

UWM Chancellor's Advisory Committee for LGBT+ Advocacy
Tuesday, March 13, 2018, 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 2017-18 academic year

I. Call Meeting to Order (Co-chairs)

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

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

The following members were present: Jerry Becker, Jamie Cimpl-Wiemer, Sarah DeGeorge, Jeff Guenther, Jeffrey Hawkins, Joyce Latham, Angela McManaman, Jen Murray, Kate Nelson, Linda Wesp, and Karen Wolfert.

Guest: Ron Perez

III. Automatic Consent

A. Adoption of agenda

There were no objections to the agenda, so it stands approved.

B. Approval of February 2018 meeting minutes

A motion was introduced to amend the minutes to include the name of the Task Force on Sexual Violence Prevention in section V.A.3. The motion received a second and was unanimously approved.

IV. New Business (40 Minutes)

A. LGBTQ+ inclusion at UW-Waukesha and UW-Washington County campuses

1. Guest: Ron Perez, 11:00-11:25 a.m.

- a. Ron Perez shared with the committee that he and Paula Rhyner held listening sessions at the Waukesha County, Washington County, and UWM campuses. The feedback was collected and helped to form seven functional teams. The teams with which we might wish to connect are as follows:
 - i. Governance: Chris O'Connor
 - ii. Academic Affairs: Phyllis King
 - iii. Enrollment Management: Katie Miota
 - iv. Student Affairs: Jim Hill
 - v. Finance/HR: Tim Danielson
 - vi. Branding & Marketing: Tom Luljak
- b. All work is currently being done in the functional teams. The functional teams will report up to the coordinating team at the end of march. The coordinating team will have 2-4 weeks to respond.
- c. Structure: New School & College Task Force proposal will go to the Faculty Senate. (College of General Studies will be the new UWM entity that will house both UW-Waukesha and UW-Washington County programs; the separate campus names will cease to exist. We will need to investigate how the UWM LGBTRC might be able to serve General Studies students.)
- d. Org chart is tentative because the budget details have yet to be finalized. The UW Colleges were regionalized two years ago became four clusters; many shifting budgets, personnel, regions, and systems have now all been pulled apart. UWS still has to articulate how the UW Colleges budget will be distributed. UW Waukesha and UW Washington County were in a region that included Sheboygan, but Sheboygan is going to UW-Green Bay. Of the regional

budget, how much should be coming to Milwaukee? Will we get 2/3 of the budget because we are absorbing two of the three campuses? Or will we take a more nuanced approach and receive a budget amount proportional to enrollment?

- e. Motion introduced by Joyce to recommend to the Chancellor that he add to the Chancellor's Advisory Committee for LGBT+ Advocacy College of General Studies liaisons from Waukesha and Washington County locations to represent the faculty, staff and student populations that will be joining the UWM community. These new members should participate in CALGBT+A beginning in fall 2018. Gerry seconded the motion at 11:28am, and the motion was unanimously passed at 11:35am. CALGBT+A co-chairs will consider logistics that will maximize participation and may reach out to functional team leads for nominations.
 - f. UWM and UW System were intentional in focusing on pieces critical to integration (e.g., curriculum, governance, accreditation, finance). The prediction is that it will take one to three years beyond July 1, 2018 to fully integrate the institutions at all levels.
- 2. Joyce Latham has been involved in Washington County library. Joyce and other members who have had interacted with Waukesha and West Bend locations suggest that a "rapid response team" be put in place as a proactive measure. Do we need a response team to be ready to go if something arises in any of the counties? Agenda item for April 2018 discussion of Rapid Response Teams.
 - 3. Kate Nelson raised the following question: Who has responsibility and jurisdiction over various matters at the Waukesha and West Bend locations? For example, does UW College administration oversee sustainability until the budgets are fully merged? Or will the respective UWM office need to assume some role?
- B. Co-chair reports on special events
- 1. UWM Drag Show (Jen): 1800 attendees and tips donated for two full scholarships for LGBTQ+ youth to attend UWM Pride Discovery Camp
 - 2. Wisconsin LGBTQ Summit (Jeff): BMO Harris Bank sponsored UWM CALGBT+A Co-Chairs to attend.
 - a. Jeff reported that the Milwaukee LGBT Community Center and FORGE are working to draft a new transgender, gender non-conforming and intersex policing policy for the City of Milwaukee.
 - b. A City of Milwaukee ID is available for city residents for \$10. This ID will list name-in-use and one of the following sex marker options: M, F, X, or -. Individuals must apply, sign an affidavit, and provide one document that lists name and address. This ID can be used for police and municipal services only in the City of Milwaukee. Some business owners have accepted it.
- C. Ordinances prohibiting conversion therapy (Jen & Jeff): The Milwaukee Common Council is proposing a ban on conversion therapy within the City of Milwaukee. Motion to recommend to the Chancellor that UWM sign on as a supporter of the ordinance. The Psychology Department and Zilber School of Public Health have already expressed their support of the measure. The motion was seconded by Gerry at 12:10pm, passed unanimously at 12:10pm
- D. UWM Police LGBTQ+ Liaison Team
- Jen provided a general update about the UWM Police LGBTQ+ Liaison Team.

V. Old Business

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

Sarah reported that there was no candidate for this year's election, and that the nomination period is over. Perhaps we can reach out to Cary Costello and Casey

- O'Brien, ask faculty members and advisors to encourage students to consider getting 25-50 signatures to become a valid write-in candidate.
2. ETF/GIB updates (Tim/Robin)
Neither Tim nor Robin were available to report at the meeting.
 3. Anti-discrimination protection updates (Jamie/Robin)
 - a. Jamie informed the committee that the pending sexual harassment and sexual violence policy, S-78, has been pulled into its own policy.
 - b. S-47 remains intact and this policy for non-discrimination still contains the same list protecting sexual orientation, gender identity, gender expression. For reporting obligations, see S-47.
 4. PEC/Inclusive Facilities (Kate/Karen)
 - a. There were no updates from PEC or on the Chemistry Building matter.
 - b. CPI report was brought up last time. Robin did follow-up and Karen looked at the number of inclusive facilities across campus illustrating (handout) how the number of inclusive facilities has changed over the years. Karen's summary was more informative than how it was listed in the CPI report. On the front page, in 2014 when the policy went into effect, there was a quick movement on campus to relabel the restrooms—49 restrooms in total. Stayed the same in 2015, yet did add one building that year (KIRC, changed sign from family restroom to inclusive restroom in 2015). Changed from 15 buildings to 18 buildings in 2016. In 2017, the EMS building changed signs on single restrooms.
 - c. Karen requested funding from the state for the addition of an inclusive restroom in Bolton Hall, but the request was not granted.
 - d. One member asked if the Englemann facilities could be made into inclusive facilities. Karen shared that these are custodial showers, and she would need to investigate if we are bound by law to having gendered shower facilities for custodial staff.
 - e. Karen asked what the committee felt was a better option to pursue: More inclusive restrooms distributed evenly across campus, or to convert additional restrooms in existing buildings? The committee agreed that the institution should first ensure that inclusive facilities exist in all buildings/that inclusive restrooms are distributed evenly across campus.
- B. CAACGLBT+A 2017-18 goals not listed above (All)
1. Updates to the Chancellor on current needs and LGBTQ+ topics
Aside from action items listed above, no items were shared at today's meeting.
 2. IRB gender- and sexuality-inclusive language guidelines (Jen, Cary, and Linda)
Final draft form: The working group is providing guidance for researchers to be put on IRB website. Ideally by May 2018.
 3. Educational campaigns, awareness, and increasing LGBTQ+ employee visibility
FA&A Training: Wednesday, May 16, 2018, 10:00 a.m.
- C. LGBTQ+ Champion of the Year Award updates (Jeff)
Jeff shared that the nomination form has been updated on the website and that a call for nominations will be distributed across the campus. Please submit nominations: [here \(https://uwm.edu/lgbtadvisory/award/\)](https://uwm.edu/lgbtadvisory/award/).

VI. Announcements (5 Minutes)

- A. \$15 for the 15th anniversary of LGBTRC feature will be on 3/15/18 (To commemorate the 15th anniversary year, the LGBTRC invites supportive communities to give a monthly donation to further the visible, innovative and educational programmatic outreach done by LGBTRC. To invest in the LGBTRC and take part in the celebration, [visit \(bit.ly/lgbtgive15\)](http://bit.ly/lgbtgive15).)
- B. Additional announcements: None

VII. Outstanding Committee Needs (5 Minutes)

No outstanding committee needs were identified.

VIII. Adjournment (No later than 12:30pm)

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

Future Meetings: Wednesday, 4/11/18 at 12:30 p.m.; Thursday, 5/17/18 at 1:30 p.m.