

## Commission for LGBT People

### *Meeting Minutes*

Monday September 9th, 2019

Attendance: Jennifer Jabson-Tree, Letticia Flores, Kayla Irwin, Janelle Coleman, Bonnie Johnson, Jordan Smith-Porter, Gary Skolits, Chris Shuping, Rob Morris, Emily Constantin, Jeremy Gilbert, Kelly Kain, Stephanie Langley, Tammy Renalds, Casey Darby, Ciara Gazaway, Sarah Walters, Allison Heming, Joe Miles, Njyhalo Pavati, Megan Venable, Matthew Theriot, Chris Kilgore, Lorna Hollowell

I. Intro- Dr. Flores & Dr. Jabson Tree

II. Visit from Chancellor Plowman

- a. Wants us to “Do”. What is the work we need to do to change that environment? Focus on creating a campus that everyone feels they belong.
- b. What has to happen for everyone at UTK to feel they matter? Focus on what it means to be a volunteer. State funding back for Office of Diversity.
- c. Idea from Dr. Larry Roper-come up with a statement of what we believe and what we are held accountable for.
- d. Her advice: Pick a priority and focus on it. Small wins.
- e. Q&A/Comments:
  - i. Plowman Question: How do we get on commission: Volunteer, submit application, co-chairs review, always accept unless huge red flag,  $\frac{2}{3}$  attendance from previous members to remain on commission.
  - ii. Commission: A lot of hurt, How does Chancellor Plowman bridge this gap? Chancellor response: Getting face to face with commissions, small groups of students who felt hurt by Beverly getting fired. She wants to start from the beginning and start with conversation. Will ask faculty and senate to work with legislature. Wants to build relationships.
  - iii. Plowman’s Question: what should she do: Response from commission: Transparency, things happen on campus but students (even faculty) not told why. Plowman: Typical undergrad does not read emails from chancellor, how should she communicate to students? She is trying some social media. Commission Response: Try social media and use pictures, diagrams, etc. Response: Heads up to all students prior to publishing.

- iv. Plowman: A leader has different voices, drive to mission: Educate, Discover, produce research. We can't do that well if not in an environment of belonging.
- v. Commission: Authenticity: Lack of authenticity from listening panel last year. Lack of trust now. Plowman Response: Tired of words and no action. No longer renting space on campus, exceptions are Thompson Boling Arena, Neyland Stadium, and Conference Center rooms (all expensive).
- vi. Plowman: Going out to interact with faculty/departments for "office hours" availability.
- vii. Commission: CFLGBT would like a heads up about terrible events groups are planning, rally, etc. Can we be more aggressive on planning? More urgency in our actions. Chancellor: Crisis communication consultant meeting with cabinet. Crisis: Act quickly, state beliefs, respond. 4 scenario templates created already.

III. Follow up from commission after Chancellor Plowman's visit:

- a. She is encouraging small wins, but that is like moving mountains for us on campus.
- b. Idea from commission: Similar to Humans in New York, create a "Vols at UT" how we define ourselves, identify, etc.

IV. Approve minutes

- a. Bonnie Johnson, Allison Heming

V. Powerpoint presentation

- a. Need one more subcommittee "yes"
- b. Submit requests for activities to Dr. Jabson-Tree, Dr. Flores, Kayla Irwin
- c. Flyers for Ice Cream Social and OUTstanding conference
- d. Priorities Survey Review Responses
- e. Opportunities for Diversity Training

VI. Updates from committees

- a. None at this time

VII. Adjourn