approved to close nominations and vote for the CACLGBT+A September Co-chair position.
 - b. By show of hands, Jeff Guenther was re-elected to serve as CACLGBT+A Co-chair for a period of one year beginning on September 1, 2017.

V. Old Business

A. University Staff training update

Jerry reported that he does not have any updates, and that he plans to make contacts early in the fall semester.

B. LGBT+ self-care initiatives

1. Update from Joan Prince- (For more information see New Business A. Update from Joan Prince)
2. Other ideas for initiatives
Robin mentioned that there is a potential for legislation that will require UW System institutions to allow controversial speakers and that those who interfere with the events will be subject to discipline. Faculty and staff members, per the draft legislation, would not be permitted to publicly take sides on controversial topics. Jeff asked if this proposed legislation has been discussed in Faculty Senate. Robin responded that she did not believe the Faculty Senate yet had a chance to discuss because the proposal was a very new item of business in the legislature.

C. Group Insurance Board (GIB) updates

1. Jen repeated that she and Jeff discussed the GIB healthcare updates with Chancellor. Tim reported that he had correspondence with the Chancellor and HR Directors.
2. Jen asked Tim if there have been any updates on the ETF policy regarding need for shipping original identification documents through the mail. Tim said that ETF that is now allowing most documents to be submitted as copies of identification (rather than original documents) and they are allowing them to be emailed. In the case of birth certificates as a form of proof of gender identity, Wisconsin has a law that allows only original documents to serve as proof of identity. The GIB is working to streamline their processes with ETF.

D. Dean search updates

1. Teresa reported that a College of Nursing Dean finalist is coming to campus this week and that another is coming to campus next week. A finalist is scheduled to come to campus on May 8, 2017. Please attend if you can.
2. The Dean search for the Zilber School of Public Health did not produce a finalist so Dean Ron Perez will remain Dean until further notice.
3. Feedback for the College of Letters and Science Dean finalists was due this past week. The Provost hopes to make a decision soon.

E. Updates on CACLGBT+A goals 2016-17

1. IRB gender- and sexuality-inclusive language guidelines
Presentation to IRB full board on 5/5/17, 10:00 a.m.
 - i. Jen explained that the purpose of the presentation is to propose guidelines on how to incorporate language that is inclusive when conducting research. If anyone from our Committee is a faculty member or researcher, you can join Jen and Sarah DeGeorge in delivering this presentation. They can help prepare you for the presentation. Teresa and Cary have also helped craft guidelines that include proposed language.
 - ii. Linda mentioned that the guidelines would also assist IRB in understanding the issue of human protection.
2. Syllabus language-APC agenda & Faculty Senate update
 - a. Jeff reported that the APC voted to include pronouns in use under recommended information and to add the LGBT Resource Center to list of resources. In April, the APC voted to include researcher and instructor names-in-use wherever applicable.
 - b. This item is going up for vote at the Faculty Senate meeting on May 11, 2017. Members of the APC expressed some confusion about pronoun use. The APC also decided to recommend the changes but not require them.
 - c. Jen asked if a member of the committee could attend the meeting on May 11, 2017.
 - d. Robin asked about the criteria for determining if changes are required vs. recommended. Committee members explained that most of the "required" syllabus elements are compulsory per the HLC or DOE.
 - e. Members of our Committee agreed that we can accept this recommendation for now and that next year we can try to move toward getting the preferred pronouns and names required. Jerry mentioned that he is glad to see the progress that we have made so far.
 - f. Robin mentioned that the APC's revision to our proposal should be published. Jen said that she would ask for a copy to be shared or published.
3. No further updates were provided due to the need to adjourn by 12:30 p.m.

VI. Announcements (5 Minutes)

- A. Pride Camp, June 27-July 2, 2017
- B. Jeff and Jen thanked all committee members for their work and recognized the members who are rotating off at the end of the current academic year.

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

At 12:30 p.m., Jeff asked if there was a motion to extend the meeting or to adjourn. Jen introduced a motion to adjourn. The motion was seconded, and the meeting was adjourned at 12:30 p.m.

Next Meeting: TBD. Please check your e-mail inboxes in the coming days for a fall availability survey!