Minutes
Commission for Lesbian, Gay, Bisexual and Transgender (LGBT) People
August 12, 2013

Time: 12:15pm

Place: Hodges Library, Room 605

Present:

Call to Order: 12:16

Old Business:

I. Welcome and introductions
   a. Reminder that meetings are open to all and all are welcome—anyone can voice feedback, all are welcome to attend
   b. This will be our meeting location and time for the fall; we’ll still try to keep it under an hour (changed time from last year)

II. Our vision for the year
   a. Changes:
      i. Reporting to Rickey Hall instead of Chancellor Cheek (Rickey looks forward to working with the Commission, and wants to attend several meetings a year, in addition to meetings with the Co-Chairs, he will not attend every meeting in the attempt to respect the space of the Commission and making it a safe space)
      ii. Donna serving as the first paid employee of the OutReach Center
      iii. Mentor program having dual coordinators- Luke and Kirsten will be training mentors at 3:00pm today (the program is for LGBTQ staff members to mentor students in a professional, academic, and personal way depending on the needs of the students)
   b. Things that are continuing:
      -Serving as an advisory group to the Chancellor, now through Rickey
         i. Visibility and advocacy on campus—maintaining visibility
         ii. Classroom panels, open houses, and other tabling
            -continuing to ask for Commission members to participate in tabling, etc.
         iii. Co-sponsoring programs with other groups
            –We’re being asked to co-sponsor with groups, things we’d like to continue
iv. Lavender Graduation – third year of Lavender Grad, it doubled in size between the first two years (event for students, “come as you are, graduate as you are”, allows students to graduate comfortably as LGBTQIA, students are encouraged to invite family, friends and other supporters)

c. Things that are new:
  i. Micro-donation projects
     - The University has come up with a micro-fundraising project, we put in a proposal for helping fund the Open House and were accepted, which will be up on their website to ask for donations through social media, in addition to the UT site, creates a visible and official way to collect donations- links will be sent out in an email. This also allows us a way to track our donations, and how much money we are able to raise, and those who are donating, allowing us to create an alumni network

  ii. Building an alumni network
     - Contacting LGBT Alums, getting them more involved, trying to build bridges and connections with them

III. Committees
  a. The Committees should be up and running by next month, and will be discussed further in new business

IV. Updates
  a. Lambda Student Union-
     - Lambda is moving meetings to Wednesday, HSS room 69 at 6:00
     - “Lambda Luau” is happening August 29th
     - Lambda is going to be at the InVOLvement Fair

  b. OutReach LGBT and Ally Resource Center-
     - “Rainbow Open House” August 22, 2013 4-6pm
     - OutReach Center is being invited to participate in tabling and fairs; signed up 53 freshman who expressed interest during summer orientations
     - Documentary series on Tuesday and Wednesdays in October for LGBT History Month, coupled with faculty speakers to engage discussions with attendees
     - Donna expressed thanks to Rickey for allowing her to become the first OutReach Staff member
c. Safe Zone
   -RA’s wanted Safe Zone training, so it was instituted as an option
   -Safe Zone training is set up for the semester, dates available online

V. New business
a. Updating the bylaws to become more inclusive
   -Proposed changes included in Appendix A
   -Proposed fewer committees to merge logical overlapping responsibilities
   -Opened up for discussion, question about which Committee Safe Zone and the Mentor Program would report to (suggested that they could report directly at meetings like Lambda Student Union, but not fall under a direct committee)
   -Rickey proposed changing Budget item A. to “The Commission shall be provided with funds through the Office of the Vice Chancellor for Diversity to cover expenses.”

b. Other
   -Question about last years end of the year report to the Chancellor, which is still under works of being written.
   -“Sex Week” discussed, proposed to invite Sex Week programmers to a meeting
   -We need to approve the Minutes from this meeting and last year’s last meeting, next week.

Adjournment: 1:00pm
I. PURPOSE

A. The Commission for LGBT People – Knoxville is a body appointed by the Chancellor to advise on the planning, implementation, and evaluation of University programs, policies, and services designed to improve the status of Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, or Asexual people on the Knoxville campus.

II. RESPONSIBILITIES

The Commission shall:

A. Recommend changes in policy or procedure relative to the concerns of LGBTQQIA people;

B. Make recommendations concerning new and existing academic, professional development, and extracurricular programs;

C. Recommend and encourage research to assess the status of LGBTQQIA people at The University of Tennessee (UT) and compare their status with that of LGBTQQIA people at other institutions and agencies;

D. Advise and consult with all University officials on the needs and status of LGBTQQIA people; and

E. Provide information and support to the campus and community on Commission and University programs and activities related to LGBTQQIA people.

III. COMPOSITION

A. Membership.
1. Regular membership.
The Commission for LGBT People shall consist of no fewer than 20 voting members, with a proportionate number of faculty members, exempt and non-exempt staff members and students all equitably distributed among the various colleges, schools, and administrative unites of the University. UTK Alumni and members of the larger Knoxville community may also serve on the Commission. Appointments are made annually, usually for three consecutive years.

2. Ex-officio voting membership.
The following members by position (or their designees) are voting members:
   a. Faculty Senate president
   b. Employee Relation Council representative
   c. SGA president
   d. GSS president
   e. Exempt Staff Council – chair
   f. Commission for Women - chair
   g. Commission for Blacks - chair
   h. Graduate Student Assistant of the Commission for LGBT People
   i. LambdaStudent Union - president
   j. OUTreach LGBT and Ally Resource Center - director

3. Ex-officio non-voting membership.
   a. Dean of Students
   b. Director of Human Resources
   c. Vice Chancellor for Diversity
   d. Associate Vice Provost and Director, International Education

B. Commission Leadership
A Chair and a Chair-elect recommended to and approved by the Chancellor shall head the Commission for LGBT People. The Chair and the Chair-elect shall have alternating terms. It is important to have gender equity in the commission’s leadership. The positions of Chair and Chair-elect may be held by up to two people serving equally as Co-chairs.

Commission Chair or Co-Chairs
The Chair of the Commission serves for a one-year term, following a one-year term as Chair-Elect. The Chair assumes responsibility for Commission activities on August 1st and presides over all Commission meetings for that academic year. The Chair makes assignments to all standing committees and prepares an agenda for all Commission meetings. The Chair may make assignments to ad hoc special committees as needed. The Chair serves as ex-officio nonvoting member of all committees of Commission.

Commission Chair-Elect
The Chair-Elect of the Commission serves for a term of one year, works with the Chair to facilitate and promote the Commission’s mission and automatically succeeds the Chair upon completion of the latter’s term. The Chair-elect serves on the Executive Advisory Committee.

Commission Past Chair
Upon completion of a one-year term as Commission Chair, the Chair assumes the position of past Chair. The past Chair provides the Commission with continuity and experience and serves on the Executive Advisory Committee.

C. Committees.
Volunteers shall be solicited from among the Commission’s membership to serve on the following standing committees, and be appointed by the Chair:

1. Communications and Alumni Committee
2. Equity Issues Committee
3. Membership and Awards Committee
4. Ad-Hoc committees will be formed as needed

IV. MEETINGS
A. Frequency.
The Commission shall schedule regular monthly meetings at a time to be agreed upon at the beginning of each academic year. Additional meetings shall be scheduled as needed. The agenda at these meeting shall be determined by the Commission itself and may include items placed on it at the request of the Chancellor, of a member of the faculty, staff or student body with a grievance or concern; or of any member of the UT community with an issue which might demand investigation. All meetings shall be open to any member of the UT community.

B. Robert’s Rules of Order.
All Commission meetings shall be conducted according to Robert’s Rules of Order.

V. BUDGET

A. The Commission shall be provided with funds through the Office of the Vice Chancellor for Diversity to cover expenses including telephone service, awards, student assistant, mentoring events, research endeavors, and communications projects.

At least one graduate student assistant (20 hr/wk) shall be chosen to aid the chair by attending and taking notes at commission meetings, assisting with mentoring events or performing other tasks as needed and required. The graduate student assistant will be appointed by the Vice Chancellor for Diversity.

VI. APPROVAL AND AMENDMENTS

A. Approval by two-thirds vote of Commission membership.
These bylaws shall be approved by two-thirds vote of the Commission membership taken by ballot.

B. Amendments.
They may be amended by a similar vote taken at two successive, regularly scheduled meetings.

C. Effective upon approval by Vice Chancellor for Diversity.
Both bylaws and amendments shall become effective upon the approval of the Vice Chancellor for Diversity.

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Articles IV, V and VI added 12 December 2006 by vote of the Commission
Revised by vote of the Commission 15 February 2007
Revised by vote of the Commission 6 April 2009
Revised by vote of the Commission May 2011
Revised by vote of the Commission September 2013
Commission for LGBT People
9/9/2013
34 in attendance

I. Minutes
   a. Approval of minutes from 8/12 and from Spring 12 (we forgot these last meeting)
      -Minutes approved from 8/12, no minutes from Spring 12 to approve

II. Guest Speakers
   a. Campus Sexuality Week Committee – Jacob Clark
      -Moved to first week of March (3rd-7th)
      -Fall preview (October 8-9th) kick-off for fundraising, etc.
      -Similar events, reorganizing events by themes (specifically sexual assault and sexual orientation)
      -Pornography discussed (academically), TED talks marathon, semi-final topic list will be sent to Commission
      -bringing 4 speakers
      -want to add sexual assault to freshman intake alcohol course (aims to teach students about consent)

Questions for Jacob:

What type of funding do you plan to pursue?
   -Student funding
   -Central programming council
   -Pledges
   -Fundraising & Private Donations

What statistics do you have to support Sex Week?
   -different approach from last year, more immediate response from University, more proactive about a positive approach
   -no complaints from any attendees of events from last year
   -working on getting a survey out to past attendees, etc.

How can we help?
   -Talk about Sex Week in a positively, help with fundraising in any possible way
   -General interest meeting this Wednesday, HSS 71
b. OUTstanding Seminar: Axes of Identity – Cat Miller
   -October 26th, check-in starts at 8:30am
   -This year’s theme plans to explore multiple identities
   -Speakers include Stacyann Chin, Jenny Moshak, etc
   -Doing a raffle to raise funds to continue the Seminar
   -Suggested that we table at the Seminar to promote the Commission, Lambda, and the OUTreach Center
   -Plans to rework the survey and do a needs assessment of the UT LGBTQQIA community
   -Request for Proclamation of Support from the Commission

III. Big Impact Update
      -fundraising link is now live, and should be updated soon
      -we have received donations, and plan to thank those who donated
      -link is live until we raise $500 or until Dec. 1st

IV. Bylaws
   a. Discussion
      -Last month we discussed the bylaws, and no other corrections were suggested
   b. Voting
      -Motion approved for new bylaws

V. Committees – Phyliss
   -sign-up sheet for Committees being passed around, Phyliss is pleased with the amount of people signed up, committees will be formed in the future

VI. Updates
   a. Lambda Student Union (Michael Porter)
      -Back to School Luau had over 50 in attendance, first meeting had about the same
      -tabling on Pedestrian walkway today to increase visibility
      -Working with OUTreach for pumpkin carving event
      -Social events (cookouts, painting the rock, etc.)

   b. OutReach LGBT and Ally Resource Center (Donna Braquet)
      -Open house got front-page notice and almost 150 in attendance
      -Rainbow Coffeehouse on Wednesdays from 4-6pm
      -Newsletter that went out last night discusses upcoming events
      -You can sign up for tabling and events in the Center
- If you have upcoming LGBTQIA events, let Donna know and she’ll add it to the newsletter

c. Safe Zone
   - First session went very well; sign-ups are live until the session
   - Graduate assistants are encouraged to attend faculty/staff training

d. Mentor Program (Luke)
   - Working on planning a get-together for all mentors and mentees

VII. New business
a. Do we have any?

   - Bill coming up about “opt-out” option in student fees (just keep it on our radar)

   - Faculty Senate passed a resolution about consensual sexual/romantic relationships between students and faculty that is intended to prohibit such relationships (we’ll be receiving further information about it in the future)
   
I. Minutes
   a. Approval of minutes from 9/9. Golden made a motion to approve, seconded by Becklin, approved unanimously.

II. Guest Speakers
   a. OUTstanding Seminar: Axes of Identity – Cat Miller was not able to attend. Will send electronically if needed.

III. Big Impact Update – we have reached 71% of our goal, or $355 in collections. Please continue to spread the word. We are already thinking of ideas for spring in the hopes that we’ll be accepted again.

IV. Committees – Shey announced that Kramer, Shey, and Braquet met with Trentham last week for the first committee chairs meeting. As others were unable to attend, it was decided to leave future meetings between committee members up to each committee and to expect reports at the monthly commission meetings. Committees are free to add other projects/items in addition to the charges from the Commission co-chairs (in bold).
   a. Communications & Alumni – provides a voice and face for the commission in the university community and alumni. In response to Governor Haslam’s statements on Tennessee’s plans for same sex benefits (see http://www.timesfreepress.com/news/2013/sep/08/haslam-uaw-win-would-hurt-state/) formulate a letter-writing campaign and/or draft a statement from the commission.
      Keith Kirkland, Elizabeth Owen, Annazette Houston
   b. Equity & Issues – investigates LGBTQ social, policy, and procedural issues; promotes new LGBTQ research. Take a new look at Top 25 comparison institutions to see what movement has been made on benefits. Also look at institutions/cities in Tennessee (Nashville, Knoxville, Collegedale).
      Tracy Trentham, Juliet Meigs, Wendy Bach, Matt Olive, Jess Hay
   c. Membership & Awards – recruit applicants, facilitate application process, annual leadership nominations/elections, nominations/voting for the Chancellor’s Honors awards. Begin the search for chair/co-chairs elect to be in place for January.
V. Updates
   a. Lambda Student Union - none
   b. OUTreach LGBT and Ally Resource Center – Braquet noted that Lambda is scheduled to have an ice cream social this Friday. OUTreach Center will be on the pedestrian walkway on Friday for National Coming Out Week with new T-shirt designed by grad student in Student Activities. The Center’s Facebook page has 888 likes now.
   c. Safe Zone – Trentham mentioned that the URHC hosted a SafeZone for RA’s and added 15 newly certified RAs. Will host another in spring.
   d. Mentor Program – Pitcock noted that there are some new interested mentors and mentees. The program will get started a little later in the semester.

VI. New business
   a. Faculty Senate resolution on romantic relationships – all comments have been submitted to Golden. Nothing new added today.


I must resist : Bayard Rustin's life in letters

Bayard Rustin 1912-1987. Michael G Long

San Francisco : City Lights Books c2012

Available - Hodges Library Stacks (E185.97 .R93 A4 2012 ) - Check Locations tab for other copies
I. Minutes from October (Phyllis)

II. Guest Speakers
   a. Vols Speak Out – Ashley Blamey (S.E.E. Center Director)

-S.E.E. Center originally developed to combat alcohol abuse but now covers violence preventives, sexual assault education, etc.

**A Single Sexual Assault**

-Students will typically report to housing staff, 974-HELP, Office of Equity and Diversity, etc (about 9 resources university wide)

-Students most at-risk for sexual assault in the first 6 weeks of their time here

-Reports in 2012 (6 Rape/Sexual Assaults, 11 Domestic Assaults, 1 Harassment, 1 Stalking)

-Prevention Costs (Rape Aggression Defense, Freshman Orientation, Workplace Violence, Personal Safety, Media Campaigns, Presentations)

-Reasons Students Leave (Money, University is “too large”, personal/family issues)

-73% of sexual assaults are committed by someone known to the victim

-39% report awareness of campus resources

-56% of students reported awareness of University policies

-20-25% of female undergraduates experience some form of sexual assault during their college career (female-bodied individuals or female-identifying?)

Where is our power?

Telling our story, enhancing social connectedness (consistency in messaging, defining community expectations, measuring success, incorporating training, increase programming) and defining our expectations

Volunteers Speak Up
Students can go through a training session on by-stander intervention that serves to empower by-standers to interfere in these situations (5 Steps listed on cards given out) VolunteersSpeakUP.utk.edu

Should it be part of SafeZone training? (They have a pledge that people take to Speak Up, and give them a badge, we should consider adding it to SafeZone curriculum)

Why is the MVP program for athletics not aware/involved with the programming?

Other than taking it back to our departments, is there anything the Commission can do to help? (We can send a letter of recognition, support, be involved in a partnership, etc.)

Does UT have any publicity for these issues?

Do they ever use same-gender assault scenarios? (YES)

Thoughts, ideas, ways to improve, email Ashley

III. Big Impact Update

   We made our goal, and are free to submit future campaigns (we were also the first one to get a donation)

   We have photos of events, quotes from students that participated, in a way to thank our ten donors that helped us reach our goal

IV. Committees – Phyliss

Reminder: The focus of our Commission is to advise to Rickey Hall, in response to that we have shifted and changed some of the committees.

- Communications &Alumni as one committee (provide a face for the committee, look at the governors plans for same-sex partner benefits (considering doing a letter/email campaign)
- Equity &Issues (investigating LGBT policy and procedural issues, update on “Top 25” perspective)
- Membership &Awards (Begin search for Chair/Co-Chair, nomination process (names must be submitted by February?)
V. Updates
a. Lambda Student Union
   -Two meetings left, about 40 students per meeting, volunteered for take back the
     night, world AIDS day (25th), Trans* Day of Remembrance (20th), Next Semester:
     Funding for Justin Lee from the Gay Christian Network

b. OutReach LGBT and Ally Resource Center
   -Rainbow Coffeehouses and other events have been well attended, updates will be
     in newsletter
   -First ever LGBTQQIA Homecoming Event (Nov. 9th)

c. Safe Zone
   -Faculty/Staff Training for HR Yesterday and a Student Training last night
   -Giving students the option to have SafeZone buttons

d. OutStanding
   -over 250 people at the Seminar, donating $1000 to the OUTreach Center
   -Robyn and Staceyann were awesome
   -Only positive results from surveys
   -Get involved for next years

e. Mentor Program
   -Currently have 8 mentors and 6 mentees, 2 prospective mentees, everyone should
     be paired by the end of the semester, planning an event for all mentors and
     mentees

f. Other Commissions
   -no other commissions in attendance

VI. New business
a. Do we have any?
   -K. Mihalk (Tip line that you can text to campus police or UTPD Tips App to help
     report crimes, etc. Completely anonymous)

   -Our December Meeting will be the 7 year anniversary of the Commission (group
     photo?)

   -Lambda’s 25th birthday is coming up (April 6th)
I. Minutes from December
   -approved

II. Guest speakers:
   a. **Sex Week**- Brianna Raider (co-founder of SEAT) Sex Week is the first week of March; they’ll have around 32 events during the week. Schedule cards are being passed around and are also available on sexweek.org. There is an article in the Beacon about Sex Week today, please link it on social media as you feel comfortable. Sex Week Execs have a meeting with the Chancellor this week to discuss any legislative matters that may arise. More funding this year is taken from student activities, so most of it cannot legally be taken away. Senator Campfield proposed a bill that would give student groups funding based on number of members.

   b. **OUTSpoken program**- Adam (Performing Arts Intern-Sundress Publications) Hopes to record the experiences of LGBTQ+ in the South. Hosting 3 different workshops (Feb 15, March 15, and April 12 (1-4pm) Firefly Farms) for written ad film performances. There are also online submissions available for those who cannot attend the workshops, and the winners will be printed by the publisher. (Sundresspublications.com/outspoken)

III. Committees
   a. **Awards** – Do we have any nominees yet?
      The Awards Committee has received a few nominations, but is still looking for more, mainly students. They are due on February 10\textsuperscript{th}, so feel free to keep nominating.

IV. **April visit from Chancellor Cheek**
   -Start thinking for questions for the Chancellor’s visit

V. Updates
   a. **Lambda Student Union**-Meetings moved to HSS 53B, because Lambda outgrew their previous space. Thanks from Lambda to the Commission for their help in expanding it. Lambda also has a new website, web.utk.edu\lambda, so be sure to check that out. The drag show is Thursday, March 6\textsuperscript{th}, and they’re partnering with Sex Week. Justin Lee from the Gay Christian Network is coming on April 10\textsuperscript{th}.  

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*Commission for LGBT People*

*2/3/2014 (20 in attendance)*
b. **OutReach LGBT and Ally Resource Center** - Please attend the OUTreach Center’s 4th birthday party, on Feb. 25th, and the other events we have listed up.

c. **Safe Zone** - One of the alternative Spring Break trips is about LGBTQ homeless youth, and Joel is doing a Safe Zone training specifically for that group.

d. **Mentor Program** - There are still 3 more mentors than there are mentees, so feel free to encourage some students to apply.

e. **Bathroom letter** - The draft letter sent out to the Commission about the facilities that are planned on campus. The goal after we agree on a final letter is to get other Commissions and groups (such as SGA, Office of Disability Services, etc) on board and send the unified letter to the Chancellor. If there are any suggestions you would like to make, please send them to Phyllis or Joel. (Suggestions made in meeting to include a list of the bathrooms that are already family style/gender neutral, and to see if Human Resources would also sign off on this letter, and if all of these other groups sign off on the letter, wording it to where the letter itself is inclusive of all the needs of the various groups).

f. **New Business**
   - Michael Porter discussed sending out the minutes directly after the meeting.
   - UHRC is having a Diversity Week happening this week, each Residence Hall is participating with different programs to discuss different aspects of diversity. A listing of the events can be obtained by contacting Tracy Trentham at ttrenta@utk.edu
OUTstanding LGBT Seminar 2013 Follow-Up Report

Composed by:

Jordan Miller, Director
Abel Howard, Publicity and Marketing Chair
Allison Heming, Funding and Contracts Chair
Brooke King, Outreach Chair
Robin Lovett, Logistics Chair
Introduction/General Information

The OUTstanding LGBT Seminar: Axes of Identity, Exploring Intersections of Diversity was held on October 26th, 2013 and consisted of an opening keynote by bisexual activist, Robyn Ochs, thirteen workshops relating to various social justice issues facing the LGBT community (see attached schedule for names and topics), as well as closing entertainment by slam poet, Staceyann Chin. Fifteen community organizations were present to display information before the event, during lunch, and following the closing entertainment. The Knox County Health Department also conducted twenty-three confidential, free, and bloodless HIV tests during the two hour lunch period.

Budget

The total working budget for OUTstanding 2013 was $18,000, acquired from the University Student Programming Fund, Ready for the World, Women’s Coordinating Council, Issue’s Committee, Black Cultural Programming Council, and the Multicultural Student Life Diversity Fund.

Budget Summary

- **Honorariums**
  - Staceyann Chin honorarium/airfare: $5,600
  - Robyn Ochs honorarium/airfare: $3,200
  - Workshop honorariums: $2,940

- **Guest accomodations**
  - Hotels for guests: $540
  - Ground transportation: $170
  - Dinner with keynotes: $205.32
  - Staceyann Chin book signing: $320

- **Logistics**
  - Breakfast/lunch at event: $2,148.94
  - Assessment: $225
  - Misc (markers, signs, thank you cards, etc): $182.89

- **Publicity**
  - T-shirts: $1,540
  - Programs: $213.28
  - AV: $600
  - Ucopy: $80.60

Total spent: $17,966.03

Event Impact/Evaluation

Attendance

The OUTstanding Seminar had a total of 264 pre-registrations. Due to technical difficulties on the morning of the event, only a paper sign-in occurred, instead of the
intended student ID swiping. Because of this, some of the attendance statistics may be slightly inaccurate. There were 220 people to sign-in at registration, though the volunteers reported that many who were in attendance did not receive notice of this sign-in sheet.

Below is the demographic information based on the information given by the 264 pre-registrants.

**Preferred pronouns:**

- They/Them
- Ze/Zir
- She/Her
- He/His
- Rather not answer
- Other

**How do you identify?**

- Lesbian
- Gay
- Bisexual
- Transgender
- Cisgender
- Queer
- Questioning
- Heterosexual
- Asexual
- Male
- Female
- Genderqueer
- Intersex
- Ally
- Pansexual
- Rather not answer
- Other
Race/Ethnicity:
- Caucasian (Non-h...: 170
- African-American...: 44
- Hispanic: 68
- Filipino: 13
- Asian or Pacific...: 220
- American Indian ...: 204
- Rather not answer: 18
- Other: 30

Age range:
- 30-39 [24]
- 22-29 [66]
- 40-49 [36]
- 50-59 [13]
- 60-69 [4]
- Over 70 [1]
- Rather not an [2]
- Under 18 [12]
- 18-21 [106]

I am attending as a(n)...
**Marketing/Publicity**

Advertisement for the OUTstanding Seminar, as well as for the ‘Call for Proposals,’ was primarily based around social media, including the event’s webpage, e-mail listservs, Facebook, Twitter, and Channel 6 Community Television. An event flyer was created by Miles Stevens (see attached); six hundred of these were printed and distributed among campus and community meeting places. In addition, representatives from the planning committee marched and advertised at Knoxville’s Pride Parade in June, 2013.

Based on the statistics provided by OUTstanding’s wordpress account, the OUTstanding webpage received fairly high traffic, especially during the month of the event (2,334 views in October, which is the equivalent of 75 unique viewers per day). This was almost double the views from the same month in the previous two years the event has been held. Several community organizations (especially those exhibiting at the event) contributed to OUTstanding’s marketing strategy. The primarily intended audience was UT’s student population, so the planning committee was intentional about reaching out to several university student groups.

Below is the marketing information based on the information given by the 264 pre-registrants.

**How did you hear about OUTstanding?**

![Graph showing how pre-registrants heard about OUTstanding](image)

**Needs-assessment and survey results**

Amy Jordan, second-year extended study MSSW student, created a grant proposal for future use of the OUTstanding planning committee. Below are excerpts from zir findings. The full report is available upon request.
“It is well-documented that LGBT people (youth in particular) face higher levels of discrimination, harassment, and are less likely to have the same formal and informal supports as their straight and cisgender peers (Ahn & Fedewa, 2011; Cohn & Hastings, 2010; Hastings & Hoover-Thompson, 2011; Leedy & Connolly, 2008). It is also well documented that LGBT face higher risk of negative outcomes such as college attendance, depression, substance abuse disorders, and self-harming behaviors (Elia & Eliason, 2010; Ahn & Fedewa, 2011; Lui & Mustansk, 2012; Poteat, O’Dwyer, & Mereish, 2011)

Resilience literature has shown that positive relationships with other LGBT people and the presence of mentoring relationships improves outcomes and strengthens social identity (Kennedy, 2010; Boulden, 2008; Cohn & Hastings, 2010; McCarthy). OUTstanding seminar not only provides a place for new research to be showcased and community groups to educate the public about their services, but also exists as a networking and community-building space for LGBT people and their allies to meet. In the words of one attendee, “I realized that I had considered myself a "non-straight ally" because I felt that I was not sufficiently queer. But I am! I feel even more welcome to the LGBTQ community!” Other feedback we received in our survey conveyed similar feelings, such as “[OUTstanding is] very relevant to issues I face regularly” and “my gender feels very validated today.”

“A survey was created by a planning committee member [Amy Jordan] for this year’s seminar. The goals of the survey were to: 1) measure improvements from year to year and see if attendee expectations have been met, 2) measure attendees’ experience of the climate, 3) to gather specific ideas for improvement.

The survey consisted of five multiple-choice questions and five open-ended questions and was distributed to participants at the end of the day. Fifty-five questionnaires were returned. The results from this evaluation were loaded into an excel document and analyzed by the student who created the survey.”

Quantitative analysis included:
14/55 had attended before (25%)
36/55 came in with high or very high expectations (65%)
50/55 expectations met or exceeded (90%)
All participants rated the environment as safe and inclusive

Remarks

The planning of the next OUTstanding LGBT Seminar, themed ‘the LGBT Mind, Body, and Soul,’ is underway and will be held on November 8th, 2014 in the Carol Brown University Center. Further needs-assessment and analysis is still necessary to continue improving each year; however, the event was a tremendous success. Over $1,000 was raised through donations to benefit UT’s LGBT and Ally Resource Center. We, the planning committee, thank you for your support in making OUTstanding 2013 happen
and hope for your support in the following years. Let us know if you have any questions or need any further information!

Sincerely,

OUTstanding Planning Committee

outstandingutk@gmail.com
OUTstanding LGBT Seminar Finalized Schedule:

8:30-9:25 Check-in/Continental Breakfast
9:30-10:05 Welcome/Plenary Speaker (Robyn Ochs)
10:15-11:05 Session 1
   • James Arnett, Juliet Meggs: Queer Gaming
   • Ayse Ikizler: Sexual Minority Identity Among Middle Eastern/Arab Americans
   • Brandon Huckaby: The Game of Life
11:15-12:05 Session 2
   • Jenny Moshak: Homophobia in Sports
   • Tennessee Transgender Political Coalition workshop
   • Rick Curry: Gay Youth in the ‘Bible Belt’, Challenging Taboos Surrounding Sexual Orientation
12:10-1:55 Lunch in Ballroom
   Knoxville Gay Men’s Chorus Performance; Raffle/Community Exhibitors
12:05-1:45 HIV testing from the Knox County Health Department
12:25-12:45 Brianna Rader: Hijra Video
12:55-1:55 Robyn Ochs: Workshop
2:10-3:00 Session 3
   • Jamie Fynes: Lesbian Collegiate Student Athletes
   • Juliet Meggs: Intersectionality Discussion
   • The Change Project (Steven Romeo, Zane Ballard): Examining Art within the LGBT movement
   • Jill Sizemore: Discussion on Religion
3:10-4:00 Session 4
   • Andrea Folds: Make ‘Em Laugh
   • Jennifer Jabson: LGB Identity and Cancer Survivorship
   • Ryan Vaughan: Issues Facing Parents of Transgender Children
   • KINK: BDSM Queer Community as a Doubly Repressed Minority, panel
4:10-5:20 Closing Entertainment (Staceyann Chin)
5:20-5:25 Closing statements by chair
5:25-end Book signing/merchandise/tables open
OUTstanding LGBT Seminar 2013 flyer:

OUTSTANDING
LGBT SEMINAR 2013: AXES OF IDENTITY

WHO:
OPEN TO THE PUBLIC

WHEN:
OCTOBER 26TH, 2013 (8:30 AM-6:00 PM)

WHERE:
UNIVERSITY CENTER

ROBYN
OCHS
BISEXUAL
ACTIVIST

STACEYANN
CHIN
SLAM
POET

REGISTER FOR FREE AT:
OUTSTANDINGSEMINAR.WORDPRESS.COM

FREE LUNCH INCLUDED
16 SESSIONS TO CHOOSE FROM
RAFFLE AND COMMUNITY EXHIBITORS

Brought to you by:

9
Photos:
I. Minutes from February
   -approved

II. Guest speakers:
   a. Robin Lovett – LGBTQ Alumni/OutStanding/Alternative Spring Break trip
      LGBTQ Alumni group is attempting to raise funds for LGBTQ Alumni events,
      and the OUTreach Center. There are currently about 70 alumni in contact. They
      would like donations from the Commission or individuals for funding to reach out
      to alumni.

      -Are Allies allowed to be members? We do want to give Allies to opportunity to
        support these initiatives, but will not include Alumni in the group title.
      -Interested parties can contact lgbtalumni.utk.edu (information is also available on
        the website)

      -Alternative Spring Break Trip- Robin Lovett is leading an alternate spring break
        trip to work with LGBT homeless youth. You can support this trip by
        participating in Pie Day on Friday on Pedestrian Walkway from 10:45-12:30. $3
        per pie.

III. Committees
   a. Awards – Vote!
      -Ali sent out an email to voting members with the nominations, and thus far 9
        people have responded. The awards committee would like to close voting by
        Friday.
      -Ali will send out job descriptions for Commission positions to allow members or
        aspiring members to be more informed about the positions. Applications will be
        sent out in about a month.

IV. April visit from Chancellor Cheek:
   -Continue thinking up some questions
   - He would like to hear thoughts and concerns of the Commission. Vice Chancellor
     Hall will also be in attendance.

Questions:
-Where will the OUTreach Center be moved to when Melrose is torn down?
- Bathrooms (Individual)
- Domestic Partner Benefits
- Statement about being thankful for a Vice Chancellor for Diversity and the lobbing activities against student fee legislation, and for Sex Week
- What things does he have that are relevant to our Commission?
- What can we do as an advisory body to help his initiatives?
- Campus Climate issues (What are your impressions of the campus climate for LGBT people? Mention civility campaign.)
- Gender Inclusive Housing (New Dorms, will any have gender inclusive spaces?)
- Employee Engagement Survey (will there be any LGBT-specific questions, and how will the data be shared?)
- Full-time Staff at the OUTreach Center? (Speak to Vice Chancellor Hall about this question first)
- What are pro-LGBT moves that the Chancellor can approve/work towards that are not under legislative control?

Please send any additional questions for the Chancellor to Charlie at cclifto2@utk.edu

V. Updates
a. Lambda Student Union
   - Lambda has experienced all-time highs in attendance, and all publicity is done in house. Vice Chancellor Hall suggested that Lambda submit a proposal to the Commission for funding to aid in recruitment and retention. This proposal will be attached to the minutes for consideration
   - Thursday at 9pm is Lambda’s Drag Show in the UC Auditorium (it is the main fundraiser for Lambda)
   - April 10th in the UC Ballroom, Lambda is hosting Justin Lee, from the Gay Christian network. He would also like to do a workshop on the 9th, if you have any ideas for this, please contact Michael.

b. OutReach LGBT and Ally Resource Center
   - 4th birthday was last week, good attendance and administrative support

c. Safe Zone- Joel led a Safe Zone training for Robin’s alternative spring break trip

d. OutStanding- The theme for OutStanding is the LGBT Mind, Body, and Soul. Discussions will center around mental and physical health, as well as spirituality and the arts. The seminar will be held on November 8th, at the UC.
e. Mentor Program- The mentor program still has more mentors than mentees, so if you know of any students that would participate, please send it to them.
   -Can graduate students also participate?
   -Is the Mentor program needed?
   -Are any of the mentors trans*?

f. Other Commissions

VI. Family Restroom letter
   -the updated draft is on the back of the agenda. If you would like to add anything, please send an email to Joel.

VII. Proposed changes to bylaws
   -Our current list of ex-officio members should include changes such as (SGA President or SGA representative) to make the Commission more open to those who are more passionate about LGBT issues and would like to add an official UTPD spot.

VIII. Other business
   -We’re creating a new website for the Commission, a link should be sent out soon.

Reminder: This week is Sex Week!
I. Minutes from March

II. Guest speakers:
   a. Sex Week
      -The representative for Sex Week unfortunately did not make it to the meeting.
   b. Alternative Spring Break
      -Robin Lovett led an Alternative Spring Break trip to specifically work with homeless LGBT youth in New York. She stressed that Alternative Spring Break is a great way for our students to learn as well as assist those in need.

III. Bylaws
   -Motion to accept the proposed change from “Chair” to “Chair or designated member.” The reasoning for this change is to make our membership more open to those who want it. The proposed changes were accepted with no discussion.

IV. April visit from Chancellor Cheek: Rescheduled for Thursday, April 30, from 2:30-4 in this room
   -Chancellor Cheek had a scheduling conflict, so we will now have him for the entire 2:30-4 time period on April 30th. If you have any questions to add to those that have already been discussed, please contact Joel or Phyliss. This meeting is open, so please promote it to students, faculty, staff or anyone that may be interested.

V. Updates
   a. Lambda Student Union
      -Drag Show was very successful, Lambda raised over $500 with the event.
      -The biggest upcoming event is Justin Lee, founder of the Gay Christian Network, coming to speak on Thursday, April 10th, at 6:00pm.
      -Gary Elgan will be coming Thursday April 17th, at 6:00pm in the Ihouse to talk about the situation in Uganda.
      -Open Mic Night on April 21st in the Ihouse great room.
      -Lambda is trying to start a clothes closet and is seeking donations on April 21st

   b. OutReach LGBT and Ally Resource Center
      i. Lavender Graduation-Lav Grad will be on April 24th, so be sure to register either as a guest or a participant.
      ii. Robin and Donna are working on a First Year Studies program to talk about LGBT-friendly spaces at UT, and how to come out, etc.
c. Safe Zone
- There’s still one training session for students this semester, so be sure to check the schedule!

d. OutStanding
- Ali has a PDF copy to send out with the proposed timeline and speakers, they’re also working on writing the grants they need for funding. One of the speakers they’re looking into is a trans man who specializes in mental health in the LGBT community, the other is a speaker who specializes in body positivity. The call for proposals will be going out soon, so if you would like to have a workshop, be on the lookout.

e. Mentor Program
- Is it needed? Luke affirmed that he found that those who participate are benefitting from the mentoring program; however he believes that it could be better promoted and utilized. Mentors in attendance agreed that they feel the program is beneficial.

f. Other Commissions
- Faculty Senate: The letter writing campaign was successful, as Stacey Campfield withdrew the two proposed bills.

VI. Bathroom letter
- The letter about gender inclusive and family restrooms has been sent to the other commissions, and should be sent to faculty senate as well.

VII. Tennessee’s Religious Viewpoints Anti-Discrimination Act
a. Still sitting on the Governor’s desk
- This act would essentially allow students to harass/bully other students based on religious beliefs. (This means that a student is in a position of power, such as doing announcements, being student body president, etc., these students can use this power to promote their personal religious beliefs) It also applies to teachers and staff. A similar bill was recently passed in Mississippi.
- Is this bill on Chancellor Cheek’s radar?

VIII. Membership Committee
a. Chair/Co-Chair nominations
- We’ve had nominations for co-chairs, Joel and Phyllis.
- They were voted in as the co-chairs for next year.
- On the new Commission website, there’s a link for nominating yourself or others for positions.
-Brainstorm for ideas to get more people involved with the Commission, and specifically in leadership positions, perhaps by doing a workshop?

IX. Cupcakes
a. Delicious cupcakes from Magpies – Thanks for a great year, everybody!

-Jenny has a book signing for *Ice and Go* coming up as part of the Dogwood Arts Festival on April 26th, from 11:30-2:30.
The Chancellor meets with each commission once per year. Chancellor Cheek and Vice Chancellor Rickey Hall attended this meeting.

We welcomed the Chancellor to the meeting and thanked him for hiring VC Rickey Hall as the Commission was quite pleased with his work so far.

Cheek outlined some of the diversity work that has been accomplished since his tenure began at UT and gave us a glimpse of future plans – all dependent on budget of course. He spoke about meetings in Nashville last fall to hear from high level state officials and attorneys their views on whether TN will make any changes to the Constitution. There is no movement on this and there is no plan to make any changes unless/until Supreme Court forces changes.

Questions posed to Cheek:
What can we do as an advisory body to help his initiatives?
Cheek: Continue being an advisor group and make recommendations via Hall.
What are pro-LGBT moves that the Chancellor can approve/work towards that are not under legislative control?
Cheek: In one way or another, everything not already accomplished is under the control of the state or Board of Trustees.
Where will the OUTreach Center be moved to when Melrose is torn down?
Cheek: Melrose Hall is very far down on the list and nothing will be done for several years. After someone mentioned we have outgrown our space, Cheek suggested we work with Hall to secure larger space. Hall acknowledged he is already working on this.
Full-time Staff at the OUTreach Center?
Cheek: Deferred that question to Hall. Hall responded he is also working on a plan, dependent on funding.
How do you personally feel about LGBT rights?
Cheek: Refused to respond about his feelings personally. Noted that he is Chancellor to the university and as such his private feelings do not come into play in decision making.
Since Tanco and Jesty are UT employees, will you and the University acknowledge their marriage and grant them all the rights and benefits afforded to heterosexual married employees at UT?

Cheek: Since that judgment is stayed, no plans are being made.

Will we have any have gender inclusive housing?

Cheek: Deferred to Vince Carilli and Frank Cuevas.

Cheek informed us that he has no intention of advocating for change in the legislature or Board of Trustees. He does not pursue anything unless “he can see a way clear to make it happen.”

Cheek spoke about his vigorous defense of Sex Week and how almost this entire past legislative session was spent on this one topic.