I. November minutes approved

II. Discussion of gender-neutral and family restrooms, Rickey Hall, Vice Chancellor of Diversity & Dave Irvin, Vice Chancellor for Facilities Services
   a. Commission letter delivered to the Chancellor proposing gender-neutral and family restrooms (hereinafter “gender-neutral restrooms”) in all new construction and major renovations
   b. From Dave Irvin:
      i. Current master plan includes gender-neutral restrooms in all major renovations and construction (for example, renovations in Henson Hall and Humanities/HSS will include them)
         1. However, non-public spaces such as new student housing on West Campus (with suite-style restrooms between an apartment) may not
            a. Facilities is looking for spaces to add gender-neutral / family restrooms in non-public spaces to ensure that all new construction contains the restrooms
      ii. Goal of website with color-coded overlays to indicate what buildings have these facilities and where in each building the gender-neutral restrooms are
      iii. Renovations of existing facilities:
         1. If Facilities renovates a portion of an older building (for instance, Perkins), they must bring the entire building up to code, per Fire Marshal guidelines
         2. This makes it difficult to do small, low-budget “convert a restroom”-type renovations without becoming a large, $2.5 million project
         3. Goal of coordination between Facilities and the LGBT Commission to target “building neighborhoods,” and determine where gender-neutral restrooms are needed most and which buildings are most cost-effective to renovate
         4. Interest in reaching out to the University of California system as to their new policy to include gender-neutral restrooms at all campuses (see http://www.reuters.com/article/2014/09/30/us-usa-transgender-california-idUSKCN0HP2BY20140930 for more information)

III. Update from Sexual Empowerment and Advancement at Tennessee (SEAT): Sex Week Events Funding Denial
   a. Overview
      i. SEAT applied for around $14,000 (a $10,000 decrease from last year)
      ii. On the evening of Wednesday, November 26, the day before Thanksgiving, SEAT was notified that they were awarded $6,175 and that 8 out of 35 events had been funded
iii. All LGBTQ+-related events and events concerning non-Christian religions or non-Western cultures were not funded, even those that involved UT faculty
   1. Please see the attached appeal document and budget spreadsheet for more detailed information
iv. The Appeals Board has 10 days to respond
v. Process of applying is event-by-event, so individual events can be denied for any reason (here, it seems to be based on content)

IV. Committee Reports
a. Membership and Awards
   i. Please contact us if you are interested in being a Co-Chair next year
b. Equity and Issues
   i. No update, meeting next week
c. Communications
   i. Possible future panel event coordinating with Pellissippi State Community College

V. Updates
a. VolOUT
   i. World AIDS Day event with the Center for Health Education & Wellness
b. OUTreach
   i. New ambassadors
   ii. Revamping programming with a more educational focus
      1. New programs: InQUEERies, queer people of discussion group, bi and pan discussion group, asexual group
   iii. Don’t forget to donate to the Five for Five campaign
c. OUTstanding
   i. Great turnout: 288 recorded swipes; attendance from Kentucky schools, MTSU, Pellissippi, Volunteer State, Tennessee Tech
   ii. Goal of shifting the conference into the OUTreach Center (currently within the College of Social Work MSSW program)
d. OUTgrads
   i. Potluck event with Lambda Law and other graduate groups
   ii. Future: advising with VolOUT, making an LGBTQ+ Chamber of Commerce network, working with the Tennessee Equality Project’s Safe Schools Program
e. Mentoring
   i. New mentee added to the program
   ii. Application is up on the website: http://cflgbt.utk.edu/mentorship/
f. Lambda Law
   i. Hosted a lunch update with Regina Lambert for the Sixth Circuit same-sex marriage reversal and petition for certiorari to the Supreme Court in the case
g. Commission for Women
   i. Detailed discussion of the Responsible Employees policy with the Sexual Misconduct and Relationship Violence Policy
h. Commission for Blacks
   i. Positive feedback from Retention of African-Americans event
i. New business
   i. Knoxville Men’s Gay Chorus has a holiday concert on December 13, at the Bijou Theater, will be interpreted into sign language by a gay deaf man