

Commision for LGBT People
Meeting Minutes
December 2nd, 2019

Attendance: Letticia Flores, Kayla Irwin, Tom Cervone, Emily Constantin, Ciara Gazaway, Jermey Gilbert, Bonnie Johnson, Kelley Kain, Stephanie Langley, Mary Lucal, Joe Miles Rob Morris, Njyhalo Pavati, Megan Venable, Merrill Walker, Janelle Coleman, Matthew Theriot, Chris Kilgore, Jill Malolepszy, Danielle Johnson, Ronda Wright

- I. Introductions
- II. Updates from the co-chair- Dr. Lettie Flores
 - A. News that Dr. Jennifer Jabson Tree will be stepping down as co-chair.
 1. Tom Cervone believes in the last several years that we have had a co-chair.
 2. If anyone is interested in assisting Dr. Flores please contact her or Kayla.
 - B. Tom and Jeremy have stepped up as co-chairs for Equity and Climate
 - C. Trans student health task force- they are meeting December 10th.
 1. Knox Center for Reproductive Health, Positively Living and Planned Parenthood will be attending as well.
 - D. Commission membership: we will be standardizing applications among all commissions and council however each application can be tailored specifically to each commission.
 1. Mary Lucal said the small membership of CFLGBT has always been this way.
 2. CFB added half an hour to their meeting so that the meeting can be a working meeting. The first hour will be general meeting and 30 minutes for the subcommittee meetings.
 3. Several members spoke up during our meeting stating they liked the idea of adding time to the meeting so that subcommittees can meet.
 4. We will clarify with CFB and CFW on how they are structuring their meetings and look at adding additional time.
 5. Our numbers are small so we do not think we want to add restrictions to the membership application.
 - E. Hera Jay Brown - Fulbright recipient and first trans woman to receive a Rhodes Scholarship!
 - F. Patrick Sonnenberg- Fulbright recipient!
 - G. Ashley Blamey and Jenny Richter will come to our February meeting to discuss UTK Action Collaborative.
 - H. Spotlight within our commission. Please email Kayla and Dr. Flores with nominations.
 - I. New Employee Orientation January 21st, February 17th and March 16th
 - J. QCloset organizing event @ the Pride Center
 1. December 10th. 2-5pm.

- K. Early to Mid Spring we will begin Co-Chair search and nominations.
 - 1. Membership and Awards Subcommittee can head this up.
 - L. Question from Emily: Pronouns for name tags- Who regulates adding pronouns to nametags? Are student workers allowed to add them or just staff or faculty? The concern is uniformity. Some students and staff may want to add pronouns however not all students want to add pronouns and you cannot force students to add them. The Pride Center does have buttons that can be used on name tags.
 - 1. Bonnie mentioned there might be a lot of miscommunication among pronoun rules and regulations.
 - 2. Mary Lucal: This could be a movement that the commission takes on to provide guidance.
 - 3. Could we order pronoun tags? Ronda will send Dr. Flores an email with an example.
 - 4. Jenny Richter is not aware of an official policy regarding pronouns. Regarding the confusion we could ask them for the policy they are referencing.
- III. Upcoming Events
- A. Anti-Bullying Event: Dr. Leah Hollis is coming to UTK on March 4th-6th for events regarding bullying in higher education.
- IV. Updates from the Subcommittees, Commissions, and other organizations
- A. Equity and Climate
 - 1. Not able to attend the subcommittee meeting.
 - 2. Tom Cervone and Jeremy Gilbert have stepped into the subcommittee co-chair positions.
 - B. Communications and Alumni
 - 1. Mentor Program- they are working on a “speed mentor” event. We will pull members from the commission. The event may take place in Library on campus.
 - C. Membership and Awards
 - 1. Chancellor’s Award nominations due February 3rd.
 - 2. We all know someone we could nominate so please nominate!
 - 3. They are working on two events for the Spring. They will focus on getting the word out about the commission and purchasing “swag” such as bookmarks and stickers.
 - 4. Jeremy would like to have a Handout for all new employee folders.
 - 5. Dr. Coleman said they, the Office of Diversity and Engagement, are in the process of putting together a flyer with information about all commissions and the council. This is a work in progress and she will share more information when it is available.
 - 6. On Mondays an event is held for new employees at the Creamery, former visitor center. Tables are set up for employees to receive information regarding retirement, benefits, etc. jThe commissions could set up a table to discuss what they do at the University. Please reach out to Jeremy if

you are interested in volunteering. Takes place at 8am but tables just need to be set up by 11am. No other commissions attend.

7. We could have one "Commission" Table which would allow a rotation between the commissions. Kayla and the other GAs can create a sign up sheet for all the commissions to sign up for the dates they will run the table.

D. Transgender and Non-Binary Issue

1. QCloset Sorting party Next tuesday, December 10th, 2-5pm.
2. Making progress on LLC packets for Diversity. They are getting all the data together now. The goal is for everything to be submitted by May and implementation will be two years after that.

E. Pride Center

1. HoliGays Event

F. CFB

1. Dr. Coleman- Sharon Couch is stepping back in her chair role.
2. Dr. Javiate Samuel will stay until the end of the year, and Dr. James Williams will assume the chair position.
3. They are also moving to the split time, general meeting and subcommittee meeting time.
4. They are working on an event for the Spring.

G. CFW

1. No one in attendance from CFW today.

H. CDI-

1. Athletics department came in. Starting their own Diversity Council to support students and staff.
2. Discussing membership and the application process.
3. Addressing what we want CDI to look like
4. Challenges of Time: Difficult for other commissions to attend and subcommittee collaboration. They will be allowing 30 minutes at the next meeting for the ad hoc committees to meet.

I. Open Doors Event (Flyer attached)

1. HR event, cookies and punch
2. We would like someone from each commission to be there during the time.
3. Sign Up for times that you can attend. Sign up information will follow.

J. Coming Out on RockyTop

1. Jeremy has an idea to build on the video shown in Safe Zone from the Pride Center.
2. Testimonials from LGBTQ+ faculty, staff, and alumni. Open to all!

V. Approve November Meeting Minutes

A. Motion

- B. Approved
- VI. Meeting Adjourned

Next meeting-- Monday, January 6th, 12-1:30

Happy end of semester!