

MINUTES OF THE FIRST MEETING OF THE CHANCELLOR'S COMMISSION
FOR LGBT PEOPLE

AUGUST 22, 2011
12:00, Hodges Library Room 605

Present:

Tom Cervone
Jenny Moshak
Wendy Bach
Donna Braquet
Zach Brown
Gerard Cohen-Vrignaud
Maxine Thompson Davis *represented
Lars Dzikus
Scott Eldredge
Jesse Ford
Sarah Gardial
Jessica Hay
Lauren Hill
Yodi Justice
Keith Kirkland
Joel Kramer
Juliet Meggs
Bharat Mehra
Kelly Mihalik
Joe Miles
Rebecca Morgan
Andrew Morse
Diana Moyer
Erin Read
Susie Rech
Marva Rudolph
Rosie Sasso
Phyliss Shey
Steve Thomas
Ron Treadway

12:02

Introductions

12:07

Improving visibility on campus

Biographies on website

Email these to Rosie at rsasso@utk.edu. It should include:

Title and Department where you work

Number of years at UT

Why it is important for you to serve on the Commission

Headshot

It is up to you to if you want to self-identify.

Camera will be at the next meeting. Otherwise send Rosie your headshot at rsasso@utk.edu

12:09

Vote on by-laws.

Motion to amend by-laws to accommodate co-chairs for the Commission.

The motion was voted on and unanimously approved.

The by-laws will be amended.

12:10

Discussion of Campus Climate Index Scores

There was a handout passed around of UT's scores

This can be compared with other universities at www.campuspride.org

The full report will be available on the website shortly.

Our strengths: Counseling and health

Clarification: this was not a survey of people. It was a cataloging of the infrastructure of the campus, not a survey of students.

Erin Read offered to put together a short paragraph/clarification of the report. She will send it to Jenny and Tom, who will then send it to the executive committee for review.

The climate index score on gender identity is low. Many people on campus don't understand the issues surrounding gender identity. Juliet Meggs said that she is available to discuss this and lead a conversation about what this means, including offering a "Trans 101" seminar for the Commission. The "T" part of LGBT is being underrepresented.

Discussion of Focus/Goals and Objectives - PAVE the Way

Introduction of "PAVE"

Policy: A course of action adopted and pursued

Advocacy: The act or process of advocating or supporting a cause or proposal

Visibility: The state or fact of being visible

Education: The act or process of imparting or acquiring knowledge

This is our goal. We want to PAVE the Way on this campus. We need to have a seat at every table. We need as many people as we can at booths, open houses, guest speaking, and being at the table for policy making. And when we aren't invited, we need to find out why.

How to do this? Get involved. The more times that we are sitting at the table, voting, and getting things done equals exposure to students, faculty, and staff on this campus. Students, faculty, and staff need to know that the Commission exists. This is how we get the climate index changed and how we become heard.

We need you to be involved. And if you can't because of time constraints, we need suggestions of who *can* become involved.

Phyliss Shey and Zach Brown both brought up the idea of incorporating LGBT content into the First Year Studies 101.

12:36

Discussion of the Committees

Just because someone isn't on the Commission, doesn't mean that they can't get involved on the Committee level.

Erin spoke about Alumni development. Their tasks overlap with Communications and Community Relations. They promote campus LGBT visibility and put together a newsletter. They engage donors and monitor fundraising. They communicate with LGBT alumni. They put on events such as "Pride out." Try to create community among LGBT alumni as well as current and prospective students. They need people with experience with those kinds of tasks.

Becky: Awards. They give the two awards at the Chancellor's awards ceremony. One for a student and one for staff/faculty - someone who is an advocate. Last year, Rosie gathered up the data to confer the awards. This year, they will refine the nomination process. Also working on organizing a Lavender Graduation.

Rosie and Joel: Communications and Community Relations. They are responsible for communication and visibility; education; websites for LGBT groups on campus; email distribution lists; social media; handling requests for speakers/appearances/open houses.

Bharat brought up the CCI Diversity Festival. We should participate. We also need to perhaps get a presence at the June pride festival.

Lauren: Equity and research. Issues relating to equity and campus climate. Working with faculty senate on domestic partner benefits. Creating a transgender task force. We are lacking "T" representation. Working to create an LGBT Staff and Faculty association. People will need to head up a subcommittee on an issue that you that you feel the University needs.

Working on procuring funding for "Stop Hate" training in March.

Allison: Tasked with finding a chair or co-chairs for next year.

Donna: Resource Center: Assist with programming and events. Advise us on future directions of the Outreach center.

We had 60 freshmen sign up for more info at Orientation.

Open house was a huge success and visitation at the Center continues to increase.

Commission members were given slips of paper and asked to indicate their first and second preferences for which committee they want to be on. Jesse Ford will be compiling the results.

Sarah: The honors program may be moving. We need to be lobbying to move into that space. It is larger. We need to inquire about the use of that space. Betsy Creekmore is the contact person. Donna is working on contacting her.

Yodi said that there was a lot of interest at the diversity fair from freshmen and transfer students. That is really exciting.

12:53

Budget

E account: We don't know at this time.

R account: We have about \$2000.

Morale Moment

MN House Representative Steve Simon speaks to the Minnesota Legislature about LGBT acceptance: <http://youtu.be/hXpOA3jPC04>

MEETING OF THE CHANCELLOR'S COMMISSION OF LGBT PEOPLE

9/12/2011

12:00

12:00

Minutes of the August meeting approved unanimously

12:01

Jenny Moshak and Tom Cervone discussed meetings with the Commission for Blacks and Commission for Women

The three Commissions had a meeting with the Chancellor. The big message was that the campus needs a Diversity Officer on the Vice-Chancellor level.

The Chancellor agreed that this position was needed and was receptive to this idea.

The Commission chairs will reiterate this message to Susan Martin at their meeting with her in the near future.

The chairs of all three Commissions want to be on the search committee for this position.

Sarah Gardial said that they are working on writing a job description for this position, and looking at job descriptions of Diversity Officers at other universities. Something to remember is that the Chancellor has to be sensitive to the current economic climate.

The three Commission chairs also gave a presentation to the Knox County Alumni Board, which represents the 70,000 UTK alumni in Knox County.

The three Commission chairs discussed putting on an event in the Spring (possibly April) with the Knox County Alumni to educate, advocate, and engage potential donors. We hope that Commission members will attend in order to improve visibility.

12:10

Donna Braquet presented a history of the Commission for LGBT people.

Donna shared that she was here for almost a year before she heard the term "LGBT" on campus (other than from Lambda).

Donna said that the highlights that she presented don't reflect the hours spent and the number of people involved.

12:20

The Mentor/Mentee Program was discussed.

Luke Garton is an advisor in the Office of Arts and Sciences who comes from Vanderbilt. He is interested in heading up this program.

The first priority is to get interest in the program and see how many mentors/mentees would be interested in participating.

The time commitment would ideally be twice a month.

Please email lgarton2@utk.edu with your name, whether you want to be a mentor or mentee, and your affiliation with the University (faculty/staff/student).

Jenny said that we should be reaching out to individuals who might be willing to be mentors.

Jenny also pointed out that the mentee list may be larger than the mentor list. If you have the ability to help more than one mentee, that would be great.

We want to identify faculty/staff mentors first, then reach out to members of the community.

Luke said that the mentors and mentees will be matched based on an application process

There will be training - it may be online or in-person.

12:31

Fall Festival

The Fall Festival is an event for educating faculty and staff.

We will have a booth there educating faculty and staff on what we do and why we exist.

We will have flyers, an information fact sheet, business cards, and a PAVE the Way powerpoint continuously running.

Retirees also attend, so this is an opportunity to get alumni involved.

A sign-up sheet was passed around.

12:33

Admissions Open House

On 9/24 and 11/12 in 2, 2-hour sessions each day.

Approximately 2000 prospective students and parents come to each event.

We need volunteers to help staff the booth that we will have there.

Purpose: education and visibility

12:37

LGBT Film Festival

Posters and flyers were passed around for Commission members to place around campus.

We need to encourage people to attend.

12:38

Allison discussed National Coming Out Day on 10/11.

There will be a potluck gathering at the Resource Center from 12:00-2:00.

12:39

Committee Reports

Alumni: We are meeting next week for the first time. We will be discussing our goals and resources.

Awards: We haven't had a full awards committee meeting. We had a brainstorming session on Friday about Lavender Graduation. Luke Garton, Renee Smith and Tina Shepardson were all in attendance. Most schools have a celebration instead of a formal ceremony. There is typically a reception with a speaker and a certificate awarded to the graduating students and some sort of keepsake. At Vanderbilt, they distribute rainbow tassels. Issues to overcome are publicity and getting people to participate. Students will be allowed to wear whatever they want and express themselves. We would like to access Lambda, and have links on Commission website and the OUTreach Center Facebook page. We are planning to do it on a weeknight. Possible venues were discussed - the OUTreach Center likely won't be appropriate because it isn't large enough.

Communications and Community Relations: Phyliss Shey contacted FYS instructors. Joel Kramer has coordinated speakers for each class as well as speaking to many himself. They have filled every request for speakers to date with more to come.

Equity and Issues: We had a meeting last Friday. Met with Juliet Meggs to talk about getting the Trans Task Force set up and a timeline for that. We talked about lack of domestic partner benefits issue. We will be attending the next Lambda meeting to discuss domestic partner benefits. Don't forget about Trans 101 talk on Tuesday in Mary Greer Room next to Starbucks in the Library at 5:00.

Membership: We haven't met yet. We will report back at the next meeting.

Resource Center: We haven't met yet. So far the Center has been successful and many students have been attending.

12:50 Moral Moment Pictures from Halstead Center, Chicago, IL

MEETING OF THE CHANCELLOR'S COMMISSION FOR LGBT PEOPLE
Monday, December 5, 2011 12:00 noon 605 Hodges Library

Approval of Minutes from November Meeting

Joel Kramer moved to approve the minutes from the November meeting. The motion was seconded and the minutes were unanimously approved.

Introduction of Taylor Odle new student member of the Commission

Allison Anders introduced Taylor Odle as the newest student member of the Commission. Taylor is a sophomore in the Chancellor's Honors Program. He is studying leadership in higher education administration.

Update on Safe Zone "Train the Trainers" held Dec 2nd

Allison Anders thanked Rosie, Phyllis, Joel and Ashleigh for their time and assistance during the Safe Zone Train the Trainers session on Dec. 2nd. There are 12 new trainers in the program. Next upcoming HR faculty and staff trainings is scheduled for February 17th.

The Campus Civility Forum: sponsored by the Student Government Association:
panel discussion of civility on the University of Tennessee campus

Erin Read provided an update. SGA Civility Forum took place on Nov. 8th at the Baker Center. This event was part of the Chancellor's Civility Initiative and included members from the Office of the Provost, NAACP, LGBT Commission, and College Republicans/Democrats. There were 50 in attendance with no other administrators other than Sarah Gardial. Theme that was stressed: "Building Bridges vs. Barriers." Avery Howard is to compile document from the OUTstanding Seminar to be included in documents sent to Chancellor Cheek.

Diversity Dialog Series: Out on Campus: lesbian, gay, and bisexual students in the university community

Erin Read provided an update. Discussion was held at the Black Cultural Center (BCC) and included 20 undergraduate students, 1 faculty member, and 2 staff members. Was a time to get to know each other and a great dialogue was shared.

Race against Racism January 14, 2012 1:00 pm

5K Race – LGBT Commission has a team if anyone is interested in walking/jogging. \$15 w/ team, \$20 w/o team. Contact Erin Read if you are interested.

Exempt Staff Counsel Recommendation: adding Domestic Partner to The University of Tennessee Funeral and Bereavement Leave Policy in effect for the Knoxville area campus

Tom Cervone along with Shane Colter and Ron Treadway submitted a resolution to Linda Hendricks to include Domestic Partner leave of absence / bereavement leave. The resolution was not rejected out of hand and the approval process goes through many offices. To be formally proposed to Employee Relations on Dec. 12th. Thanks to Wendy and Jesse for their assistance on wording.

New UT Applicant Tracking System

Update from Ron Treadway. Effective January 18th there will be a new online application system offered by Human Resources. This system offers flexibility and will improve the applicant's experience when applying for open positions. System affords application tracking and better time framing for position fulfillment. More information is available on the HR website. This system is for staff (exempt/non-exempt only). How this system relates to the LGBT community: the university is promoting higher order diversity and improving communications.

Committees Reports

Alumni Development: Chair Erin Read – Working on the final draft for 'Thank You' notes. To be submitted to committee for review and approval. Alumni event in March – more info to follow at the January meeting.

Awards: Chair Becky Morgan – Met w/ Lambda Student Union to discuss Lavender Graduation. Lambda wants a seat at the table, Becky will meet again w/ Lambda in January. Delivered rainbow tassels to faculty who requested them. Discussed idea for memento housed in Resource Center for graduates to sign. Proposed dates for graduation: April 25 or May 2. Awards call for nominations (online PDF form) – sent out in full force through various avenues: LGBT Commission List Serv, LGBTA Net List Serv, Commission for Blacks, Commission for Women, Dean's Council, Academic Departments, Office of Multicultural Student Life, Office of Equity and Diversity, Lambda Student Union, Council on Diversity and Interculturalism, Safe Zone, Faculty Senate, Exempt Staff Council, Non-exempt Council, Student Government Association, Graduate Student Senate, Honors Program, LGBT Website. February 12th is the submission deadline. The policies and procedures for awards is also undergoing editing.

Communications and Community Relations: Co-Chairs Rosie Sasso/Joel Kramer – Thanks to all for attending classes this semester on behalf of the commission. We expect fewer speaking requests in the spring. Thanks also to

those who volunteered at the open house sessions. Rosie to be working on updates to LGBT website – bylaws and bio pics.

Equity and Issues: Co-Chairs Lauren Hill/Diana Moyer – Committee meeting on Wednesday, Dec. 7th. Finalizing survey regarding domestic benefits. Upcoming meetings w/ Lauren: Trans Task Force w/ Juliet and Erin; Student Leadership w/ Joe Miles and Ricki Mula

Membership: Chair Allison Anders – January/February planning. March – vote to allow for transition time of co-chairs and committee leaders. Aspects to consider in leadership position: Communication is KEY! Executive team meets to brainstorm ideas. Jenny and Tom spoke of time commitments as co-chairs, division of labor works well w/ 2 leaders – can be in more than 1 place at a time. Lars had question re: on average, how many hours per week is spent – answer: varies, but heavy at the beginning of the month due to other commission meetings.

Resource Center: Chair Donna Braquet – The Center had an amazing semester! Jesse is a wonderful ally and an excellent role model for the students. Jesse spent quality time building relations w/ students and quality hours offering good, professional levels of service. Lambda held popular events such as pizza/movie nights, pumpkin carving. New hours will be evaluated for Spring 2012. Andrew spoke of his proposal. Submission to IRB soon with data collection in January.

New Business

Erin Read thanked Chris Porter and Zach Brown and their role as panelists at the Diversity Dialogue session.

Phyllis Shey mentioned that planning for Fall FYS courses is already underway. Meeting w/ Anton Reece. And more formal speaking requests will be in place.

Moral Moment

“It’s Time” video

*Next Meeting: Monday, **January 9**, 2012 at Noon in Hodges Library 605

**Meeting of the Chancellor's Commission for LGBT People
Monday January 9, 2012, 12:00 pm, 605 Hodges Library**

I. Approval of Minutes from December Meeting

Erin Read moved to approve the minutes from December's meeting. Joel Kramer seconded the motion. The motion was unanimously approved.

II. Race against Racism: Saturday January 14, 2012 1:00 pm (Erin Read)

We have about 10 people on our team so far. This is a 5k and participants can run or walk. It is this Saturday, January 14. Please arrive at 12:30 to register, get your t-shirt, etc. Erin will email everyone to establish a place to meet before the race starts. If you have your OUTreach t-shirt, please wear them. If you don't have an OUTreach t-shirt and would like one, email Jesse Ford at jford17@utk.edu with your size and she will get it to you by Friday.

III. Mentor Program update (Tom spoke for Luke)

In November and December, Luke received applications. Luke will meet with the mentors and mentees individually in January to find out what they want to achieve and accomplish. Luke hopes to pair mentors and mentees starting in January. We are being conscious of how we are pairing people and making sure everyone is comfortable. We are also making sure everyone is treating this as a professional relationship. If you haven't signed up to be a mentor, and you are interested, email Luke (lgarton2@utk.edu). We need more mentors to sign up because there are currently more mentees than mentors.

IV. MLK Banquet: Monday January 16, 2012 6:00 pm (Diana)

Diana passed out flyers with the details for the banquet. If you visit ucw-cwa.org there is a link where you can print off additional flyers and hang them in your department. The banquet is 1/16/2011 at 6pm at the Workers United Building.

V. Self-Evident Truths project by Photographer/artist iO Tillett Wright (Lauren/Tom)

Wright is a photographer who is working on a long-term project of photographing people who identify as LGBTQ. Lauren wrote a grant to get Wright to come to UTK and it was funded. Wright will also be conducting a master class with the photography department. Her mission is to photograph 300 faces per city. It will be in March around the 9th, 10th, or 11th. This is being treated as the alumni event for the year, so Erin said that the alumni committee can help with logistics.

VI. OUTstanding Seminar (Lauren)

We would like for this event to occur again, but no one is going to be here next year who planned it this year. Email Lauren (lhill28@utk.edu) if you are interested in planning this event for next year.

VII. Midwest Bisexual Lesbian Gay Transgender and Ally College Conference:
February 10-12 (Joel)

The gender and sexuality committee got funding and is sending 4 student delegates to this conference in February.

VIII. Committee Reports:

Alumni Development: Chair Erin Read

The committee has drafted a final draft of a thank you letter to send to donors. Every time we receive a donation, the goal is to send a thank you letter within a week.

This committee will also helping with the iO Tillett Wright visit.

Awards: Chair Becky Morgan

So far the committee has received two student leadership nominations and two advocate nominations. The committee will be sending the nominations to Committee members soon. February 17 is the deadline to nominate. Commission heads will present the awards at the Chancellor's Honors Banquet.

The committee is still working out administrative details for planning the Lavender Graduation for Spring graduates.

Communications and Community Relations: Co-Chairs Rosie Sasso/Joel Kramer

Joel is meeting with Admissions tomorrow to figure out Admission Open House dates. Once he knows when the Open House dates are, he will send out a call for volunteers.

Rosie has updated the Commission website.

Equity and Issues: Co-Chairs Lauren Hill/Diana Moyer

This committee is currently trying to meet with different groups on campus regarding employee benefits. We want to make sure that groups aren't doing the same thing in isolation. Proposals that are going to go to the Chancellor include spousal hires, child care, and benefit equality.

In the last month, we have hired two women into leadership positions on this campus who are bringing partners with them, and they used spousal hiring program to create ways for partners to also come onto the campus.

This committee is also drafting a survey to help gather information.

Bharat and Lauren will meet to ensure that the survey will gather the data that is needed.

This committee also drafted 4 Action items for Trans Task Force:

1. Visual message campaign.
2. Expanding Trans 101 talks into a series
3. Trans Resource Guide for Knoxville and UT
4. Writing another grant for Ready for the World to bring Austin Unbound to campus.

Membership: Chair Allison Anders

N/A

Resource Center: Chair Donna Braquet

The Center will be re-opening for the Spring on the 17th. We will have hot chocolate, coffee, and popcorn for visitors.

We will be sending out a form for people interested in hosting the OUT to Lunch series. Our OUT to Lunch series will be on Thursdays from 12:30-1:30.

The second anniversary of the Center is at the end of February.

IX. New Business

Upcoming dates of Commission for Blacks meetings:

Feb 1st, March 7th, April 4th, May 2nd in the Multipurpose room of the Black Cultural Center at noon

Upcoming dates of Commission for Women meetings:

Feb 2nd, March 1st, April 5th, May 3rd in 605 Hodges Library at noon

If you are interested in a Chair position next year, you should attend these meetings to get a feel for what they are like.

If you are interested in a Chair position, remember that it isn't an overwhelming responsibility; it can be possible despite other commitments.

Both Jenny and Tom received invitations from Vice-Chancellor Rogers to serve on a new Diversity Committee called "Moving Diversity Forward," which will be chaired by Melissa Shivers. Tom was asked to serve on the awards subcommittee and Jenny was asked to serve on the calendar subcommittee. They both accepted the invitations and will inform Commission members about the new Committee after attending a meeting. The committee is designed to enhance diversity planning within Student Life.

Andrew Morse: The first week of February is the deadline for participation in the Clifton M. Jones Leadership conference. There are five tracks that participants can choose from, including a social justice track and a sustaining leadership track. Andrew is on the planning committee and encourages us to apply. More information can be found at <http://sold.utk.edu/conference/>.

Phyllis: There will be a SafeZone training for peer mentors and FYS 101 instructors in the Spring.

Keith organized a SafeZone training with the theater department before Christmas break which was a success.

Jess Hay and Lauren Hill presented a SafeZone training to the Child and Family Studies department during exam week.

CDI will give an update on regarding the letter sent to the Chancellor regarding the lack of LGBT demographics in the employee satisfaction survey.

X. Morale Moment

Photo of a rainbow flag above Wadham College on Oxford campus in commemoration of QueerFest Celebration.

*Next Meeting: Monday, February 6, 2012 at Noon in Hodges Library 605

Commission for LGBT People
Meeting Agenda
Monday, February 6, 2012 12:00 noon 605 Hodges Library

Approval of Minutes from January Meeting

Erin moved to approve, Joel seconded the motion. Unanimously approved.

Student Committee discussion (Andrew/Taylor)

Andrew, Zach and Taylor determined that the way that the Commission is being run now (without a Student Committee) gives them a voice, and a Student Committee is not necessary at this time.

Amendment to By-Laws – Executive Advisory Committee: Vote

Motion to add the Executive Advisory Committee into the bylaws. Donna seconded. The amendment was unanimously approved.

Self-Evident Truths project by Photographer iO Tillett Wright: March (Lauren/Tom)

Lauren updated on the project and handed out flyers.

Funding is through Ready for the World so the project needs to focus on students. Photography appointments will be at the OUTreach Center. Anyone who is not 100% straight can participate - you just have to be someone who falls within the LGBTQ spectrum

iO's project is sponsored by HRC.

Dates: March 12th and 13th

Race against Racism update (Erin/Tom)

Took place on January 14, and 14 people from the Commission participated. Overall 408 runners participated, which was a record.

Lars came in 1st and Tom came in 2nd in their age groups.

We got a mention in the Beacon and Joel was quoted in the article.

MLK Banquet update (Diana)

Diana said that there was a good turnout. They unveiled the Campus Worker's Bill of Rights - gender, gender expression, and sexual orientation were included. Also mentioned adequate benefits (including partner benefits).

Available at ucw-cwa.org.

Tenn TLC Spring 2012 Offerings: Workshop: Fostering Diversity and Reinforcing Civility in the Classroom: March 28th 9-12 noon in the BCC Multipurpose Room register at: tenntlc@utk.edu (Sarah Gardial)

This will take place March 28 from 12-2 in the BCC.

It has been brought to Sarah's attention that most students feel that the lack of civility occurs in the classroom.

Attendance is free; register by emailing tenntlc@utk.edu.

Committees Reports:

Alumni Development: Chair Erin Read

iO event is this year's alumni event. Erin will be in touch with the committee members.

Awards: Chair Becky Morgan

We have received nominations for 4 students and 3 advocates. Awards committee will compile the nominations and present them at the March meeting. The vote (which will be confidential) will take place at the March meeting.

Tom and Jenny will be doing the presentation at the awards ceremony.

Lavender graduation - might be small participation. There will be an informational session at OUT to Lunch on March 7 at the OUTreach Center.

If you participate in graduation and you want a tassel, let Becky know.

Communications and Community Relations: Co-Chairs Rosie Sasso/Joel Kramer

There is an admissions "sneak peek" on February 25, and we will have a table with Lambda.

Lauren and Joel will be speaking with 3 different sections of a class next Monday.

Equity and Issues: Co-Chairs Lauren Hill/Diana Moyer

Domestic Partner Survey will hopefully be out by the end of the month. People on Commission can help participation by forwarding it to listservs, sending it to department heads, etc.

Membership: Chair Allison Anders

If you are interested as serving chair, March 23 is the deadline for making contact with Tom and Jenny. Send them a statement of interest.

Resource Center: Chair Donna Braquet

Thanks to Joel for hosting the first pizza night of the semester - about 20 attendees

Andrew launched an outcome evaluation last Thursday. Andrew will continue recruitment efforts this week. Hopefully there will be a good sample size

There is an OUTreach Center open house on February 22nd from 12-5.

Response letter from the Chancellor to CDI regarding Employee Satisfaction Survey demographic questions (Tom/Jenny)

The letter says that these questions weren't asked because of confidentiality.

There will be a response letter sent to HR, System President DiPietro, and CAB from the same entities that drafted the first letter.

Jenny and Tom will update the Commission once a new letter is drafted and we get a response

The good news is that key people are hearing about this issue.

If you feel inclined to write a letter on behalf of yourself, Jenny and Tom can provide a blueprint with talking points which will make it easier for individuals to draft letters.

New Business

Lauren: Making headway with institutionalizing OUTstanding. Hoping to get commitment of GRA time to OUTstanding for next year. There is an interest meeting on March 1 from 6:30-7:30 at the OUTreach Center.

Luke: Juliet emailed a memo about a workshop at Vanderbilt. It is for undergraduates and it is free. Vanderbilt is a good example of institutional support and what can be accomplished.

Make sure that you are sending a message to Jesse with what you have been doing so that Jenny and Tom can compile a report to the Chancellor.

Morale Moment

*Next Meeting: Monday, March 5, 2012 at Noon in Hodges Library 605

Commission for LGBT People
Meeting Agenda
Monday, March 5, 2012 12:00 noon 605 Hodges Library

Approval of Minutes from Feb Meeting

Lauren moved to approve the minutes and Joel seconded. The motion was unanimously approved.

Funeral/Bereavement leaves recommendation (Shane Colter, Chair of the ESC)

There was a recommendation that was passed unanimously in November that UT consider giving domestic partners and parents of domestic partners five day bereavement leave. The recommendation also included amendments to bereavement leave for aunts and uncles. After a recommendation like this is passed, it has go through three levels of approval: 1. Compensation advisory board; 2. Benefits advisory group; 3. HR advisory board. This resolution was rejected by the Benefits Advisory Group; the justification given was that UT already has a provision that exceeds the requirements of the TCA. The ESC submitted a list of questions for clarification to the Benefits Advisory Group. The Benefits Advisory Group responded that they only considered the provision regarding aunts and uncles. The ESC is going to try and send this through again, and make sure that it goes through CAB first. The ESC requested minutes, votes, etc. to gain further clarification.

Mentor Program updates (Luke)

There are currently 8 mentors and only 1 mentee. Please spread by word of mouth to get more mentees. We need them in the next week or so.

Self-Evident Truths project by Photographer/artist iO Tillett Wright: **March 11-13** (Lauren/Tom) Video
Guest: Shannon Foster Sign-up sheets

iO is going to be at Lox from 10-4 on Sunday; she will be at the OUTreach Center from 10-4 on Monday and 10-1 on Tuesday. A signup sheet was passed around to staff the OUTreach Center during those times.

Shannon Foster is the person who brought this to Jenny and Tom's attention. Shannon encourages us to go to selfevidentproject.com. iO and producer Kashi, and 2 other crew members will be here. We are the last stop on the tour of the South. The reception is at 6:30 at Clarence Brown Theater and the Carousel Theater. If you are bringing snacks to the OUTreach Center, there is 1 vegan and 1 vegetarian.

Austin Unbound **Tuesday April 3rd** (Lauren/Juliet) Video

Lauren got funding for this project. We haven't secured a space yet. Film will be shown with a Q&A and activity afterwards. The grant we received is Ready for the World so we need to focus on undergraduate students.

Midwest Bisexual Lesbian Gay Transgender and Ally College Conference report (Zach)

Zach spoke about this conference that he attended and will also be doing a presentation about it to other groups.

License to Bully Panel update (Jesse)

The panel was a success and more than 100 people attended. We got coverage in local media outlets and the general consensus was that this bill (carving out an exception to anti-bullying legislation) is bad.

SGA Resolution SEN-04-12: to have an option on the application for admission to UT for students to identify with the LGBT community (Zach/Taylor)

This resolution would give income students the option to mark if they are a member of the LGBTQ community on their application. The purpose is to help UT delegate funding. This resolution passed the student senate and is going on to the next level.

Committees Reports:

Alumni Development: Chair Erin Read

This committee has worked on donor thank you letters and the iO event. A donor left a note about how difficult things were when he was at UT - Erin followed up with him. It made Erin think about how we might connect better with questioning students and the importance of SafeZone training. If we start gathering data on students - even giving them the option to check a box, as the SGA resolution proposes - it sends a message that we have services for people who are questioning or who have self-identified.

Awards: Chair Becky Morgan

The Chancellor's Awards Banquet is on April 9th. Our Commission gives two awards, one for student leadership and one for advocacy. Becky gave a presentation about the nominees and the voting members voted at the end of the meeting.

Becky will be at OUT to Lunch on Wednesday to talk about Lavender Graduation.

Communications and Community Relations: Co-Chairs Rosie Sasso/Joel Kramer

We had some open houses in the past month and the admissions overnight sneak peek. Joel and Lauren did a SafeZone training for tour guides before the open house. CSP had a graduate student open house and some students expressed interest in doing a practicum at the OUTreach Center.

Equity and Issues: Co-Chairs Lauren Hill/Diana Moyer

Domestic Partner benefits survey has gone out. Jenny pointed out that the survey says that you have to be *currently* in a domestic partnership, but we still want data from people who aren't currently in a domestic partnership.

Trans Task Force - Juliet is doing another Trans 101 the Thursday before Austin Unbound.

Joe Miles spoke about a meeting he had with Ricky regarding student community on campus; Ricky's perspective is that there is a lack of community. He wasn't sure of the status of Lambda, and hopeful that the Commission could do something to support Lambda. He also would like to see support for students who are allies or who are questioning.

Membership: Chair Allison Anders

Taylor and Zach are on the student representatives on the Executive Advisory Committee now.

Please contact Allison by Friday, March 23 for chair/co-chair nominations. Also send Allison nominations for committee chairs and members of the commission. Her email address is anders@utk.edu.

Allison Introduced Caitlin Miller, new president of Lambda. Caitlin said that we are trying to revamp Lambda. They were at one point a social group, and they want to move away from that. They are currently looking for a new advisor.

Resource Center: Chair Donna Braquet

We recently celebrated our second anniversary. We got some good publicity from TJN and Daily Beacon. Thanks to everyone who came to support us.

Donna is on Faculty Senate Benefits committee; they put together a resolution and comparison of other top 25 universities about domestic partner benefits. The resolution will be moving to the exec counsel of faculty senate this month; if it passes there, it will be going to the faculty senate. The resolution will be on the faculty senate page.

New Business

Chris announced that Wednesday at 6:00 in HSS 70, SGA is having an LGBT day.

Morale Moment-The Rock

*Next Meeting: Monday, April 2, 2012 at Noon in Hodges Library 605