

**Chancellor's Commission for LGBT People**  
**Meeting Minutes**  
**Monday, September 10 12:00 noon 605 Hodges Library**

I. Approval of Minutes from May Meeting

1. Approved

II. Welcome and Introductions

1. Commission members introduced themselves

III. OUTstanding: A Seminar Exploring LGBTIQ Diversity at the University of Tennessee; Saturday, October 13th --- Carolyn Brown University Center; register at <http://outstandingseminar.wordpress.com/attend/>; Planning Co-Chair Lindsay Harper

October 13 from 10-5 in the UC.

There will be workshops, discussions, and presentations about LGBTIQ issues on campus, in Knoxville, and nationwide.

We have 12 proposals so far. But you can still submit on Wordpress website (above) Rob Smith is the keynote speaker.

The organizers are looking for volunteers; you can sign up on the Wordpress website. Lunch is provided.

Donations are also accepted: [outstanding.chipin.com](http://outstanding.chipin.com).

IV. "8" the Play; Dimi Venkov

November 5 at 7pm

Co-Sponsored by the Equity and Issues Committee & Theater Department

Staged reading about the trial surrounding Proposition 8.

Email Dimi at [dvenkov@utk.edu](mailto:dvenkov@utk.edu) if you are interested in reading; he is short 3-4 readers. No acting experience required.

Main thing Dimi is struggling with is getting a panel to speak after the reading; email him if you have any leads.

Send a note to Margie Nichols to get it in Tennessee Today.

V. Volunteer Opportunities; Communications and Community Relations Co-Chair Megan Venable Smith

Megan handed out a sheet with volunteer opportunities; it is mostly FYS panels. If you are able to sign up, please do.

Erin Read has been in contact with a professor who said that she doesn't have any preconceived notions about what the FYS panel should be like.

Some panels are general "diversity" panels, some are specific to LGBT diversity.

## VI. Lambda Student Union; Lambda President Caitlin Miller

They are now part of the Queer College Coalition for TN.

Slam poet Andrea Gibson will be here - 6:00pm on October 23n the BCC. The next day she will be doing a gender theory workshop.

There were 40 people at the 1st Lambda meeting

Got funding for Ready for the World to send 4 delegates to MBLGTACC Conference

## VII. Committee Reports and Membership

### a. Alumni Development, Co-Chairs Wendy Bach & Phyliss Shey

1. Haven't met yet. Biggest project of the year will likely be an Alumni event in the Spring. Other goal is to broaden connection with UT Alumni Association.

### b. Awards, Chair Melissa Bartsch

1. Two big events are Lavender Graduation, and to seek nominations & conduct voting for the Commission's Awards. These events are both in the Spring.

### c. Communications & Community Relations, Co-Chairs Megan Venable Smith & Zach Brown

1. Big tasks are trying to get volunteers signed up for Volunteer opportunities and taking advantage of any promotional activities. Let them know if there is anything you need support for.

### d. Equity and Issues, Co-Chairs Michael Ariale & Juliet Meggs

1. Projects they are thinking about: conducting qualitative, informal interviews regarding the campus climate; Trans 101 and getting it on UT's LGBT website; Transgender Day of Remembrance in November in *Knoxville* (there is currently one in Maryville); grant program to promote LGBT research

### e. Membership, Chair Lars Dzikus

1. Big tasks are to recruit members to this Commission and to recruit new chairs/co-chairs. Finding leadership has been a tough challenge. The past chair encouraged us to start early. We also may need to re-asses the makeup of this group and raise representation of full professors.

### f. OUTreach, Chair Donna Braquet

1. To provide support for on-going Commission programs and liaisons as required for long-term LGBTQ related programs in the University as a whole.

Safe Zone (Rosie Sasso is the current liaison) and Mentoring programs (Luke Garton). We need more mentees for the Mentoring program.

#### VIII. Announcements & New Business

- 1.** Jenny spoke about the Vice Chancellor for Diversity position. There were about 90 Applicants. Some rejections have been sent out. They haven't set an absolute timeline, or start date (although that would be subject to negotiations with person who gets hired). Commissions would report to Vice Chancellor for Diversity, but concern is that the Commissions might lose connection with Chancellor. Chancellor has said that he still wants direct contact with Commission chairs.
- 2.** Joel: UT Housing conducted EBI Survey and added a question "I identify as a member of the LGBTQ Community," yes/no. Out of 3,984, 176 answered "yes." 4.42% of total respondents. The number might be higher in the Fall (housing numbers are lower in the Spring)
- 3.** Rosie: Safe Zone trainings will be held on September 13, October 11, and November 9. More information at [safezone.utk.edu](http://safezone.utk.edu).
- 4.** Juliet: Trans 101 will be continuing this year. She is speaking to some classes; if you need her to speak in a class, let her know.
- 5.** Melissa: LGBTQ support group continues this semester. UC 217 Tuesdays from 5-6:30. Free, confidential, students can drop in. They don't have to be Counseling Center affiliated.
- 6.** Jenny: The counseling center is doing a QPR training from 9-10:30 on Thursday in Student Counseling Room 204. Chamique Holdsclaw will be here speaking about her book and presenting on Wednesday in the UC at 2pm. They will be filming the presentation for a documentary about her. Contact: Connie Briscoe ([briscoe@utk.edu](mailto:briscoe@utk.edu)).
- 7.** Jess: Do we know where the demographic information has gone and whether we will get it? Keith doesn't know because he hasn't met with the Chancellor or the Provost yet but he hopes to inquire about those things. But Jenny did say that HR has requested for the information on surveys that the Equity and Issues committee did last year.

**Chancellor's Commission for LGBT People**  
**Meeting Agenda**  
**Monday, October 1 12:00 noon 605 Hodges Library**

- I. Approval of minutes from September meeting  
Minutes approved unanimously
- II. History of the Chancellor's Commission for LGBT People; OUTreach Chair Donna Braquet  
Donna gave a comprehensive history of the Commission for the benefit of newer members, from the Commission's beginning in 2005 when Bharat Mehra and Donna interviewed 21 LGBT people on campus to assess the need and made an official ask of then-Chancellor Loren Crabtree, to the first meeting in 2006 after the Chancellor's answer came, to the events of 2007 and 2008 when sexual orientation and gender identity were added to the university's non-discrimination statement (EEO/AA statement), to 2009 when a partner hiring program was announced and SafeZone was created, to 2010 when the OUTreach Center opened, to 2011 when the Commission elected its first ally co-chair, to this year, when the Trans Taskforce was established, the first Lavender Graduation was held, and the Faculty Senate passed a resolution in support of domestic partner benefits.
- III. OUTstanding: A Seminar Exploring LGBTIQ Diversity at the University of Tennessee; Saturday, October 13<sup>th</sup>—Carolyn Brown University Center; register at <http://outstandingseminar.wordpress.com/attend/>; Planning Co-Chair Joseph Goeltz  
OUTstanding is in its second year, and it's coming up very soon. Please encourage students, especially undergrads, to register and attend. The keynote speaker was discharged from the US military under Don't Ask, Don't Tell, and has since come out and campaigned against the policy.
- IV. "8" the Play; Dimi Venkov  
The cast list is complete for "8," and posters will be ready in about 10 days. Please contact Megan Venable Smith ([msmith93@utk.edu](mailto:msmith93@utk.edu)) to get some posters for your department or area. The speaker list for the panel scheduled to follow the reading of the play is not yet set, though it will be soon. The play is November 5 at 7pm, admission is free, though donations are being taken for the American Foundation for Equal Rights. We had originally hoped the timing of the play would coincide with Supreme Court arguments about Prop 8, though it now seems likely the Court will not hear that case, but rather hear the case against DOMA.
- V. Trans 101, 102, and 103 –5:30-7:30 in Hodges 253; Equity and Diversity Co-Chair Juliet Meggs
  - a. October 18 – Trans 101: Basics of Gender Identity and Expression
  - b. October 25 – Trans 102: Media Portrayals and Violence Against Trans People
  - c. November 1 – Trans 103: How to be a Good Ally for Trans People  
This series is open to anyone, so please do encourage students to attend, or please consider attending yourself if you missed it when it was offered last year. The third installment has a lot of more general information about being an ally to any

minority group, with some specific information related to being an ally for transgender people.

- VI. Lambda Student Union Update; Lambda President Caitlin Miller  
The Cookies & Condoms event went very well (free condoms, free & confidential AIDS testing), and poet Andrea Gibson will be on campus performing on October 23. You'll receive more information via email, so please keep your eyes open for it!
- VII. Chancellor's Council for Diversity and Interculturalism Meeting; Chair Keith Kirkland  
An issue of particular interest came up at the last CDI meeting:  
--Employee Engagement Survey: There have been two of these surveys completed so far, one for faculty and exempt staff, and a second for exempt and non-exempt staff. Exempt staff were included on both because their response rate was quite low the first time around. However, this also robs the sexual orientation data (and much of the other data for exempt staff) of any statistical significance. The raw numbers will be published online, however, and Keith will email us the link. Basically, 1222 people responded, and of those 18% declined to answer the sexual orientation questions, 77% indicated heterosexual, and under 5% indicated LGB status. The next round of this survey will be in 2014, and we need to talk with administration and CDI to make sure questions about sexual orientation and gender identity appear on this round, and that statistical significance is preserved. We need to definitely keep our ears open around the end of 2013 as the questions are being developed.
- VIII. Employee Engagement Survey; Chair Keith Kirkland  
See VII.
- IX. Diversity Plan Progress; Chair Keith Kirkland  
It was decided in the past year that all academic and nonacademic units at UTK must develop a diversity plan with criteria, goals for the future, and measurements of progress. Academic units have responded quickly, but nonacademic units have been slower. It would be great to have all these plans in place by the time the new Vice Chancellor for Diversity starts, probably next semester. Units are to update their plans every four years, and make progress reports (presumably to the VC for Diversity) every two years. If you work in a nonacademic unit, please encourage your leadership to set aside time for this project.
- X. Vice Chancellor for Diversity Search, Jenny Moshak
  - a. Candidate 1 – October 4, 9:00-10:15, Open Forum, Shiloh Room, 235 University Center
  - b. Candidate 2 – October 5, 9:30-10:45, Open Forum, Shiloh Room, 235 University Center
  - c. Candidate 3 – October 15, 1:30-2:30, Open Forum, Shiloh Room, 235 University Center
  - d. Candidate 4 – October 18, 9:30-10:45, Open Forum, Shiloh Room, 235 University Center

Candidate names have not yet been announced, though Keith will send them to us very soon once they are announced. Please make every effort to attend these open forums, as this is our chance to show that LGBT issues matter to students, faculty and staff on a widespread basis. Be vocal and tough with your questions! This is our time to hear how these candidates plan to serve our community. And please do offer feedback to the Commission. Erin Read will be representing the Commission at private meetings with the candidates (along with representatives from the other Commissions), and if you have specific questions you'd like her to include, please email her at [erin.read@knoxcounty.org](mailto:erin.read@knoxcounty.org).

XI. Faculty Senate Resolution on Benefit Equality Response Letter & Open Letter;  
Commission Chair Keith Kirkland

Thank you to everyone who helped disseminate Keith's open letter to Chancellors Cheek and Arrington. For those of you not familiar with the story yet, the Faculty Senate recently passed a resolution in support of domestic partner benefits (DPB) at UTK, and Chancellors Cheek and Arrington sent a brief, dismissive reply that alleged they cannot even start a dialogue on this issue because offering any DPB runs counter to state policy. Keith has forwarded his open response letter with personal communications to all Vice Chancellors and the media, though response has not been what we would like. It is worth noting that the [lgbt.utk.edu](http://lgbt.utk.edu) site got a *lot* of hits on Thursday, so the message is getting out. Also, some reporters are keeping their eyes on the situation. In fact, WATE will air the story tonight at 6pm.

Keith will continue to try to keep our presence in the media, and letters to the editor would be helpful, if you'd like to write one. Also please forward any news to the listserv. There has been no response from the Chancellors or the administration yet, but I'm sure we will hear something.

Some Commission members suggested rallies, pickets and/or petitions as part of this effort, which would be welcome & supported by the Commission.

The actual legal basis of the Chancellors' dismissal of the issue is somewhat ambiguous. Their letter did not specify *which* state policies we would be breaking, but one might assume they were referring to the DOMA amendment to our state constitution, which defines marriage as between one man and one woman. Since DPB are offered to *partners*, not spouses, this policy is irrelevant to the conversation. However, there is a state-level committee that determines what benefits may be offered by state institutions, and they have a policy of no DPB. However, this is not a law on the books, merely the policy of an appointed committee. Wendy Bach will pull together some more information on the legal basis of the conversation.

Keith suggested our goal should be to let the Chancellors know they cannot just shut the conversation down. The Faculty Senate will make a formal response to the Chancellors' letter in the next couple of months. Perhaps we could work with the Faculty Senate to pass this resolution every year. Senate members are upset about the brevity and dismissiveness of the response and are not going to let the issue go easily.

Perhaps the Commission could ask Chancellor Cheek for a meeting? Keith suggested we give it a month or two for the various responses to appear, and then

we could ask the Chancellor to come respond to us in person. We could even appeal to the President of the system to come and respond to us on the issue. Even though we exist as an advisory body to the Chancellor, if he refuses to hear our advice, we could go over his head. Chancellor Cheek's general disinclination to listen to our advice as a Commission may be challenged by the new Vice Chancellor for Diversity, who will be a voice for diversity on the Chancellor's cabinet. We'll have to be sure to ask the candidates whether they will be our voice, and be honest and forthcoming about our issues with the Chancellor. Keith also pointed out we'll need to reach out to all the Vice Chancellors on LGBT issues in general, since they are the Chancellor's cabinet, and if it's on their minds, it will hopefully also be on his mind.

Alumni who are upset about this DPB issue should email Vice Chancellor for Alumni Affairs Scott Rabenold ([srabenol@utk.edu](mailto:srabenol@utk.edu)), the Development Office, and UT's foundation.

It was pointed out that there was no openly LGBT person on the search committee for the Vice Chancellor for Diversity, though the Commission for Women had a representative and efforts were made to include African-American members. When CDI realized this last year, they wrote a letter to Dr. Bob Rider and the Chancellor asking for representation to be appointed, but were told it was too late because the search committee had already been formed. (This should be noted in any communications with the President of the system.) It is worth noting that committee members felt confident in their ability to address LGBT issues in the search.

We do not know yet what staff and resources will be under the control of the VC for Diversity. It could be that this person will need to fight for resources and staff.

## XII. Committee Reports and Membership

### a. Alumni Development; Co-Chairs Wendy Bach & Phyliss Shey

Alumni event will probably revolve around iO Tillet Wright's visit to UT last year for her Self-Evident Truths photo project, and this committee is also working to decide what resources should appear on the lgbt alumni webpage.

### b. Awards; Chair Melissa Bartsch

### c. Communications & Community Relations; Co-Chairs Megan Venable Smith & Zach Brown

Make sure to check out VolAware on the pedestrian walkway today. Megan will email out dates & times when volunteers are needed to present to classes.

### d. Equity and Issues; Co-Chairs Michael Ariale & Juliet Meggs

This committee is working on plans to survey LGBT students about barriers and needs (more qualitative information rather than quantitative), to consolidate research that has happened or is happening for wider applicability, and getting some trans resources on the lgbt website. They are also looking at some grants for assessment and other things.

### e. Membership; Chair Lars Dzikus

### f. OUTreach; Chair Donna Braquet

Lots of events are coming up at the OUTreach Center; you'll get emails to let you know about all of them. The Coming Out Day flash mob will probably be

Tuesday, October 9 at 12:30, and Donna will email with a location. Make sure to like the OUTreach Center on Facebook, and follow them on Twitter for real-time news and event updates.

**XIII. Announcements & New Business**

Diana Moyer will be joining SafeZone as its curriculum lead. Congratulations, Diana! On October 18, there will be a one-hour information session for HR office professionals; you'll be getting an email with details.

**XIV. Morale Moment**

The Obama administration has directed immigration officials to recognize same-sex partners as family members in deportation cases. ☺



**Chancellor's Commission for LGBT People**  
**Meeting Agenda**  
**Monday, November 5 12:00 noon 605 Hodges Library**

I. Approval of Minutes from October Meeting

- a. Approved unanimously

II. OUTstanding Conference Recap; Lindsay Harper

- a. 107 attendees
- b. 16 Workshops
- c. Collected survey data - 67 surveys returned
- d. Committee put together a binder with all of the resources. They are looking for 3 people to step up and take over the conference next year. The resources that they compiled will make it much easier for someone to take over next year
- e. If you are interested in planning OUTstanding next year, email [outstandingutk@gmail.com](mailto:outstandingutk@gmail.com)

III. Vice-Chancellor for Diversity Forums

- a. Search committee has met and made their final recommendations. It is now with the Chancellor's office. They are performing references and background checking.

IV. Chancellor's Brown Bag Lunch

- b. 5-6 questions about DPB. Some were from commission members, some who had attended the forum that the union sponsored

V. Council for Diversity and Interculturalism Meeting; Keith Kirkland

- a. Chancellor said that he spent more time on the DPB issues than anything else he has done since he has been here. He said that he has thought about assembling a task force, but he feels that a TF couldn't do any more than his office can do. A few days later, when he met with the Faculty Senate, he said that they would release a letter that would illuminate more what the "roadblocks" are to DPB.

VI. Faculty Senate Meeting

- a. Chancellor didn't take any questions

VII. Union meeting about DPB:

- a. A blog has been set up to coordinate and provide a single location where we can all report what we are doing, so that everyone can see what the most recent news is among multiple organizations: <http://benefitequalityutk.wordpress.com/>
- b. Send an email to [benefitequalityut@gmail](mailto:benefitequalityut@gmail.com) to request posters and to get on the listserv.
- c. Graduate Student Senate is drafting a proposal; duplicating Faculty Senate proposal at the graduate level. Graduate student benefits have different regulations that faculty might not have.

#### VI. "8" the Play; Dimi Venkov

- a. Tonight at 7pm, doors open at 6:30
- b. Admission is free, donations are accepted
- c. Play is an hour and a half
- d. Afterwards there will be a panel with Michael Higdon, Tina Shepardson, and Ben Byers
- e. Anyone who is free between 3-6 could come help set up chairs
- f. UCW will have a table set up for DPB

#### VII. Lambda Student Union; Lambda President Caitlin Miller

- a. Andrea Gibson event
  - i. More than 200 at the performance and about 35 for the workshop
- b. Table at Take Back the Night

#### VII. Committee Reports and Membership

- a.** Alumni Development, Chair Phyliss Shey: Had a meeting last week. Decided that they are going to try and focus energy on event in the Spring.
- b.** Awards, Chair Melissa Bartsch: Met a few weeks ago to start planning for Lavender Graduation. Hoping to do it at BCC about 2 weeks before graduation.
- c.** Communications & Community Relations, Co-Chairs Megan Venable Smith & Zach Brown: Publicity for "8" going well; on the front page of the website right now. Slate of activities for volunteers is filled up this semester, thanks everyone for volunteering
- d.** Equity and Issues, Co-Chairs Michael Ariale & Juliet Meggs: Met and discussed doing a survey of students. If you have any ideas about contacting students, let Juliet know. In line with idea of research grant, considering having a research meeting with grad students to discuss different people doing different research on campus.

- e.** Membership, Chair Lars Dzikus: Lars circulated a draft of a membership survey at this meeting. Looking to launch a week from today and keep the survey open for a week, which would allow them to report at the Commission meeting on the 3rd.
- f.** OUTreach, Chair Donna Braquet: Things have been going well this semester. OUT to Lunch this week is Stop Bias; next week is healthcare for transgender and gender non-conforming students. Last OUT to Lunch is an end of the semester pizza party Wednesday before exams. About 30 students came to Pumpkin Carving.
  - i.** Mentoring program: still advertising to students and trying to recruit;
  - ii.** Safe Zone: Rosie made a flyer with information about what Safe Zone is and how you can attend training. Spring 2013 training sessions are set. Looking to update SZ Network on their website; adding it to interactive map with SZs on campus and get that map on the overall UT site.
  - iii.** Joel, Rosie, and Ashley presented at HR Professionals seminar about Safe Zone.

#### VIII. Announcements & New Business

- a.** Juliet: thanks to everyone who came to Trans 101 classes. There were about 50 people at the first; 2nd was well-attended as well. She will do it next semester, too. If you want Juliet to come to a class or a meeting or organization, let her know.
- b.** There is someone in OIT who is working on the It Gets Better video

**Chancellor's Commission for LGBT People**  
**Meeting Minutes**  
**Monday, December 3 12:00 noon 605 Hodges Library**

I. Approval of Minutes from November Meeting

A. Unanimously approved

II. Recap of "8;" Dimi Venkov

- B. Dimi says that it was a great success
- C. The day after, several states passed same-sex marriage resolutions
- D. There are pictures on Facebook if you would like to see them
- E. There is video from that night which will eventually be edited later
- F. They raised more than \$300
- G. About 180 people showed up
- H. Surveys afterwards were helpful.

III. Speak Out Event; Donna Braquet; Go to <http://benefitequalityutk.wordpress.com> for more information on the Coordinating Council for Benefit Equality.

- B. There were about 60 people there
- C. Several people spoke out
- D. There weren't as many Commission members as hoped. Remember that the more we show our support, the better our visibility will be.
- E. Next step: following up with people to record their stories to use on the blog and for media.
- F. Purpose: to put a human face on the issue as opposed to a checklist.
- G. WBIR covered the Speak Out event. There was also a front page article in the Beacon.

VII. Lambda Student Union; Lambda President Caitlin Miller

- G. Small but powerful Transgender Day of Remembrance
- H. World AIDS day event - about 40 people got tested
- I. End of Semester Potluck

VII. Committee Reports and Membership

**a.** Alumni Development, Chair Phyliss Shey

- i.** Idea for spring: garden party + silent auction. If you have ideas for a venue or a place to host this, let us know.
- ii.** Need help with getting donations; Phyliss will send an email soon

- iii.** Thought about having a tie-in with Self-Evident Truths next Fall. Hope to have something in the works for next year's committee to jump into.
  
- b.** Awards, Chair Melissa Bartsch
  - i.** They will be meeting in January to solicit awards for Chancellor's Honors
  - ii.** Lavender Graduation is tentatively scheduled for April 10
  
- c.** Communications & Community Relations, Co-Chairs Megan Venable Smith & Zach Brown
  - i.** Let Megan know if there are any volunteer opportunities
  
- d.** Equity and Issues, Co-Chairs Michael Ariale & Juliet Meggs
  - i.** They will be conducting a qualitative assessment/survey of students who identify as LGBTQ on campus.
  - ii.** Michael will be sending an email to get feedback on the survey and we will also discuss at the meeting in January
  
- e.** Membership, Chair Lars Dzikus
  - i.** Membership Survey
    - i.** Preliminary results: 29 responses - 67% response rate
    - ii.** Age ranges
    - iii.** Whether you identify as a person with a disability
    - iv.** Veteran status
    - v.** Nationality
    - vi.** Marital status
    - vii.** Domestic Partnership status
    - viii.** Race and ethnicity
    - ix.** Gender Identity
    - x.** Sexual identity
    - xi.** Ally status
    - xii.** Position at UT/Relationship to UT
    - xiii.** What college/other unit you are in
    - xiv.** Membership within the commission (ex-officio, regular, etc.)
    - xv.** Years of service
    - xvi.** Do you serve on a committee
    - xvii.** Have you served as a chair of a committee
    - xviii.** How qualified do you feel to serve as a Commission chair
    - xix.** How likely is it that you will run for Chair/Co-Chair?
    - xx.** What factors would influence your decision to run for Chair?
  
  - xxi.** Thoughts on Chair/Co-Chair position
    - i.** Keith says that it is not as hard as you perceive it to be. You have a lot of people to help you. The biggest thing is to be a central

face. You spend about 2-3 hours in meetings every week or two. But it would be possible to delegate sending someone other than the Chair to those meetings.

- ii.** New VC for Diversity starts next June. That might make this easier for the new Chair.
- iii.** There has also been discussion of having a meeting of all the chairs, instead of all of the chairs attending all of the other meetings

**b.** OUTreach, Chair Donna Braquet

- i.** We had a successful pizza party last Wednesday evening. About 25 people came
- ii.** We will be searching for another GA in the Spring to start in the Fall. Donna made a position description, and will be sending it out to us soon
- iii.** Mentor program will be starting in the Spring as a pilot program. We have 3 mentees and 10 mentors.
- iv.** We are starting an Ambassador program for OUTreach. We are working on an application to send out after exams. Idea is to get students who are interested in volunteering, etc. Giving students an opportunity for leadership.
- v.** We will also be open during exams as an alternative to Hodges. Donna will send out the PDF flyer

VIII. Announcements & New Business

IX. Morale Moment: It Gets Better video

**Chancellor's Commission for LGBT People**  
**Meeting Minutes**  
**Monday, January 13 12:00 noon 605 Hodges Library**

I. Approval of Minutes from December Meeting

- a. Unanimously approved

II. Chancellor's Honors Award Nominations; Melissa Bartsch

- a. Two awards: LGBT Advocate (anyone who is a faculty or staff member and in good standing) + LGBT Student leadership (any undergraduate or graduate student and in good standing). Nomination deadline is February 11. After nominations are gathered we will vote to see who the recipients will be.
- b. Melissa will send out a list of previous recipients. (it is also on the website)
- c. Melissa has paper nomination forms and will also email PDFs around
- d. Nomination should be the form, a letter, and a CV/bio (faculty/staff) or bio (student).

III. Long term strategy discussion; Keith Kirkland

- a. Keith would like to brainstorm and get a group together to work on this.
- b. We have a number of ongoing tasks and goals that we are working on. But we don't know if we have a clear and defined task. Particularly regarding benefits.
  - a. Keith has figured out who is on BAG and will be contacting the lead member.
- c. Erin: the policy work that we have done has been really important and we need to continue working on that.
- d. Funding and staffing for the Resource Center, and guaranteeing a long-term space for it.
- e. Interconnectedness with other entities, like Multicultural Student Life.
- f. Sustainability.

IV. YWCA Diversity Day; Keith Kirkland

- a. No one is able to lead the charge on this. Next year we will try and participate.

V. Senator Summerville's bill to disallow institutions of higher education to hire diversity officers; Erin Read

- a. There is a transition team that will be meeting starting February 1.
- b. Erin thinks effective ways of communicating:
  - a. Authoring a letter as a coalition
  - b. Phone calls and visits carry even more impact
  - c. Erin would like to sit down with other groups

- d. Contacting the Chancellor to sign onto our letter
- c. TEP has a rally set up at multiple universities. 1/24 at 11:00
- d. Megan will send out a press release
- e. UCW and TEP's lobby day is March 12

VII. Lambda Student Union; Lambda President Caitlin Miller

- a. Great American Condoms Campaign SafeSite
- b. Co-Sponsor for Sex Week
- c. They are doing a drag show, social events, maybe a 5k

VII. Committee Reports and Membership

**a.** Alumni Development, Chair Phyliss Shey

April 20 at UT Gardens: Garden party and silent auction.  
They will create a website to disseminate information for people to bid.  
Companies who donate gift certificates - a letter for what we do, tax, etc.

**b.** Awards, Chair Melissa Bartsch

Lavender Graduation: April 10 at the BCC.

**c.** Communications & Community Relations, Co-Chairs Megan Venable Smith & Zach Brown

Dr. Olmstead has two classes that he wants to get a panel together for. March 13 and April 1.

**d.** Equity and Issues, Co-Chairs Michael Ariale & Juliet Meggs

**i.** Student perception survey

They are working on this survey and will speak next time

**e.** Membership, Chair Lars Dzikus

**i.** Membership Survey summary

They are working on writing up the report and will send it out.

**ii.** Chair nominations

They are drafting the call for Chair now. March 11-ish deadline for nominations.



**c. OUTreach, Chair Donna Braquet**

Today is our first day open for the semester.

We have a film series set up for this semester. The first film is *Fagbug*.

February 13: *Edie and Thea: A Very Long Engagement*.

We are trying to launch an Ambassador Program to try and get students who want to be involved in helping the Center. If you know any students who might want to participate, the deadline is January 20.

**VIII. Announcements & New Business**

If you need help from Lambda, let Caitlin know.

Donna: Benefits Equality Planning Committee will be meeting this Thursday at 6pm. There is a listserv and a blog.

**IX. Morale Moment: Caitlin Miller is a Campus Pride Top 10 Leaders in Action and a finalist for the Campus Pride Voice & Action Leadership Award**

**Chancellor's Commission for LGBT People Meeting Minutes Monday,  
February 4 12:00 noon 605 Hodges Library**

I. Approval of Minutes from January Meeting

A. Unanimously approved

II. Chancellor's Honors Award Nominations; Melissa Bartsch

Deadline: next Monday

We currently have 2 student nominees and one advocate nominee

III. Employee Code of Conduct; Keith Kirkland

Revised version just went into effect

Violation is grounds for discipline

There are several things in the conduct code that are questionable

Item 13(c): Behavior or conduct unacceptable to the university or the community at large.

Keith wonders if this could have implications related to sexuality.

He will be raising our questions with Rickey.

[https://my.tennessee.edu/portal/](https://my.tennessee.edu/portal/page_pageid=34,140536&_dad=portal&_schema=PORTAL&p_policy=HR0580)

[page\\_pageid=34,140536&\\_dad=portal&\\_schema=PORTAL&p\\_policy=HR0580](https://my.tennessee.edu/portal/page_pageid=34,140536&_dad=portal&_schema=PORTAL&p_policy=HR0580)

IV. Chancellor's Response Letter; Keith Kirkland

Keith wrote a letter in response

Keith met with Rickey on Friday. The transition team is 5 people chosen by the Chancellor (Keith is one of them). Other members: Jenny Richter, OED,

International Education, Avery (student)

Keith has written and requested face time with the Chancellor.

Rickey hopes to have a plan of action by the day he arrives.

A lot of this has to do with directives from Office of General Counsel.

A big problem is that we still aren't having a dialog with the Chancellor. We aren't being included in the conversation.

VII. Lambda Student Union; Lambda President Caitlin Miller

Co-sponsoring a film and discussion of "For the Bible Tells me So"

Four members are going to the Midwest LGTBTA College Conference this weekend

VII. Committee Reports and Membership

a. Alumni Development, Chair Phyliss Shey

They are currently planning the Garden Party. New Date - April 13, 2-4 pm.

Still need help with getting items to auction.

We have a letter to prospective donors.

We also have a form for tax deductions.  
Tell businesses that we will prominently display their names  
Working on contacting iO for the event for Fall.

- b. Awards, Chair Melissa Bartsch  
See info above about Chancellor's Honors Banquet
- c. Communications & Community Relations, Co-Chairs Megan Venable Smith & Zach Brown  
April 3 - only one person signed up for panel for Dr. Olmstead's class. If you're available, let Megan know.  
Lambda will be tabling at the Admissions Sneak Peek on February 23.
- d. Equity and Issues, Co-Chairs Michael Ariale & Juliet Meggs  
Handed out a copy of the Student Experiences survey  
Please look it over to give feedback.  
They will need help distributing  
Keith is hoping to use this survey for a future faculty/staff survey via CDI.  
Hopefully this could also be used by other Commissions.
- e. Membership, Chair Lars Dzikus  
We need a new chair.  
They issued a call for nominations via email.  
We have received no nominations.  
Anyone who is affiliated with UT is eligible to serve as the chair.  
We would prefer someone who has served on the commission.  
Self nominations are also welcome.  
Have to be in by March 11, and we will vote at the April Meeting.  
If we don't have a chair, we don't have a Commission.  
Anyone who is interested, feel free to ask Keith what this entails.  
There are ways to decrease the burden on the Chair (i.e., having a Commission member attend certain meetings instead of the Chair).
- f. OUTreach, Rosie Sasso  
Website redesign.  
Safezone got approval to have an interactive map.  
OUTreach Mardi Gras pizza party, this Wednesday  
Screening of Edie and Thea, Wednesday February 13th.  
Resource Center birthday party.  
Luke: We have 7 mentees and 7 mentors.  
Luke is going to meet with each pair individually and go over the basics of the program and have them sign the contract.  
Update on Ambassador program

## VIII. Announcements & New Business

Erin: Update on SBO046 - there is a strategy meeting next Monday. Who are the first organizations we need to contact to get an organized effort?  
Some people think it will die in committee, which would be great.  
The diversity job fair is next week, Feb 11, 3-5. Everyone is welcome. Pass this along to students. There will be raffle prizes for students who come.

IX. Morale Moment

a. Jenny Moshak's Ice 'n' Go

Jenny's book is being published and will be available in May.  
You can pre-order now through the UT press website.  
There is a whole chapter on homophobia in sports.

b. President Obama's Inauguration Speech

**Chancellor's Commission for LGBT People**  
**Monday, March 11**  
**12:00 noon     605 Hodges Library**

I. Approval of Minutes from February Meeting

- a. Approved

II. Chief of Police

- a. Troy Lane introduced himself.

II. Trans 102 & 103

- a. 3/13/13: Trans 102: Violence and Media Portrayals of Transgender People

- b. 3/20/13: Trans 103: How to be an Ally to Transgender People

5:30-7:30 in Hodges 253

III. Benefits & Legal Issues; Wendy Bach & Jesse Ford

IV. GSS Partner Benefits

- a. Passed a benefits resolution

V. Lambda Student Union; Lambda President Cat Miller

- a. Suicide prevention QPR next Monday in lieu of Lambda meeting

- b. Drag show - April 11 during sex week

- c. Co-Sponsoring a book reading by T Cooper

- d. Black Homophobia in America - UC tonight at 7

- e. MBLCTAC - will be doing a summary for next month's meeting.

- f. Applying for funding (\$16,000) and looking for co-sponsorships. If there is anyone that would be interested in co-sponsoring an interpretive dance by a trans choreographer, let Cat know.

- g. Tonight they are voting for president-elect

- h. Filmed a Big Orange, Big Ideas spot that will be playing in April.
- i. Cat is a co-chair for OUTstanding 2013. There is a meeting this Wednesday.

## VI. Committee Reports and Membership

### a. Alumni Development, Chair Phyliss Shey

- i. Garden party next month. April 13 from 2-4. Sending out save the dates soon.

### b. Awards, Chair Melissa Bartsch

- i. Lavender graduation. Email will be going out soon asking for volunteers and asking graduating students to participate

### c. Communications & Community Relations, Co-Chairs Megan Venable Smith & Zach Brown

### d. Equity and Issues, Co-Chairs Michael Ariale & Juliet Meggs

### e. Membership, Chair Lars Dzikus

- i. Elections are coming up for chair or co-chair. We have one nomination so far. And they would be open to having a co-chair. Phyllis said that she would be interested.

### f. OUTreach, Chair Donna Braquet

- i. Luke has met with all the pairs of mentors and mentees and will meet with them again at the end of the semester. And then will be putting a call out in the fall for new participants.

- ii. Rosie put together a Safe Zone map.

## VIII. Announcements & New Business

- a. Undergrad advising is launching a survey for assessment, and put in a “gender” question. Might give us a better idea of numbers.

- b. Senate bill 46 is on the calendar for committee for 3/14. No companion bill in the House.
- c. Senate bill 8 got stuck in committee.
- d. UT Advocacy Listserv - Legislation that relates to UT. They also have a Twitter.
- e. ADSRF - Retention fund. Available up to \$2k. Provides funding for an individual to attend a conference that is diversity related.

**Chancellor's Commission for LGBT People**  
**Monday, April 1 12:00 noon 605 Hodges Library**

I. Approval of Minutes from March Meeting

- a. Approved unanimously

II. Lambda Student Union; Lambda President Cat Miller

- a. QPR suicide prevention training
- b. Tennessee Queer showing on 4/22 in Hodges 213
- c. Co-Sponsoring Sex Week

III. Sex Week; Lambda President Cat Miller

- a. They made more than \$11k in one night. Hope Resource Center also raised \$12k to fund their participation this week.
- b. Many diverse, inclusive events, which is why Lambda is co-sponsoring
- c. Website: [sexweekut.org](http://sexweekut.org)
- d. Lambda is having a Drag Show on 4/11 at 9pm as part of Sex Week.

VII. Committee Reports and Membership

- a. Alumni Development, Chair Phyliss Shey
  - i. Garden Party
- b. Awards, Chair Melissa Bartsch
  - i. Lavender Graduation: Thursday April 25 in Mary Greer Room at 6pm. There is an opportunity for people to come by the OUTreach Center to record well-wishes for the Lavender Graduates. Week of 15th-18th from 12-2. Heavy hors d'ourves will be served. Certificates and rainbow tassels will be presented to the graduates.
  - ii. Chancellor's Honors is next Monday. Thanks to everyone for their participation.
- c. Communications & Community Relations, Co-Chairs Megan Venable Smith & Zach Brown
- d. Equity and Issues, Co-Chairs Michael Ariale & Juliet Meggs
- e. Membership, Chair Lars Dzikus
  - i. Chair Elections: Joel Kramer and Phyliss Shey. Voting is open until April 12.
  - ii. Committee Chairs: We are continuing to search for chairs.
    - i. Melissa: Awards
    - ii. Donna: OUTreach
    - iii. Lars: Membership
- f. OUTreach, Chair Donna Braquet
  - 1. Charlie will be our new GA
  - 2. Charlie is working with the OUTreach Ambassadors on Lavender Graduation



3. There is going to be an RSVP for the graduates and for those who want to attend.
4. Luke: Mentor program update. Luke will be meeting with all of the mentors together to get feedback and will meet with the mentees individually at the end of the semester.

#### VIII. Announcements & New Business

1. Keith sent the newsletter to all of the Deans. He got some good responses acknowledging the email.
2. Started a distribution list on the LGBTCOM email account so that we know who the emails are being distributed to.
3. Archiving our work for posterity? Put a test inquiry out to the archives to look at posting more documents onto Trace.
4. Bylaws changes:
  - a. We have added a standing committee (Alumni committee).
  - b. Also looked at current bylaws regarding chair - chair and chair-elect. The bylaws provide for this. Keith opened it up for discussion. We either need to change the bylaws to reflect reality or start following them. People feel that they like the chair/chair-elect idea, and delete the past chair as a role (still stay on as a member).
  - c. Formally add the UTPD Liaison
5. Tomorrow is the one year anniversary of the DPB resolution in the Faculty Senate. If you are interested in participating the the video project, Donna can come to your office at your convenience, or we might set up a time at the OUTreach Center. Faculty Senate requested a stronger response to the Chancellor.
6. Discussion of Sex Week
7. There is a fund (Access and Diversity Retention Fund) that is managed that will fund up to \$2k for any diversity-related program and conference. Conference expenses, travel fees, etc. per individual. Available through the HR website.