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 lgctcom@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