

Commission for LGBT People

Meeting Minutes

October 7th, 2019

Attendance: Jennifer Jabson Tree, Lettie Flores, Kayla Irwin, Vice Chancellor Tyvi Small, Provost David Manderscheid, Joel Anderson, Ciara Gazaway, Jeremy Gilbert, Kelly Kain, Mary Lucal, Will Martinez, Joe Miles, Rob Morris, Njyhalo Pavati, Tammy Renalds, Jennifer Richter, Chris Shuping, Merrill Walter, Janelle Coleman, Jeremy Mobley, Jill Malolepszy, Katrice Morgan, John Zomchick, RJ Hinde, Kari Allredge, Rachel Parcell, Tom Cervone, Diane Goble

- I. Upcoming events:
 - a. Intergenerational Discussion Panel, October 23rd, 12-1:30pm inside the Student Union 362A/B
 - b. Anti-Bullying Events (concerning bullying in higher education), Dr. Leah Hollis, March 4th-6th
 - c. Knoxville's Queer History Event, Wednesday October 9th at 6:30pm-8:30 pm inside Hodges Library Auditorium 1st Floor
 - d. National Coming Out Day Ice Cream Social by UTK Pride Center is on Friday October 11th at 4pm-6pm inside the Strong Hall Atrium
 - e. Knoxville Gay Men's Chorus, featuring Levi Kreis, will be performing Friday October 11th at 7:30pm at the Bijou Theater. Tickets can be purchased on the Bijou website. The cost is \$21.50 per ticket.

- II. Approval of September minutes
 - a. Njyhalo Pavati
 - b. Tami Reynolds

- III. Updates from sub- committees
 - a. Equity & Climate-waiting for contact
 - b. Communication and Alumni- Joe, awareness of committee, met with chairs and with awards committee
 - c. Membership and Awards- Jeremy Gilbert- partnering with communication and alumni. He would like to increase recognition and visibility. It was suggested commissioners bring guests to our meetings. Word of mouth is very powerful.
 - d. Transgender and Non-Binary Issues- Will, working with other institutions to see what they are doing. He is also talking with campus housing and working on Q closet.

- IV. Updates from Co-Chairs, Jennifer Jabson Tree and Lettie Flores
 - a. Activities

- i. Tabled at HR Benefits (first time ever!), Jennifer and Joel
 - ii. Working with Bonnie Johnson and Mary Lucal on Intergenerational Panel
 - 1. Jennifer will be the MC
 - iii. “All gender” signs for restrooms on campus. Agreement with Chancellor’s office last year. There are some buildings on campus that haven’t been changed or the names were not “all gender”. The conference center is still missing “all gender”. They have contacted Chancellor Plowman regarding the issues.
 - iv. Collaborating with the Health Center regarding Transgender wellness (mental, general, and physical health). Met twice with a small group. The goal is to have a Transgender Health Conference in the fall. Thinking of speakers and ideas. If anyone has ideas for this conference please contact Jennifer or Lettie.
 - v. OUTstanding conference went well! 70 attendees, 12 organization tables. Well received. Anticipate this happening next year. The commission could be more involved in this next year.
 - vi. Providing information to Dr. Theriot at Teaching Learning and Innovation to address LGBT inclusivity in the classroom. Dr. Theriot suggested center for teaching and learning innovation to spotlight CFW, CFB, CFLGBTQ faculty in newsletter.
- b. Budget: \$5,000. What we have spent so far:
- i. Lunch \$230
 - ii. OUTstanding \$150
 - iii. Intergenerational Panel \$500
 - iv. Anti-Bullying Events \$500
 - v. Table Cloth with logo \$325
 - vi. Lapel pins \$225
 - vii. Total spent \$1930.
- c. Question from attendee regarding the process for requesting funds.
- i. Process: Send Jennifer or Lettie a proposal with the amount requested, contact information, and event information, and a thoughtful, clear and specific description about how the funds will be used. The request is then sent to the subcommittee co-chairs. They can approve on their own, suggest a new amount, or deny. Determination is made based on a majority vote.
- d. Student advocate awards will be funded by the Office of Diversity and Engagement.

V. Other committee updates:

- a. CFB:
 - i. Chancellor Plowman was at the September meeting.

- ii. They are planning to host a retreat for students, staff, faculty for those of color.
- b. CDI:
 - i. Under the Office of Diversity and Engagement.
 - ii. Their budget has gone unspent in the past. Please keep them in mind for funding requests for events.
 - iii. Work being done to make the application process much easier to request funding/sponsorships.
 - iv. Discussed the Purpose of CDI now that we have the Office of Diversity and Engagement. They will serve as the umbrella group for other commissions.
 - v. Help with under represented groups that may not have a commission.
- c. CFW:
 - i. Women's Leadership for Higher Education went well.
 - ii. Chancellor was the speaker. A link is available to watch her presentation at the conference.
 - iii. Working to come up with ideas to celebrate the 100th anniversary of women's right to vote, 2020.
 - 2. March Celebrations- Women's Month.
- d. SGA- sent students to help with OUTstanding.
- e. GSS- representative not present.
- f. OUTgrads- fund social activities for grad students. If you have or know grad students, please let them know about OUTgrad.
- g. volOUT- Pride center working to recreate volOUT for undergrad students.
- h. Pride Center- 2019 Pride List came out October 2nd, partnered with daily beacon, student, staff, faculty, alumni, etc for ally signatures. Over 1500 signatures. Spotlights to get visibility out there to students.
 - i. Ice cream social
 - ii. Friendsgiving

VI. Discussion with Provost David Manderscheid

- a. What would he like to see and what he sees for us:
 - i. He wants to know about issues, sooner rather than later.
 - ii. Progress: Pride Center moving to the Student Union & permanent VC in diversity. He sees a lot of work that needs to be done in this conservative area. Continue Mattering and Belonging campaign.
 - iii. Diversity action plans: Vice Chancellor Tyvi and Provost Manderscheid discussed VolVision 2020 pushing to units across campus.

1. Time to revive diversity action plans. The units will submit this fall. Plan is go over action plans, share with colleges, and provide feedback. These will factor into the evaluations of the deans. He will review those.
 2. Administrative units will also develop a plan. They will also be held accountable by the Chancellor. We will not wait for the next strategic plan.
- iv. Question from attendee: To what extent is diversity being addressed?
1. VC Tyvi: Division of Student life, fraternities and sororities. Intergreek council, best practices and etc.
 2. Empathy training.
- v. Question from attendee: The Pride flag was removed at the beginning of the year in the student health center. Does anyone know why?
1. Provost and Vice Chancellor Tyvi were not involved in the decision. A plaque was put in to replace the flag. Policy was mentioned about flags being hung on property. Student life discussed visibility being important but also action about making LGBT feel comfortable. Working to hire a multicultural council.
- vi. Jennifer will give an educational training for providers, staff, at the student health center, on October 09 at 8a.m. for LGBT 101 and TN data she has published.
- vii. Question from attendee: What is the “Matter and Belonging” initiative doing?
1. Incorporated into new faculty orientation. Lunch event a couple of weeks ago. 40-45 people there to emphasize mattering and belonging.
 2. As part of enrollment growth, able to hire more faculty and staff, office helping to get students and retain the student. 2% growth in enrollment. 5 of the 20 new faculty are around people that either study disparity or who bring members of under represented groups.
- viii. Question from attendee: To what extent will diversity and inclusion be added to the undergraduate curriculum?
1. Looking to add two new course categories for fall 2021 catalog.
 2. VC Tyvi’s office sponsors lunch and learn to talk about subject matter that faculty hope to have in the new course catalog.
 - a. 85 faculty attendees through 4 sessions.

- b. Commissioners would be interested in attending.
3. Diversity plans: How clearly defined is diversity on the assessment? For example, engineering focuses on female and black students as the minority.
- a. Provost: The plans are going to VC Tyvi and Provost. They have to have a broad definition of diversity. Diversity has to be broadly defined to make sure all included.
 - b. Dr. Coleman- The plans will be different based on which college, plans to be tailored to colleges and what they need in terms of diversity.
 - c. VC Tyvi: There is a process, once we get the plans VC Tyvi and the Provost will meet with the college to discuss the plans. Together plans can be adjusted if needed.
 - d. Provost: We will also be sharing the plans across the colleges. The colleges may see connections that the Provost and VC Tyvi did not see.

VII. Adjourn