

**Chancellor's Commission for LGBT People
September 13, 2010 Meeting**

Meeting was called to order at 12:05 pm

Those in Attendance: Will Barnes, Donna Braquet, Elliott DeVore, Lars Dzikus, Linda Francisco, Sarah Gardial, Jessica Hay, Joan Heminway, Joel Kramer, Thien Mai, Juliet Meggs, Suzanne Molnar, Andrew Morse, Jenny Moshak, Erin Read, Lynn Sacco.

Welcome & Introductions: Those not in attendance at first meeting introduced themselves and met other members

Consideration and Approval of the Minutes: Minutes were approved with the addition of George Hoemann and Becky Morgan to those in attendance at the August 30th meeting.

Report from Commission Chair: Lynn met with Provost Martin and Chancellor Cheek to discuss goals for the year.

- Mary Papke, Chair of the Commission for Women, Camille Hall, Chair of the Commission for Blacks, and Lynn met with Provost Martin about issues these commissions would like to pursue this year.
- Lynn met with Chancellor Cheek one on one to discuss plans and goals for this year. To prepare, she met with Commissioners Jenny Moshak and Donna Braquet to develop an agenda that would guide the discussion. Lynn discussed the development and needs of the OUTreach: LGBT & Ally Resource Center in the form of staff and financial support. It was discussed that donor support may be the best way to provide the needed support to the Resource Center.

In addition, Lynn mentioned the central focuses of the Commission for the year, which include recruiting and retaining diverse faculty who do not want to work in this state and that UT could be a beacon of light in the darkness through supporting these faculty. Lynn suggested that on the Commission for LGBT People website, there should be a statement of how the Chancellor supports LGBT people and is trying to make this campus equitable and welcoming for everyone. Lynn mentioned that domestic partner benefits must also be a priority and that the administration's support is essential. We need to have domestic partner benefits in order to reach our Top 25 goal. The Chancellor expressed his willingness to examine our materials and think about the best way to approach the campus conversation about adding domestic partner benefits. We need an alumni support model. In sum, he is receptive and genuinely concerned about retaining and recruiting university employees. Chancellor has agreed to attend our November 3rd Commission meeting. We should say what we want to him.
- During Lynn's report, Commissioner Heminway mentioned the Vol Vision project and the necessity for feedback by members of the Commission for LGBT People in order to ensure inclusiveness in the priorities and metrics of the project. Here is the Vol Vision site: <http://www.utk.edu/strategic-planning/>. In addition, Commissioner Heminway discussed the importance of examining UT's statements on inclusiveness, particularly because there are a lot of statements and human resource policies that are not as inclusive as they should be and that

updating these would assist in efforts to recruit and retain employees. Commissioner Heminway suggested that the Commission and Faculty Senate should collaborate on this effort. Lastly, Commissioner Heminway mentioned that more examination should occur about whether UT has offered as many inclusive benefits as it can in accordance with state law.

Discussion of this year's Agenda and Committee Assignments: The Commission members discussed what committees will be formed this year and the goals these committees would seek to achieve.

- Domestic partner benefits were discussed as an initiative that would be investigated and pursued by the Equity Committee. The Commissioners agreed that domestic partner benefits ought to apply to everyone straight or LGBT so that marriage is not given preferential consideration.
- The Commissioners discussed efforts to recruit and retain employees should also be an important effort to be pursued by the equity committee.
- We still do not have a committee envisioned for the following topics, but they are clearly important elements of our goals and efforts this year. These are: Infusing LGBT culture and issues into the course curriculum. Also, the Commission should focus on and investigate campus climate. In addition, efforts need to focus on the development of an alumni group. Lastly, collaborating with faculty senate on inclusion statements as well as the Vol Vision project may be two other points to consider.
- We need to have an Awards committee.
- Oversight and planning of the OUTreach: LGBT & Ally Resource Center is a big part of our business
- Commissioner Joel Kramer asked about whether or not the Commission needed a membership committee. However, since we now operate with an application process for Commission membership, it was decided that we do not need one.
- Elliott Devore mentioned wanting to pursue mentorship possibilities in programs and resources for LGBT students. As a way to garner new awareness of LGBT students, the Admissions office could add sexual identity to students and this information could help the campus identify mentors for incoming LGBT students. Instead, it was suggested that we could place a box for self-identification on the campus climate and student satisfaction surveys.
- We need commitment and participation from all Commissioners on these committees. To assign membership of Commissioners to these committees, Lynn will respond by email and ask individuals to give 1st choice, 2nd choice, etc. Lynn will then identify heads of those committees and assign participation.

New Business: Chairperson Sacco opened the floor for commissioners to discuss any potential new business.

- Lynn met a closeted lesbian last week who has worked on campus for a few years. She tried unsuccessfully to gain partner access to the TRECS. When the plus-one policy was implemented on July 1, 2010, she did not use the TRECS and will not do so at all because she felt betrayed. This is an example of how the institution can alienate and cause betrayal within members of its community. We need to collect stories like these to use for our goals and efforts.
- Lynn will be working with a group of individuals to do outreach with LGBT high schools to gain awareness. This idea came from the Office of Admissions. Any ideas you can come up with to help with this effort are appreciated. Please let Lynn know.
- The university has an access and diversity retention fund. We did not have any participants from the Commission last year. There is a link on the HR webpage and it is available for staff. Here is the link: http://humanresources.tennessee.edu/eod/access_diversity.html

Adjournment was called at 1:00 pm

Chancellor's Commission for LGBT People

November 1 Meeting Minutes

Meeting was called to order at 12:00 pm.

Those in attendance were: Joel Kramer, Elliott DeVore, Will Barnes, Allison Anders, Pia Wood, Erin Read, Rosie Sasso, Thien Mai, Camille Hall, Tom Cervone, Marva Rudolph, Joan Heminway, Kynita Stringer-Stanback, Suzanne Molnar, Jenny Moshak, George Hoemann, Donna Braquet, Emily Simerly, Jessica Hay, Kelly Mihalik, Daniel Justice, Linda Francisco, Michael Higdon, and Andrew Morse.

Lynn began the meeting by introducing Chancellor Cheek and invited Commissioners to ask questions and raise concerns or ideas to facilitate a dialogue.

Commissioner Erin Read started off the dialogue with the Chancellor: Read discussed the Task Force on Civility and Community and was congratulatory on successful attempts to increase civility on campus. Erin also brought up gender identity under policy recommendations, and encouraged the Chancellor to consider adding gender identity within the report. Chancellor Cheek responded that while he was not certain gender identity was discussed under the policy and staffing considerations within the final report on the task force, he did mention that he asked the Commission for LGBT People to give feedback and that this was something that could easily go into our implementation of the final report.

Commissioner Jenny Moshak followed up about the newly elected system president. Where do the two of you (Chancellor Cheek and President-Elect Joe DiPietro) stand on your thought processes on diversity, particularly in thoughts of sexual orientation and gender identity? Chancellor Cheek mentioned that he has a longstanding relationship with President-Elect DiPietro dating back 15 years. First, Cheek is pleased that he was selected and strongly believes he was the best candidate they fielded. His experience at Illinois, Florida, and UT as well as his connectivity with the state and capacity for the legislature to get things done makes him the right candidate at the right time. He will lead the university and system down the right path. Chancellor Cheek also added that President-Elect DiPietro's commitment was the same as his on the importance and significance of diversity and civility. Chancellor Cheek also stated the Dr. DiPietro firmly supports being a more diverse campus and agrees with Dr. Cheek's comments on a campus that's welcoming to all and hostile to none. Chancellor mentioned that there is talk of having a forum and opportunity for interaction with all campus stakeholders across the UT system. Chancellor Cheek added that DiPietro was at Florida when they introduced domestic partner benefits to employees. Chancellor Cheek finalized by stating that there are things we can and cannot do without legislative support, and domestic partner benefits is one of those issues.

Commission Chair Lynn Sacco brought up the stealth approach or how the institution makes gains for LGBT under the radar. Is keeping things low key still on the horizon? Chancellor Cheek reflected that we have to remember that we're a public institution in the state, and the state can impose laws on us that we may not want. He encouraged that we should do things that don't have negative political ramifications. Chancellor Cheek reported that he was concerned that the legislature would take punitive

action, meaning that they could take money away from some campus unit if we upset them. He stated that he has to handle everything from the big picture.

Commissioner Jessica Hay responded by asking what some concrete action items we can take to advance domestic partner benefits at UT were. Chancellor Cheek stated that he does not have a solution for this. He came up for one with the TRECS plus one policy, but hasn't yet for domestic partner benefits. Hay noted that more than half of the top 25 offer domestic partner benefits and are located in states that do not allow gay marriage and other benefits for same-sex couples. Chancellor Cheek mentioned that we have to have a way to do this without the legislature saying absolutely not. At Florida, the Chancellor said that domestic partner benefits are paid through private endowment money. Chancellor Cheek mentioned that the Top 25 initiative would not have any sway on this issue.

Commissioner Elliott DeVore asked the Chancellor why the opening of the Resource Center was not publicized better under the Diversity tab on the UT webpage. Chancellor responded that he did not know why it wasn't put up. He stated that staff try to be as complete as they can, but that not everything is put up on the site.

Regarding the Task Force on Civility, Commissioner Elliott Devore stated that the way the effort was communicated did not represent the issues that ought to be addressed by labeling it civility. Chancellor Cheek called on Andrew Morse, who served as a member of the Task Force, to speak about the issue. Commissioner Morse mentioned that the real intent of the Task Force was that the actions outlined in the final report would speak louder than the title and encompass a broader, more genuine concept of diversity.

Commissioner Joan Heminway stated that there is a lot of adversity facing faculty and staff in this state. She reported that she is trying to be patient, and that we need to help each other. If there are ways to help with situations outside of policy to make things a little better for people, then let's do them whether it's personal babysitting or whatever because if we do not we will continue to face these challenges in a state that is hostile toward LGBT people and their families.

Chancellor Cheek addressed raises and that increasing pay for faculty and staff who have gone without them for four years will be his top priority for the year ahead.

Commissioner Lynn Sacco asked the Chancellor what the Commission should be doing in the meantime while the University attempts to seek routes to partner benefits. Chancellor Cheek stated that he does not have an answer for that question. Chancellor Cheek's greatest fear about the TRECS plus one policy is that it is not known and what might happen if that benefit gets recognized. Lynn followed up by asking whether or not funding for the Resource Center is on the table. Chancellor Cheek responded that there is no chance that support will come from state dollars.

Commissioner Jess Hay inquired with Chancellor Cheek about whether or not there are any smaller things we can do on campus (i.e., requesting leave time for my partner for when we had a baby – FMLA) to make life easier for LGBT people on campus? Chancellor Cheek replied that option is certainly a

possibility and that he will check with Linda Hendricks. Regarding leave without pay, Commissioners discussed that this matter is up to the administrator in your office.

Commissioner Joel Kramer asked how to reconcile making a campus that is welcoming to all and keeping some things quiet. Chancellor Cheek replied that he is trying to make progress and that he has come out as strong as he can on his statement of create a campus that is welcoming to all and hostile to none.

Commissioner Elliott DeVore spoke about wanting to see a more open celebration of the LGBT presence on campus within diversity on campus and reported that members of the LGBT community often feel marginalized. He asked the Chancellor how he can help the LGBT community openly celebrate diversity on campus. Chancellor Cheek replied that he should not feel marginalized and that there are three diverse commissions that report to him.

Commission Chair Lynn Sacco added to this dialogue by stating that there are perceptions that many people share, and even though there may be the perception that LGBT people are not marginalized that those feelings often persist by members of this community. Sacco reinforced her hope that the Chancellor would take away a sense of frustration and urgency about issues of equality and justice on this campus. Chancellor Cheek responded that he was not saying we have an ideal situation, but that it is better than other institutions.

Past Chair and Commissioner George Hoemann discussed with the Chancellor that he has sketched reality perfectly. Commissioner Hoemann asked the Chancellor about the point at which enough is enough, take a stand, and do something because it's the right thing to do. Hoemann asked the Chancellor if he saw the institution coming to that self view? Chancellor Cheek responded that we are already there with certain exceptions. He said that the Commission for LGBT People, the Resource Center, and the Diversity Statement are major declarations.

After the dialogue between Chancellor Cheek and Commissioner Hoemann, the Chancellor thanked the Commission for having him at the meeting and the Commission reciprocated for having the Chancellor take time to meet with them. At that point, the Commissioners had a reflective discussion about how the conversation went.

Commissioner Jenny Moshak noticed that Chancellor Cheek was with us for one hour and never mentioned sexual orientation, gender identity, or this Commission by name. He never once verbally stated our identity. She expressed doubt about the Chancellor's willingness to truly embrace and stand before us and lead us. Commissioner Moshak wondered how a leader can fight for LGBT people when he or she cannot even call us by name.

Commissioner Donna Braquet mentioned that it seems strange that someone would tell a group of people who feel marginalized that they are not marginalized.

Commissioner Joan Heminway reflected that she does not think he is aware of these issues and stated her belief that he only sees that he supports this solely by setting up a structure like the Commission.

Commissioner Marva Rudolph encouraged the Commission to give the Chancellor a road map.

Commission Chair Lynn Sacco recognized that timing and politics are important. She stated that ultimately there's an element of self-preservation. However, she stated that she thinks the system is not set up for the Chancellor to lead effectively in these matters.

Commissioner Joan Heminway made the observation that Chancellor Cheek is of the generation of self-censorship and struggled to go around issues and mention of LGBT people instead of directly at them.

Commissioner Allison Anders shifted the conversation to her work with the SafeZone Program and the establishment of an ally network to see where support is for LGBT students, faculty, and staff. Because there's so much interest in these programs, she inquired about where to go for a budget line because it is an unfunded effort.

Commissioner Tom Cervone asked whether or not money from Cultural Affairs for SafeZone and Resource Center could be garnered. Commissioners responded that these monies are available for recognized student organizations.

The Meeting was adjourned at 1:15 pm.



Meeting was called to order at 12:00

Those in attendance were: Donna Braquet, Tom Cervone, Elliott DeVore, Lars Dzikus, Sarah Gardial, Camille Hall, Jessica Hay, Joan Heminway, George Hoemann, Daniel Justice, Mary Lucal, Thien Mai, Andrew Morse, Jenny Moshak, Mary Papke, Lynn Sacco, Rosie Sasso.

The Minutes for October and November were passed by unanimous consent.

Chairperson's Report:

Chairperson Sacco discussed the necessity of an ad hoc committee for the Chancellor's Awards banquet. This committee needs 3 Commissioners. Every spring, the Chancellor has an awards banquet and awards are given to two recipients who have specifically addressed and improved LGBT issues on campus. The committee on awards needs to publicize the existence of awards to garner nominations, read through the nominations once they are made, and either make a decision or bring recommendations for recipients to the Commission.

Chairperson Sacco also presented the Work-Life Balance Survey assembled by Commission for Women. Commissioners discussed that the recommendations are campus-wide and go beyond women in particular. It would be a good impetus to have broad endorsement across campus. Commissioners asked about whether recommendations were not inclusive enough for unrecognized family structures within the benefits package at the institution. Commissioners also pointed out that while the document intends to benefit all family structures many individuals will not take advantage of these incorporated benefits due to fear of being identified as gay to colleagues. Therefore, homophobia is a bigger issue than the benefits themselves. Commissioner Braquet requested that some mention of the disparity could be noted in the report. Commissioner Hoemann noted that

LGBT people were recognized in the survey, but that the report does not yet incorporate these individuals.

Commissioners motioned to endorse the report, but also motioned to include notes on what could be added to the report. Specifically, the Commission would like to suggest that more inclusion of non-heterosexual family structures be put in the document. The Commission voted to endorse the work-life balance report with the suggested inclusions.

Committee Reports

--Resource Center: Over 1,000 visitors this semester to the Center. The Center also had a broad array of programming (health, relationship health, community development). The Center provided outreach and the message that LGBT people exist. Commissioners brought forth an idea about e-mentoring on a website for Commission for Women as a possible program for the Center. E-mentoring may be a way to provide mentorship to LGBT students and allies.

--Alum: Commissioner Moshak reported that the Commission has over \$1,000 in the savings account. While Moshak noted that this was not close to what we need, it is a start. The Alum committee is developing an idea of a meet and greet packet so that fundraisers can pass this out when seeking to raise funds in the community. Other possible purchases include business cards, stickers, t-shirts, etc. to disseminate materials.

Commissioner Moshak discussed the most pertinent challenge: How to gather LGBT alumni. The Alum subcommittee is looking at LGBT affiliation with overall UT alumni group. It was discussed that the committee would like to expose OUTreach Center and Commission to general alumni groups. The Commission discussed an alumni mentorship program and that they are using social networking services such as Facebook, Twitter, and LinkedIn.

Commissioner Lucal inquired about whether or not the Commission could place an advertisement in the alumni magazine to see if potential interested donors would like to reach out. Commissioners responded by stating that the

Commission for LGBT People is already in the process of getting on the cover of the torchbearer.

--Equity/Campus Climate: Commissioner Hay sought to gather campus climate data based on surveys from peer-institutions and Top 25 competitors. Commissioners suggested that this data was needed because there are efforts underway to promote and achieve more inclusive policies. The Commission was reminded that the Chancellor suggested that we need to pursue data for these efforts even if the outlook for their attainment does not look positive.

The Commission also discussed how each UT department has a different idea of what it means to strategically plan for diversity. Some include planning for certain groups like women or LGBT people while some do not. Therefore, the Commission discussed the importance of developing action plans for the information gathered. Commissioners inquired about where data compiled for diversity could go – The Center or Commission website were two possible media, but it was also discussed that the placement would depend upon the information gathered.

Updates for spring SafeZones were offered:

Sessions for Faculty/Staff (Register through HR):

January 21: 8:30 – 11:30 am UT Conference

February 18: 8:30 – 11:30 am BCC Room 102

April 15: 8:30 – 11:30 am UC Crest Room

New business: None

Meeting was adjourned at 1:05

Commission for LGBT People

February 7th, 2011

Meeting was called to order at 12:04

Those in Attendance: Allison Anders, Donna Braquet, Lars Dzikus, Sarah Gardial, Camille Hall, Jessica Hay, Michael Higdon, George Hoemann, Joel Kramer, Juliet Meggs, Suzanne Molnar, Becky Morgan, Erin Read, Lynn Sacco, Rosie Sasso, Daphne Davis, Suzie Rech, Steve Jenks, Kelly Mihalik, and Andrew Morse.

- I. Minutes from December were approved with two corrections by unanimous consent.
2. Committee reports

--Alumni Development

A) There were two basic purposes behind the 1/15 PrideOut event at the Resource Center: 1) To establish a network of LGBT and ally alums and 2) To take a crack at fundraising. There were around 75 people in attendance and these individuals filled out contact cards (there were around 60 cards filled out).

B) Thus far this year the Alumni Development committee has not only held the PrideOut at the Resource Center, but the committee has also established a working relationship with Alumni Relations. For instance, the PrideOut was publicized through the Alumni Association and an invite was sent to 5,000 regional alumni.

C) There are long and short-term goals established by the Alumni Development committee: In the short term, it is a goal to find individuals to donate to and furnish items for the Resource Center. Some long-term fundraising items are to investigate the development of a private endowment that could support domestic partner benefits at UT. Also, the committee reported a long-term goal to pursue further staffing for the OUTreach Center

- i. Chairperson Sacco mentioned that any items that impact the Resource Center need to be brought up to her or the Graduate Assistant.

--Resource Center

A) Flyers were passed around for commission assistance in marketing programs and events at the Center. Thus far, programming has been well attended this semester. Also, there are numerous volunteers who have signed up to help out.

B) A couple weeks ago the volunteers attended a Question, Persuade, Refer (QPR) Training by the Counseling Center that had almost 30 volunteers in attendance.

C) The Resource Center will be having a one-year birthday party to celebrate a full year of being open! The event will be on Thursday, February 24th, from 3 – 5 in the Resource Center (Melrose Hall F-103).

--Equity/Campus Climate:

A) SafeZone: Training for faculty & staff is run through HR. An upcoming session is on April 15th from 8:30 – 11:30 am at the University Center Crest Room. Look at the HR webpage and sign up. Training set for fall is on September 23rd from 8:30 – 11:30 at UT the Conference Center. Also, the Dept. of Kinesiology, Rec, and Sport Studies is having a specialized SafeZone training to cater conversation on April 1st with them to their specific needs.

i. Attendance and participation of SafeZone Trainings thus far: In the fall there were 35 students and 33 faculty and staff plus 24 more from last week's session of faculty/staff.

B) Assessment (pre and post): 24 people did SafeZone training held at the counseling center. The data were compiled and four themes emerged to describe the perceived campus climate for LGBT people: Hidden/hostile/growing/unstable.

C) Campus Climate Report: Dr. Hollub led a strategic planning initiative with a subcommittee on campus climate. The sections from experiences of targeted students were compared to civility report. Over 50 percent of all respondents indicated being harassed due to their non-heterosexual identity.

D) Commissioner Gardial commented on a survey being developed out of the Office of the Provost. The intent is to continue gathering campus climate data. There has not been a campus climate survey for faculty in a long time. The Office of the Provost is going to work with the Best Colleges report that US News & World Report does. This gauges how individuals feel about working on campus. The goal is to go even deeper than the report does to assess specific campus climate issues. Dr. Gardial reported that she will be working with this group to customize survey to ask beyond standard questions. The survey will be initiated in late march and early April.

--Awards

A) There has only been one nomination made thus far. Commissioner Hoemann spoke about how important this award is to the campus. Dr. Hoemann reported that the proudest moment of his time here was when 3 years ago the Commission was included in the Chancellor's Honors Banquet, and he was able to present awards to faculty, staff, and students. If we do not honor ourselves, then we have no one to blame but ourselves. The deadline for nominations is February 18th.

3. New Business

A) Commission for Blacks Chairperson Camille Hall reported that on September 30th, a mentor program sponsored by the Commission for Blacks will be started. Chairperson Sacco spoke about black/lgbt undergraduates, and men in particular, with regard to how important of an issue this engaging and mentoring black/lgbt students is. Commissioner Hall has encouraged black students to volunteer at the Center, for instance.

B) SGA will be hosting Diversity Week from February 20 - 24. Chairperson Sacco stated that there needs to be more diversity of participants at the events this year! The Game of Life: Rainbow Edition will be played in full-sized version and will allow for individuals to explore life from another person's perspective. We need to support our LGBT students from all racial/ethnic backgrounds because this will start enhanced engagement at UT among identities. The event will take place on Tuesday, February 22nd in the Hermitage Room in the UC around 6 or 7.

C) LGBTQ support group: The Counseling Center has an LGBT Support Group in the UC Room 217 and its every Monday from 5:00 – 6:30. It is confidential and intentionally held at UC to support students who do not want to go to the RC just yet. You can just drop in.

D) Faculty Senate President Heminway reported through Sarah Gardial with a two-page response on the Civility Report and wanted to move forward on 1) creating more granularity in the report for cost/benefit analysis and 2) looking at the issue of accountability. Hilltopics does not have anything that says if you do things that are uncivil on campus, there will be consequences that are laid out.

E) The Commission needs to elect commission leadership next year, and we need to be thinking about who ought to be running for Chair of the Commission. Chairperson Sacco will not be able to assume leadership of the Commission next year because this year she has graciously been given a one-year leave from committee service in her academic department.

F) Diversity Job Fair is coming up on March 1st. The sponsors need help with LGBT aspect of the job fair. For next year, perhaps the Alumni group can focus on lgbt-friendly employers to participate in the job fair.

4. Meeting was adjourned at 1:00

Commission for LGBT People
March 7, 2011

Those in attendance were: Allison Anders, Tom Cervone, Maxine Davis, Elliott DeVore, Lars Dzikus, Sarah Gardial, Camille Hall, Jessica Hay, Tiffany Hedges, Joan Heminway, Juliet Meggs, Suzanne Molnar, Jenny Moshak, Erin Read, Marva Rudolph, Daphne Davis, Lynn Sacco, Rosie Sasso, Kelly Mihalik, Suzie Rech.

1. The minutes from the February meeting were approved by unanimous consent.
2. Chancellor's awards voting (only appointed members + ex officio with voting rights can vote):
 - Commissioners met and discussed the selectees for the Advocate and Student Leader Awards for the Spring Chancellor's Awards banquet.

3. Committee reports

--resource center: The Birthday Party was a huge success. Big thanks to programming intern Drew Harvill as well as Donna for coordinating the program. We are working on crafting a long-term vision and structure for the Resource Center for oversight and staffing even considering no budget from the institution.

--benefits: There are a number of different stakeholders on campus who are starting to talk about benefits: (faculty senate, the Commissions). The committees are trying to get together and discuss how to best proceed with advocating for domestic partner benefits on campus. A joint meeting will occur Friday, March 11th. Discussions will also include soft benefits such as tuition remission for partners. A point of information was offered by a Commissioner: Even revising Hilltopics requires legislative action in Tennessee.

Commissioner Gardial mentioned that the Campus Climate Survey on all faculty and exempt staff will be administered shortly. In large part, it is a job

satisfaction survey, but campus climate questions will be asked. The additions will include examples from a survey by the Chronicle of Higher Education. There are currently no categories for gender identity in the survey, and these will be added. Disability and religious status will also be added.

Commissioner Anders: Campus climate reports are being cross-analyzed with the Chancellor's Task Force for Civility and Community Report. The 2008 campus climate reports were from faculty, staff, and students and there are consistent calls for workshops for deans, department heads, faculty. Each also includes aspirations to address issues of homophobia and heterosexism.

--alum: The committee is trying to increase data for LGBT alumni and alumni allies. We would like to start a quarterly newsletter and within the story we will have updates on center, a human interest story, and upcoming events. Also, the alumni group reported that they aspire to put together a growing database. Currently, a facebook taskforce exists to reach out individuals to join the alumni pool. Some have identified as LGBT alum on facebook. The alumni group wants to gather support from alumni, students, and parents. Parental involvement can also be an added resources for students.

The alumni group also reported their intent to put together a story in the *Torchbearer*, and a touching story is needed for that.

We would like to fill out cards at events to further engage alums. If any commission-affiliated person or group is doing, please grab some cards at the Center and pass them out. Commissioner Cervone is also a UT Knox County Alumni Board member and can provide a great way to communicate with alumni right in Knox County.

An idea was shared by a Commissioner regarding the Torchbearer story idea. The story could include an article about all three outreach groups (students, alums, and parents) and how these groups could communicate their hopes for a better and more inclusive campus. It's still a fairly new idea. The link to the Parents' Association is a very important communication vehicle for our parents at UT. Is there anyone who has identified as a parent of an LGBT student?

Commissioner Hall gave an update on community forums sponsored by the Commission for Blacks: Part of by-laws for Commission for Blacks indicate a mission to increase dialogue between community and campus. There has been a greater number of people in attendance at these forums, which includes people from Knoxville College. The impetus is that people in the community feel disconnected from the university and we are seeking to bridge the gap.

--ad hoc: freshman (Joel/Chris): These two attended a minority student visitation day for UT and increased visibility for the Resource Center.

4. Leadership/membership for next year: Please think closely about your time, but the Chancellor's Commission for LGBT People needs a Chair and committee chairs for next year. We want to reduce the number of official members of the Commission to meet Chancellor's expectations. The Chancellor feels that committees only run effectively if ran by small group.

5. Faculty Senate Update: Commissioner Heminway reported that the Faculty Senate is voting today to formally add sexual orientation and gender identity to faculty senate's handbook.

6. New Business:

Daniel "Yodi" Justice gave an update about the "It Gets Better" UT edition video. The video is in the works with the help of Tiffany Hedges (it is now a wiki). Starting next week, Yodi will be scheduling times with everyone to say whatever they want and clips will be taken from individuals and will be incorporated into the video. The goal is to make sure that the video is on the Commission/Resource Center websites by summer. His email is djustic2@utk.edu – send him an email for more information.

7. Meeting was adjourned at 1:00 pm.

Commission for LGBT People

April 4, 2011 Meeting

Those in attendance were: Donna Braquet, Tom Cervone, Lars Dzikus, Sarah Gardial, Tiffany Hedges, Joan Heminway, Keith Kirkland, Joel Kramer, Juliet Meggs, Kelly Mihalik, Becky Morgan, Andrew Morse, Jenny Moshak, Erin Read, Lynn Sacco, Drew Harvill, Ron Trodway, Teresa Hooper, & Keith Kirkland.

Meeting was called to order at 12:00.

1. March minutes were approved by unanimous consent.
2. Committee reports:

--Alumni: Chairs Moshak and Read met with Phyllis Moore to push for an article in the Torchbearer's summer issue, which comes out in July. We are highlighting two LGBT students and a parent of an LGBT student. There may be a cover story in another issue later on.

Also – Perhaps we can put on a golf event set to raise funds in addition to gaining exposure. Commissioner Dzikus mentioned that the Sports Management Association might be able to help and we should get into contact with Jim Bemiller to check into it. Commissioner Heminway mentioned that the Law school puts on an annual golf tournament and could potentially help out as well.

Commissioner Read further reported on Social Media Committee: We looked at Facebook and other social media sites, but we also need a communications policy for the Commission to deal with who our reports are: students, alumni, parents, donors. A discussion about implementing a Commission newsletter was had by members of this committee.

Commissioner Morse mentioned that adding a policy for campus communication (departments, faculty/staff) was necessary as well to enhance outreach and awareness.

3. Lambda (Suzie Rech): Miss Coco Peru will be putting on a drag show this Thursday at 6:30 in the UC Auditorium. She is a drag queen/comedian. Suzie also mentioned that Lambda is planning an LGBT-oriented networking event.
4. Drew Harvill (Practicum student) reported on Day of Silence programming: There will be a flash mob with locations/times TBA. Send Drew an email at aharvill@utk.edu to get plugged into this event or join the facebook group if you just want to find out more info. There will be mixed media messages throughout the week in campaign form.

Harvill also spoke about an idea to bring about a Speakers Bureau: An idea is being tossed around to have a collection of LGBT speakers to discuss experiences of being LGBT. There are numerous needs such as oversight, training manual/resources for interested speakers, speakers, marketing, branding.

5. Commissioner Joan Heminway updated the Commission on Faculty Senate as well as Equity & Diversity (Commission subcommittee) matters:

Faculty senate meeting update: There is presently a call for Faculty Senate to question Hilltopics harassment policy - it is not directive enough and should be updated. Secondly, please fill out the Great Colleges to Work For survey that has been shared widely across campus. There are LGBT-specific questions as well as open-dialogue boxes.

Commissioner Dzikus asked if sex identifications were optimum. Commissioner Heminway responded that while it was insufficient, there were significant additions that represent a baseline that will yield important data. Commissioner Moshak's colleagues in athletics feared that given how specific classifications there were that there would be no anonymity. Commissioner Gardial reported that there is no way for UT to identify who said what within the survey.

Heminway mentioned that on the 15th the Civility Initiative will be launched and the video is AWESOME!!! The kick-off is at 11:30 on the UC plaza. Also, Strategic planning for Division of Student Affairs has been underway – A copy of that report will be available in the near future, but there is a month left for comments.

Commissioner Jess Hay assembled a campus-wide committee on benefits on March 11 for discussion of domestic partner benefits. Potentially identified topics were - Sick leave, library benefits, tuition, funeral and bereavement, and group insurance items where employee would pay 100 percent. If feasible, then let's take each item one by one and work together by fall to have faculty senate hearing about benefits proposals. Let's keep talking about it, because discussion leads to normalization. You currently get 3 days due to loss of various family/guardians (including foster parents). If benefits currently include foster parents, then why could all employees not also get this? Donna mentioned that the Library has a family card and anyone can utilize this for benefits to the library. Commissioner Becky Morgan mentioned a Plus-1 discussion about access to the Health Center. Chairperson Sacco mentioned that benefits include multi-year approach. We need continuity of members to further these efforts.

6. Civility Update: International House will host a 10 – 3 event on April 15th. There will be an 11:30 Civility Launch with Chancellor Cheek, and 12:00 noon will include regular international festival.
7. Yodi's It Gets Better Video – The video is still happening. At this point, he is moving forward with videotaping next week. The Chancellor will likely appear in the It Gets Better Video.
8. Donna Braquet, Resource Center – the report will have to wait until the next meeting.
9. New Biz – Who will next year's leader be?
10. Meeting was adjourned at 1:00 pm.