

*Commission for LGBT People*

2/2/15

\_\_\_ in attendance

- I. December minutes approved
- II. Report back from LGBT College Fair (Nashville, TN, occurred in November 2014), Michael Porter (Undergraduate Admissions)
  - a. First LGBT-friendly college fair in the state of Tennessee
  - b. Michael and the Admissions group spoke with a student named Zach, who had been offered a “full ride,” but was not considering UTK due to its reputation as being LGBT-unfriendly
  - c. Being able to speak with students, engage them about the OUTreach Center, the LGBT Mentoring Program, and the Commission can change their opinion about UTK and make the difference
- III. Chancellor Cheek and Vice Chancellor Hall (input from the Chancellor will be denoted in *italics*)
  - a. *New developments on campus*
    - i. *Fred Brown Hall: first building on campus to be named after an African-American*
    - ii. *UTK received the Trailblazer Award from Land Grant Universities: working toward helping students be admitted and graduate*
    - iii. *Awarded “Engaged” institution from the Carnegie Foundation*
    - iv. *Very large grant with the Department of Energy in Oak Ridge, partnering with over one hundred research universities*
- IV. Report from the General Assembly
  - a. *May be a good year for the budget, hoping to fund buildings and a pay raise for faculty and staff*
- V. Are there plans for the institution, taking into account that marriage equality is on the horizon?
  - a. *The benefits are handled by the State and the Attorney General’s office, not controlled by UT as an institution*
  - b. *Most governments work in reaction to events, not proactively*
- VI. Is there concern that UTK continues to be on the *Princeton Review’s* Most LGBT Unfriendly Colleges list?
  - a. *Unsure how the list is determined, may not be scientific or accurate*
  - b. *We have very little input into how the list is determined*
  - c. *I was surprised that some schools were not on the list*
- VII. Are there plans to expand the STRIDE (Strategies & Tactics for Recruiting to Improve Diversity & Excellence) Program? (See <http://stride.utk.edu/> for more information)

- a. *Working with HR* (Mary Lucal)
  - i. Recruitment website does not communicate commitment to diversity, so looking to change and improve that
- b. Vice Chancellor Hall: it is worthwhile to back up when writing position descriptions and consider if all of the qualifications listed are necessary and what groups of people are likely to be excluded
  - i. Diversity is everyone's everyday responsibility—if you see someone saying something sexist, racist, homophobic, stop them, speak up, tell their supervisor
- c. Chancellor Cheek: *the University Ombudspersons and website* (see <http://web.utk.edu/~ombuds/index.html>) *can be helpful in these situations, or file a complaint through the Office of Equity & Diversity* (see <http://oed.utk.edu/complaints/>)

VIII. Call for Nominations

- a. Joel and Phyllis will be stepping down, so please nominate your colleagues or yourself as Chair or Co-Chair(s)!
- b. Without leadership, the Chancellor could dissolve the Commission

IX. SEAT

- a. After a conference of university administrators on sexual assault, local news ran a story that UTK should host a week of sex education
- b. Clearly, no need to invent the wheel—we already have Sex Week!
- c. Planned media outreach on this issue