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
            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