

*Commission for LGBT People*

11/3/14

\_\_\_ in attendance

- I. October minutes approved
- II. Stop Bias reminder from Joel Kramer, Co-Chair
  - a. *Regardless of whether you do or do not know the individuals involved, please report any bias-based incident that you observe.*
  - b. How do I report an incident?
    - i. Call 911 if there is a threat or in immediate danger
    - ii. Call **865-974-3179** if no threat or immediate danger
    - iii. Online: <http://bias.utk.edu/bias-incident-reporting-form/>
    - iv. You may report anonymously or give your contact information.
- III. Committees Reports
  - a. Membership and Awards
    - i. Please reach out to Joel or Phyliss Shey or email [lgbtcom@utk.edu](mailto:lgbtcom@utk.edu) if you are interested in serving as next year's Co-Chair
  - b. Equity and Issues
    - i. SGA to vote on a resolution for gender-neutral and family restrooms in all new construction and major renovations
    - ii. Goal of a publication summarizing the Office of Equity and Diversity and Human Resources channels to report an incidence of discrimination
  - c. Communication
    - i. Note: name change of committee (formerly "Communication & Alumni") to prevent confusion between this committee and other alumni groups
    - ii. Donna Braquet to release a brief blurb summary as to what was discussed in each Commission meeting
    - iii. Haslam Business Building has added a "wellness room" that may be used for individuals who are nursing, families, or anyone needing a resting spot, regardless of gender identity
- IV. Updates
  - a. VolOUT
    - i. Support for SGA gender-neutral restrooms resolution
    - ii. Proposal to include "gender expression" in nondiscrimination clauses in *Hilltopics* (currently included in the "Bias Incident" section but not the university's overall nondiscrimination policy that applies to employment and admissions; also not included in OED's mission statement)
    - iii. Successful Halloween Drag Show
  - b. OUTreach
    - i. Successful Coming OUT Week events, Halloween party with around 80 attendees

- ii. Upcoming events:
    - 1. *The New Black* documentary screening, “You Belong Here” LGBTQ+ friendly Thanksgiving
  - c. OUTstanding seminar on Nov. 8
  - d. OUTgrads
    - i. Planning events with other LGBTQ+ graduate student groups
  - e. Mentoring Program
    - i. New mentor-mentee pair
    - ii. Idea from Phyliss to communicate with SafeZone trainers and trainees about the mentoring program
  - f. Commission for Women
    - i. Continuing consideration and suggestions regarding the Interim Policy for sexual violence and faculty-student romantic relationship policy
    - ii. New initiative to focus on lactation rooms / “wellness rooms,” especially on the Ag Campus (currently has no facilities)
  - g. Commission for Blacks
    - i. Trailblazer series continues with Rita Geier on Nov. 7
    - ii. Retention of African-Americans in Knoxville workshop on Nov. 8
- V. New Business
  - a. Ready for Day One
    - i. Focus on how universities are providing benefits (healthcare, leave, education to family, etc.) to newly married or newly recognized same-sex spouses in states that recently have marriage equality (for example, Virginia and North Carolina)
      - 1. Ultimate goal of compiling an action plan for UT, once Tennessee has marriage equality
    - ii. Tabled until next meeting
  - b. Chancellor Cheek will attend the Commission February meeting
    - i. Monday, February 2, 2015
  - c. Employee surveys