

*Commission for LGBT People*

10/6/14

\_\_ in attendance

- I. Minutes from September
  
- II. Committee reports
  - a. Equity and Issues
    - i. University of California has a measure to make all campus restrooms gender-neutral
    - ii. United States Supreme Court has denied certiorari to all same-sex marriage cases, same-sex marriage is now legal in thirty states
  
- III. Updates
  - a. VolOUT
    - i. Halloween event on October 23
      - 1. Drag talent competition
      - 2. Partnering with Sexual Empowerment and Awareness at Tennessee (SEAT)
  - b. OUTreach
    - i. Coming Out Week Events: Painting the Rock, festival on Pedestrian Walkway, legal rights discussion with adjunct law professor Regina Lambert, “Selling OUT” marketing talk with Travis Parman (Nissan Corporate Communications), Homecoming OUT Tailgate
    - ii. T-shirts are in and still available to purchase at:
  - c. OUTstanding: November 8
    - i. Register here: <http://outstandingseminar.wordpress.com/registration/>
    - ii. “LGBTQ+: Mind, Body, & Soul”
    - iii. Keynote speakers: Sonya Renee (“The Body Is Not an Apology”) and Cameron Mack (trans\* speaker on mental health)
    - iv. Reaching out to other local universities to generate interest
      - 1. University of Kentucky: recently created first UK LGBTQ Task Force
      - 2. Invitation to 2015 UNC Asheville Queer Studies Conference April 2-4, Asheville, NC
        - a. “Navigating Normativities, Queering Institutions and Challenging Inequalities”
        - b. See attached information for call for presenters and papers and registration

- 3. Plan to have a roundtable with other school leaders (students, faculty, and staff)
  - d. OUTgrads
    - i. Planning a future social event
  - e. Commission for Blacks
    - i. October 11: Dr. Marva Rudolph induction into the African-American Hall of Fame
  - f. Commission for Women
    - i. Continuing discussion of the Interim Policy on Sexual Misconduct and Relationship Violence
    - ii. Future CFW meeting with an open forum Q&A on the policy
  - g. SEAT: no attendee at this meeting
- IV. New business
  - a. New employee orientation information
    - i. Flyers on the CDI organizations will be distributed at the New Employee Trainings
  - b. Ready for Day 1
    - i. Goal of creating a list of benefits that same-sex couples would receive with the advent of legal same-sex marriage in the state of Tennessee
    - ii. See 2012 Faculty Senate Resolution ([http://senate.utk.edu/files/2011/09/2-LGBT-benefit-equality-resolution-2\\_161.pdf](http://senate.utk.edu/files/2011/09/2-LGBT-benefit-equality-resolution-2_161.pdf)) and Domestic Partnership Evaluation Study by Donna Braquet and Bharat Mehra (<http://web.utk.edu/~bmehra/domesticpartnershipreport.pdf>) as to 33 benefits
      - 1. Both are attached
    - iii. Consider other benefits—separate into university-derived (for example, medical leave to take care of an ill spouse) vs. state-derived (adoption of a child)
    - iv. Email us your thoughts!
  - c. Needs assessment (from HR)
    - i. Nov. 3 – 21: Employee Engagement Survey
      - 1. Plan to include a question as to LGBTQ+ identity to collect data
    - ii. Goal of a similar question for undergrad students in new student survey and for graduate students

## **RESOLUTION TO THE UTK FACULTY SENATE - *Support for Benefit Equality at UT***

Presented by the Benefits and Professional Development Committee

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**Whereas**, members of the Lesbian, Gay, Bisexual, and Transgendered (LGBT) Community contribute daily to the life of the university, and

**Whereas**, the University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its employment programs and services providing equal consideration for employment without regard to sexual orientation or gender identity, and

**Whereas**, all employees of the University of Tennessee should enjoy the benefits associated with their employment without regard to sexual orientation or gender identity, and

**Whereas**, such benefit equality will strengthen the University of Tennessee's ability to attract and retain stellar faculty and staff in accordance with the VolVision / Top 25 efforts, and

**Whereas**, such benefit equality will promote a climate of civility on the University of Tennessee campus, and

**Whereas**, the University of Tennessee Faculty Senate has a history of supporting the University's LGBT Community, including passing a resolution supporting the inclusion of sexual orientation as a protected category in the University of Tennessee's personnel policies in 2003, and passing a resolution supporting the creation of a "safe zone" in 2008, and

**Whereas**, the University of Tennessee provides some benefits to LGBT partners (a dual career couple assistance program ("spousal hire"), access to recreational facilities and library privileges), as documented in the addendum *Domestic Partner Benefits at the Top 25 Public Universities* and

**Whereas**, the University has made progress in terms of support for LGBT people, including establishing the Chancellor's Commission for LGBT People (2006), implementation of the Safe Zone Program (2009) and the creation of OUTreach: LGBT and Ally Resource Center (2010)

### **Therefore, be it resolved that**

The University of Tennessee Faculty Senate supports benefit equality, where all benefits associated with employment at the University of Tennessee are extended to all employees as appropriate to their employment status, without regard to sexual orientation or gender identity, and that

Benefit equality specifically includes, but is not limited to:

1. health insurance benefits for the domestic partners of LGBT employees on a basis equal to those extended to the spouses of other employees, and
2. family leave benefits for LGBT employees for the care of their domestic partners and children of their domestic partners on a basis equal to those extended to other employees, and

3. educational assistance (fee waiver) benefits for the domestic partners and dependent children of LGBT employees on a basis equal to those extended to the spouses and children of other employees.

The faculty senate requests written responses from Chancellors Cheek and Arrington on the Administration's plans for progress on benefit equality, with specific reference to the 33 items listed in the *Addendum*.

**Domestic Partnership Benefits at the Top 25 Public Universities**  
 Full report available at: <http://web.utk.edu/~bmehra/domesticpartnershipreport.pdf>

*Univ. Identification ↓ Assessment Criteria →	UC--B	UC--LA	Virginia	Michigan	UNC-CH	W & M	GaTech	UC--SD	UC--D	UC--SB	UC--I	Washington	UT Austin	Wisconsin	Penn State	UI--UC	Florida	Ohio Sate	Purdue	Georgia	Maryland	Texas A&M	Clemson	Rutgers	Minnesota	Pittsburgh	UTK	Total	
<b>1. HEALTH CARE</b>	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓			✓	✓	✓		<b>20</b>	
1.1 Medical	✓	✓		✓			✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓			✓	✓	✓			
1.2 Vision	✓	✓		✓			✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓			✓	✓	✓			
1.3 Dental	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓			✓	✓	✓			
1.4 Health care, vision, dental: Child	✓	✓		✓			✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓						✓				
1.5 Flexible spending accounts	✓	✓					✓	✓	✓	✓	✓	✓													✓				
1.6 Student health services	✓				✓									✓			✓		✓			✓							
<b>2. LEAVE</b>	✓	✓		✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓		<b>18</b>	
2.1 Family medical leave	✓	✓		✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓					✓	✓				
2.2 FML partner's child(ren)	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓					✓	✓				
2.3 Sick leave	✓	✓		✓			✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓					✓	✓				
2.4 Bereavement leave	✓	✓		✓			✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓					✓	✓	✓			
2.5 Bereavement leave (child)	✓	✓		✓			✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓					✓	✓				
2.6 Parental leave (adoption/birth)							✓							✓	✓			✓	✓						✓				
<b>3. FINANCIAL ASSISTANCE</b>	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓			✓	✓	*	<b>18</b>	
3.1 Financial planning assistance																		✓											
3.2 Tuition partner															✓			✓	✓			✓					✓		
3.3 Tuition partner's child																		✓	✓			✓							
3.4 Discounts																		✓			✓								
3.5 Adoption assistance																													
3.6 Non-resident tuition remission	✓	✓					✓	✓	✓	✓	✓			✓					✓							✓			
3.7 Dual career couple assistance program	✓			✓	✓		✓	✓	✓	✓	✓	✓		✓			✓		✓			✓			✓	✓	*		

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<b>4. INSURANCE</b>	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓		✓			✓	✓	✓		<b>19</b>
4.1 Accidental death and dismemberment insurance	✓	✓			✓			✓	✓	✓	✓	✓		✓					✓									
4.2 Life insurance partner	✓	✓		✓	✓			✓	✓	✓	✓	✓		✓					✓		✓				✓	✓		
4.3 Life insurance partner's children	✓	✓		✓				✓	✓	✓	✓	✓		✓					✓						✓			
4.4 Long term care insurance				✓										✓										✓	✓			
4.5 Student health insurance program	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓					✓	✓			
<b>5. COUNSELING</b>	✓			✓					✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓				✓	✓		<b>15</b>
5.1 Couples counseling	✓			✓							✓	✓	✓	✓	✓		✓	✓	✓	✓	✓					✓		
5.2 Employee assistance programs (EAPs)	✓			✓					✓			✓	✓	✓				✓	✓						✓	✓		
5.3 EAP for partner's child	✓			✓					✓			✓		✓					✓							✓		
<b>6. CAMPUS SERVICES</b>	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓		*	<b>22</b>
6.1 Athletic department ticket	✓											✓		✓					✓									
6.2 Recreation membership	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓			✓	✓		*	
6.3 Library privileges	✓			✓			✓	✓				✓	✓	✓			✓			✓	✓						*	
6.4 Child care													✓				✓	✓							✓			
6.5 University housing	✓	✓		✓			✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓			✓	✓			
6.6 Legal assistance	✓	✓		✓				✓	✓	✓	✓						✓											
<b>Total out 33 criteria</b>	<b>25</b>	<b>18</b>	<b>1</b>	<b>20</b>	<b>7</b>	<b>0</b>	<b>8</b>	<b>21</b>	<b>21</b>	<b>18</b>	<b>20</b>	<b>22</b>	<b>6</b>	<b>25</b>	<b>12</b>	<b>12</b>	<b>15</b>	<b>19</b>	<b>24</b>	<b>5</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>21</b>	<b>10</b>	<b>3</b>	

[Data retrieved from websites during December 2011 – February 2012 using U.S. News & World Report 2011 rankings]

Domestic Partnership Benefits at the Top 25 Public Universities  
Full report available at: <http://web.utk.edu/~bmehra/domesticpartnershipreport.pdf>

In order of 2011 ranking:

U--B	University of California—Berkeley
UC--LA	University of California—Los Angeles
Virginia	University of Virginia
Michigan	University of Michigan—Ann Arbor
UN--CH	University of North Carolina—Chapel Hill
W&M	College of William and Mary
GaTech	Georgia Institute of Technology
U--SD	University of California—San Diego
U--D	University of California—Davis
U--SB	University of California—Santa Barbara
U--I	University of California—Irvine
Washington	University of Washington
UT Austin	University of Texas—Austin
Wisconsin	University of Wisconsin—Madison
Penn State	Pennsylvania State University—University Park
UI--UC	University of Illinois—Urbana-Champaign
Florida	University of Florida
Ohio State	Ohio State University—Columbus
Purdue	Purdue University—West Lafayette
Georgia	University of Georgia
Maryland	University of Maryland—College Park
Texas A&M	Texas A&M University—College Station
Clemson	Clemson University
Rutgers	Rutgers, the State University of New Jersey—New Brunswick
Minnesota	University of Minnesota—Twin Cities
Pittsburgh	University of Pittsburgh

NOTE: Check marks indicate that websites specifically mention access to benefits for domestic partners; Universities may offer additional benefits than those able to be discerned through this website analysis; The 2011 U.S. & World Report rankings listed 26 universities as being the top 25 since two schools shared the same position.

Call for Papers

**2015 UNC Asheville Queer Studies Conference** April 2-4, Asheville, NC  
“Navigating Normativities, Queering Institutions and Challenging Inequalities”

Abstract Deadline Monday, November 24, 2014

The UNC Asheville Queer Studies Conference, a biennial event established in 1998, attracts an international audience of activists, academics, and artists who showcase a range of creative and scholarly pursuits related to the investigation of genders and sexualities. All GLBTQ-related proposals will be considered. We invite a diverse representation of approaches and participants, including faculty, staff, graduate students, community members and undergraduate students. All formats will be considered, including paper presentations (15 minutes), panels (60 to 75 minutes), workshops, exhibitions, film screenings, and performances. Paper presentations will be organized into groups of 3 to 4.

Elaborations on the theme Navigating Normativities might include:

- what gets lost with gained rights?
- queer gains and losses in the classroom, health care, military, and workplaces
- navigating legal, cultural, educational, professional or faith-based discourses
- navigating race, disability, ethnicity, class
- queering gender borders, identities, spaces
- navigating our queer bodies through straight spaces
- transgender, gay, lesbian, bisexual and/or intersexed action or voices
- queer activism: measured means and/or outcomes
- investigations of shame, privilege, home, space, reclamation
- queer youth/older adults: lived experience and activism
- queer representations, expressions and cultures in art, literature, craft, and performance

In addition, we are issuing a special call for papers, presentations or performances on the theme of Black Mountain College. Inquiries and submissions for this special theme should be sent to Dr. Brian Butler, [bbutler@unca.edu](mailto:bbutler@unca.edu).

Panel proposals, paper abstracts, and proposals for art exhibitions, workshops, film screenings and performances are due as a PDF or .Doc file attachment no later than Monday, November 24, 2014.

Please email individual paper abstracts (up to 500 words), panel and workshop proposals (up to 700 words) and other proposals (up to 1000 words when appropriate include images, samples, or clips). All proposals should include a title for the presentation, panel or performance, type of format preferred, length of time preferred, audio/visual and accessibility needs as well as full names, email addresses and affiliations of all the authors. Send your completed abstract/proposal to: [qsconf@unca.edu](mailto:qsconf@unca.edu).



Registration: To register, please fill out and mail the registration form. All speakers must register for the conference. Registration (due February 23, 2015) is \$100 for faculty/professional, \$80 for graduate students/non-profit professionals, and \$60 for undergraduate students/unemployed or underemployed. Late registration (after February 23rd) is \$125 for faculty, \$100 for graduate students, and \$70 for undergraduate students (includes breakfasts and lunches). Daily community passes (to attend sessions) will be available at the conference (\$20); the fee to attend only a keynote address will be \$20.

### **Keynote Presenters**

Kate Clinton - Thursday Evening, April 2

Urvashi Vaid - Friday Afternoon, April 3

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For additional information, email questions to Lori Horvitz: [lorvitz@unca.edu](mailto:lorvitz@unca.edu), or Sophie Mills: [smills@unca.edu](mailto:smills@unca.edu)

For more information: <https://wgss.unca.edu/queer-studies-conference>