

Commission for LGBT People  
November 2, 2015  
\_\_ in attendance

- I. Introductions
- II. Minutes from October approved
- III. Report on CLGBT Priorities
  - a. Results from our October meeting survey:
    - i. Strengths:
      1. Diverse membership (in terms of job title)
      2. Raising awareness of important issues on campus (e.g., gender pronouns, gender-neutral restrooms)
    - ii. Opportunities for growth:
      1. Working with upper-level administrators
      2. Collaborating with other groups
      3. Making ourselves visible
      4. Promoting LGBTQ+-related research being conducted and published by our members
    - iii. Future topics for meetings:
      1. Connect with community agencies and Knoxville-area groups
      2. Work with upper-level administrators
      3. Advocacy
      4. Research topics from our faculty
    - iv. How to enhance our campus climate:
      1. More Commission and LGBTQ+ visibility at events
      2. First Year Studies programs
      3. More programming overall
      4. Trans\* education events
  - b. Setting Goals
    - i. Why is it important for us to set defined goals and meet them?
      1. We have lots of room to grow
      2. We are in the top 5 most LGBT unfriendly campuses, ranked by the Princeton Review
      3. Prospective students consider these data
    - ii. Campus Pride Index: [campuspride.org](http://campuspride.org)
      1. Provides specific metrics and areas to improve
    - iii. Journey to Top 25: integrate diversity into that mission
  - c. Feedback to ideas about metrics:

- i. Vol Vision and Strategic Plan Refresh to add diversity as sixth priority
  - ii. STRIDE and diversity hiring being discussed at conferences and faculty and administration meetings
  - iii. HR to revamp website in the spring, can add a webpage about LGBTQ+ life
    - 1. Would like to reach non-faculty hiring as well
  - iv. Diversity training for supervisors
  
- IV. New Business
  - a. Website update - please send specific feedback to Jennifer at jdobbins@utk.edu
    - i. Goal of telling our story with the Commission online
    - ii. Idea to “showcase” our Commissioners
      - 1. Other schools have “out” lists for faculty – Emory
  - b. Upcoming special meeting with Chancellor Cheek and VC Hall on November 10
  
- V. Past Events and News
  - a. Career Services: in the past year, became Out for Work certified
  - b. Pride Center's October Coming Out Week
    - i. Very successful
    - ii. Safe and brave space, even for students who have not come out yet
  - c. OUTstanding was excellent!
    - i. Thank you from Kristen and all coordinators for time, energy, and financial support
    - ii. Attendance around 290
    - iii. Future: College of Social Work no longer wants to manage OUTstanding
      - 1. Should OUTstanding be moved to the Pride Center or be a freestanding event / budget?
  
- VI. Updates:
  - a. VolOUT
    - i. October 30: HalloQueen Drag Show
    - ii. Raised over \$500 in profits
    - iii. Planning to use funds for a Second Chance Prom event in the Spring
  - b. Pride Center: Friendsgiving Dinner on November 18, at 6 p.m.
  - c. Mentoring: new flyer and pdf!
    - i. New mentees in the program
  - d. Other Commissions and Councils:
    - i. CFB: discussion on diversity hearings
      - 1. First Trailblazer event for the year will be on November 5, Dr. Michael Nettles – make plans to attend!
    - ii. Commission for Women: hosted Dr. Shivers with the Dean of Students
    - iii. CDI: hosted Dr. Shivers with the Dean of Students and released a statement on diversity
  - e. Progressive Students Alliance will host “Say Zir Name” event to promote awareness about black trans\* lives matter on November 12