

UWM Chancellor's Advisory Committee for LGBT+ Advocacy
Wednesday, September 13, 2017, 12:30 p.m. – 2:00 p.m.
Chapman Hall Regents Room
MINUTES

Meeting called by: Co-chairs Jeff Guenther and Jen Murray

Type of meeting: General meeting of the 2017-18 academic year

I. Call Meeting to Order (Co-chairs)

The meeting was called to order at 12:35pm.

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

Present: Jerry Becker (he/him/his), Nelida Cortes (she/her/hers), Cary Costello (ze/zir/zim), Tim Danielson (he/him/his), Sarah DeGeorge (she/her/hers), Teresa DuChateau (she/her/hers), Scott Emmons (he/him/his), Jeff Guenther (he/him/his), Jeff Hawkins (he/him/his), Joyce Latham (she/her/hers), Hope Longwell-Grice (she/her/hers), Angela McManaman (she/her/hers), Jen Murray (they/them/their or she/her/hers), Katie Rose (she/her/hers), Robin VanHarpen (she/her/hers), Linda Wesp (she/her/hers), and Karen Wolfert (she/her/hers).

Absent: Tony Horne (he/him/his), Eli Walker (he/him/his or they/their/them), Jayne Holland (she/her/hers), and Jim Hill (he/him/his).

Excused: Warren Scherer (per/per/pers), Gillian Payne (new member, pronouns not yet shared), Kate Nelson (she/her/hers), and vacant student appointment (to be determined).

III. Automatic Consent for Agenda and Meeting Minutes

There were no objections to the May 2017 meeting minutes or the September 2017 agenda, so both documents were unanimously approved as posted on the [CACLGBT+A website](#).

IV. IV. New Business (35 Minutes)

A. Updates on Chancellor's Designee meeting with co-chairs' (Jen, Jeff, & Robin)

1. We have confirmed that the Chancellor will join us at our November meeting. Please mark your calendars.
2. We discussed the potential need for "care" messaging around controversial speakers or events that may attack or negatively portray LGBTQ+ individuals. The Chancellor will discuss with his communications team how they can best produce sensitive messaging.
3. The Chancellor did inquire if other campuses wished to support a reinstatement of coverage for transgender healthcare services. Because a federal lawsuit has been filed against the University of Wisconsin and ETF, the Chancellor has been advised to refrain from making any further public comments or inquiries.

B. Jen provided an overview of summer trainings that were facilitated for the following areas:

1. Klotsche Center staff
2. Student Success Center

3. Teaching assistants (TAs) in the Communications Department
 4. University Relations Integrated Marketing Team
 5. Milwaukee Lawton Scholar Student Success Advocates
 6. University Housing professional and student staff teams
- C. Training Fall/Spring 2017 (Chancellor's Cabinet, Provost Academic Leadership Council) (All)
1. The Chancellor and the Provost have expressed willingness to have a booster/refresher type LGBTQ+ training during the 2017-18 academic year.
 2. The Chancellor indicated a desire to see an outline and proposal for future faculty member training sessions. The Co-Chairs requested support from faculty in Curriculum and Instruction and LGBT Studies in drafting this training overview.
 3. Jen will reach out to the Provost's Office to schedule the Academic Leadership Council LGBTQ+ training refresher.
 4. Jeff and Jen would like to finalize the training proposal for the Chancellor prior to the November CACLGBT+A meeting.
 5. University Police Department is working with the UWM LGBT Resource Center to develop training content for their officers. Stay tuned for more details.
- D. Congratulations! LGBTQ+ Champion of the Year Award (Jen/Jeff)
1. Cary Costello is the recipient of the 2017 LGBTQ+ Champion of the Year Award. It was a very competitive selection process.
 2. The award name was changed to be more inclusive and express that LGBT+-identified individuals are eligible to receive the award—and not just allies. The award also reflects the LGBTQ+ campus partners who generously designated funds to finance this award.
- E. Non-discrimination policy distinctions (Joyce)
1. Joyce shared a question that arose during a SOIS faculty meeting with EDS: If federal non-discrimination law does not contain sexual orientation as a protected status, how can UWM employees be certain that they will be protected from discrimination based on sexual orientation?
 2. Nelida and Robin responded that there are multiple layers of policy that can be used to protect employees from discrimination based on sexual orientation and gender identity.
 3. Nelida offered to discuss workplace protections in greater detail at the October CACLGBT+A meeting.
 4. One committee member asked if any campus climate needs assessments were planned or currently underway. Mike Sportiello indicated that his SA administration was planning such an assessment, but we are unsure if the new SA administration plans to continue working on this project.
- F. Membership updates (Jeff/Jen)
1. Faculty

Jeff shared that Tony Horne has returned from sabbatical and reminded the committee that Tony Horne and Jeffrey Hawkins are our two faculty member representatives.
 2. Academic Staff

We are waiting for official confirmation that Angela will be reappointed as our academic staff representative. Teresa is our second academic staff representative.

3. Student
 - a. We welcome Eli Walker as the SA LGBTQ+ Advocacy Senator
 - b. Sarah DeGeorge has officially been confirmed as a graduate student representative.
 - c. Gillian Payne has been named as an undergraduate representative.
 - d. We are still waiting for two student representatives: one undergraduate; one graduate (Sarah Wesp?).

G. Establish CACLGBT+A 2017-18 goals (All)

1. Inclusive facilities review (Jen/Jeff)
 - a. Karen shared that nine restrooms in EMS physically transitioned into inclusive restrooms.
 - b. A couple of the restrooms might still be waiting for updated signage, but signs should be in place very shortly.
2. Student learning/community engagement CSOWG (Robin/Jeff/Jen)

The Chancellor indicated that in goal setting for 2017-18, he would like us to assist with CSOWG initiatives.

 - i. Student success: How can we help to celebrate and support our diverse student body?
 - ii. Community engagement: How can we be a more prominent resource for and partner to the LGBTQ+ community in the Greater Milwaukee Area?
 - iii. How can we help to promote LGBTQ+ research and entrepreneurship?
3. Increase visibility of LGBTQ+ faculty and staff members
 - a. Faculty and staff members in some campus units are still hesitant to be fully "out" about their sexual orientation or gender identity.
 - b. We should investigate ways that publicly "out" faculty and staff members could demonstrate that UWM is a safe, inclusive workplace.
4. Educate campus entities on the resources that the LGBRC and CACLGBT+A offer to faculty, staff, and students.

V. Old Business (40 Minutes)

- A. Updates based upon respective representative areas (All)
 1. LGBTQ+ Advocacy Senator

Eli was unable to attend the September meeting due to a schedule conflict.
 2. Physical Environment Committee

See the inclusive facilities discussion above.
- B. ETF updates (Tim)
 1. Transgender healthcare coverage
 - a. Tim shared that the exclusion of coverage for transgender healthcare services will remain in effect through at least 2018.
 - b. UW System has been pushing ETF to reconsider the rescission of benefits.
 2. Gender marker changes in ETF systems
 - a. Employees who wish to affect change can now deliver documents to their local HR office to be copied and forwarded to ETF.
 - b. This is an improvement to the process that was implemented during the spring 2017 semester

- C. Free Speech Educational Series (Jeff/Jen)
 - 1. Jen and Jeff, as CACLGBT+A co-chairs, have served on the Freedom of Expression Educational Series planning team over the summer.
 - 2. The kick-off event will be a moderated discussion on September 27 in the UWM Ballroom.
- D. Moving forward with IRB gender- and sexuality-inclusive language guidelines (Jen)
Item of business postponed until the October meeting due to lack of time.
- E. University Staff training update (Jerry & Katie)
Item of business postponed until the October meeting due to lack of time.
- F. Dean search updates (Jeff)
Item of business postponed until the October meeting due to lack of time.

VI. Announcements (5 Minutes)

- A. \$15 for the 15th anniversary of LGBTRC launching 9/15/17
- B. [Coming Out Monologues](#), 10/10, 6pm, Union Fireside Lounge
- C. [Milwaukee LGBT Film & Video Festival, 11/2-11/12](#)

VII. Outstanding Committee Needs (5 Minutes)

No outstanding committee needs were raised.

VIII. Adjournment (No later than 2:00 p.m.)

The meeting was adjourned at 2:00 p.m.

Future Meetings: 1st Wednesday of each month, 12:30pm-2pm, Regents Room (10/4, 11/1 and 12/6)