

UWM Chancellor's Advisory Committee for LGBT+ Advocacy
Wednesday, October 4, 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 12:33 p.m.

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

Members present were: Jerry Becker, Nelida Cortes, Tim Danielson, Sarah DeGeorge, Scott Emmons, Jeff Guenther, Jeffrey Hawkins, Tony Horne, Joyce Latham, Jen Murray, Gillian Payne, Warren Scherer, Robin Van Harpen, and Karen Wolfert.

Excused members: Teresa Duchateau, Hope Longwell-Grice, Angela McManaman, and Kate Nelson.

Guest: Denise McCaskill

III. Automatic Consent

A. Adoption of agenda

There were no objections to the agenda; it stands approved.

B. Approval of September 2017 meeting minutes

The minutes were approved with one correction to a member's name.

IV. New Business (40 Minutes)

A. Protections against discrimination based on sexual orientation and gender identity: UWM's Discriminatory Conduct Policy (Nelida)

1. Nelida distributed and discussed two handouts: "Protections against Discrimination based on sexual orientation and gender identity" and "S-47."
 - a. UW System Board of Regents policies 14-3, 14-6, and 14-7 are used as authority for UWM's S-47
 - b. Under S-47, sexual orientation, gender identity, and gender expression are protected statuses.
2. The relevant sections of Chapter 36 (UW System) and 111 (WI state statute) were circulated for review. Both texts are available online.
3. Calendar year filings of complaints: 36 complaints were filed in 2016; 22 complaints have been filed as of October 2017.
4. EDS takes a serious approach to investigations. Staff members look at case law to ensure that there is a consistent application of standards. EDS also strives to be transparent in reports.
5. Third party complaints are possible: If a person observes something that discrimination is happening to someone else, the observer can file an incident report. If the observer wants to maintain anonymity, EDS can still investigate.

6. S-47 does cover visitors and guests to the university. In the past a vendor's employee was accused of harassing a student. The vendor agreed to change entire crew.
 7. How would S-47 apply to complaints about Klotsche Center locker room access?
 - a. EDS would likely consider whether the actions that occurred are discriminatory.
 - b. EDS strives to consistently apply the standards, so they would look at both case law and what decisions have been made in-house in the past, as appropriate.
- B. Curriculum outline for Chancellor's Cabinet training proposal
1. Jeffrey Hawkins and Cary Costello offered to help lead the curriculum outline.
 2. Sarah, Jen, Jeff, Robin, Tony, and Jerry offered to help review the material.
 3. Please send ideas for messaging to Jen by 10/12/17
 - a. Campus Climate
 - i. Perceived lack of safety for trans communities (Example action item: Pronoun line in email)
 - ii. Faculty members who are concerned about coming out in certain schools/colleges
 - b. Facilities
 - Transgender and intersex Klotsche Center users
 - c. Persistence of binary identification on campus
 4. We will have up to 45 minutes to facilitate our training session
- C. CETL/LGBTRC/IEC LGBTQ+ Inclusivity Training series (Jen)
1. Jen shared that the LGBTRC and IEC are working with CETL to create a faculty and instructional staff training series.
 2. An e-mail was sent to faculty members; please feel free to circulate more broadly.

V. Old Business (35 Minutes)

- A. Free Speech Educational Series (Jeff/Jen)
1. The opening event of the free speech series was a moderated panel discussion on September 27. It was well attended and very insightful.
 2. Bridget Kies, a graduate student and instructor from LGBTQ+ Studies, was one of the panelists. She did an amazing job of sharing how she prepares her students to navigate controversial or hostile situations in an institution of higher education. She also talked about the harms of "doxing."
 3. One criticism: There was not enough argument/examples of how citizens should de-escalate a heated or uncomfortable discussion.
 4. The panel was a great model for how people can engage in discussing topics that they are passionate about. The event was recorded and will be available to view online.
- B. Moving forward with IRB gender- and sexuality-inclusive language guidelines (Jen)
1. Jen and Linda shared that a meeting was held with the full IRB committee.
 2. Next steps are to prepare information for the IRB website.
 3. Joyce, Cary, and Sarah volunteered to help with this project.
- C. University Staff training update (Jerry & Katie)
1. University Staff Annual Fall Conference attendance dropped over time, so the University Staff Council is now trying to set up short course workshops instead. LIFT may be an appropriate workshop to offer university staff members.

2. Jerry stressed how important it is that university staff members receive LIFT training, because many university staff members work on the front lines of campus units and have frequent, direct contact with students and other campus community members.
- D. Dean search updates (Jeff)
1. The L&S dean position has been reposted, and the initial application screening will begin on November 7.
LGBT+ content is absent from the short PD on the jobs site; however, the references to inclusion and the LGBT+ Studies program remain in the long PD on the Sec of U website.
 2. The Zilber School of Public Health search is on hold and SPH will continue with an interim dean for now. The position will be reposted at a later date.
- E. ETF/GIB updates (Tim)
- The GIB has not meet since the September CACLGBT+A meeting, so there are no updates to share at this time.
- F. Updates based upon respective representative areas (All)
1. LGBTQ+ Advocacy Senator
 - a. In spring 2017, SA met with all entities that would need to be involved in printing name-in-use on student IDs. This practice could not be implemented in time for fall 2017 due to technical issues, but it is still being pursued.
 - b. In November 2017, a forum will be held to document transgender student experiences and campus climate.
 - c. Student life issues in Sandburg have been reported recently—in particular when it comes to Inclusive Housing, a non-inclusive guest registration form.
 2. Physical Environment Committee
 - a. UWM will receive money to renovate Sandburg and NWQ, but we will get less than we requested. Campus will need to look at scope of the entire NWQ project. There are already many inclusive restrooms in the NWQ.
 - b. We still need to respond to the Chancellor's request for an update on inclusive facilities.
Before we can accurately reply, we must first learn what the Chancellor's Office defines as the "central campus area."
- G. Membership updates (Jeff/Jen)
1. The Student Association has appointed Linda Wesp for a second year as a graduate student representative.
 2. We still haven't heard back from the Academic Staff Committee.
- H. CACLGBT+A 2017-18 goals (All)
1. Provide requested updates to the Chancellor: Current needs and LGBTQ+ topics.
 2. Clarify for CACLGBT+A the current status of LGBT+ antidiscrimination protections with regard to federal law, state law, UW System policies, and UWM policies.
 3. Gather information about changes on the horizon with respect to these various protections. (Nelida will keep us updated)
 4. Consider education campaigns intended to make the entire campus community aware of these protections and LGBTQ+ visibility.
 5. Strategize additional steps that can be taken so that faculty, staff and students in all sectors of the university feel equally secure that their right to be open about their identities will be honored.

- a. Visibility campaigns (such as posters, brochures, or university relations materials that feature images and narratives of LGBT+ people in all fields, including STEM fields, business, the professions, etc.)
- b. Materials that educate all faculty and staff that UWM administration considers it important that LGBTQ+ faculty and staff be open about their identities so that they can serve as mentors to students, making all students feel equally welcome to enter any field that interests them. (i.e., being open about one's LGBTQ+ status should not be misunderstood by cis straight colleagues or chairs as inappropriately "political," but as facilitating the mission of the university)
- c. Other routes such as brown bag lunches or trainings
- d. Plan to prioritize goals/objectives for the committee

VI. Announcements (5 Minutes)

- A. \$15 for the 15th anniversary of LGBTRC feature will be on 10/15/17 (to commemorate the LGBT Resource Center's 15th anniversary year, the Center invites community members to give a monthly donation to further its visible, innovative and educational programmatic outreach. To invest in the Center and take part of the celebration [visit](https://bit.ly/lgbtgive15) (bit.ly/lgbtgive15)
- B. [Coming Out Monologues](#), 10/10, 6pm, Union Fireside Lounge
- C. [Milwaukee LGBT Film & Video Festival, 11/2-11/12](#)
- D. Additional Announcements

There were no additional announcements.

VII. Outstanding Committee Needs (5 Minutes)

None

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 (11/1 and 12/6)