

April 12, 2004

Minutes of the Advisory Committee on Lesbian, Gay, Bisexual, and Transgender (LGBT) Issues

Present: Roy Badger; Todd Biedermann; John Blaszczyk; Gloria Kopke (Co-Chair); John McCaw (Co-Chair); Jeffrey Merrick; Debbie Renard; Ellen Semran; Pat Villarreal (in lieu of Anthony Hightower).

Excused: Roberta Hanus, Yves Lapierre, Steve Miller

The meeting began at 2:00 pm in Holton 341.

1. The minutes of the March 15, 2004 meeting were approved.
2. Gloria and Jeff recently met with Joan Prince regarding the University's involvement in the annual United Way campaign. Joan proved very responsive to the Committee's concerns with respect to the troubling fact that UWM's stated policy of non-discrimination on the basis of sexual orientation directly conflicts with the University's financial and institutional support of a discriminatory institution such as the Greater Milwaukee United Way. Gloria reports that Joan is willing to participate in the collection and dissemination of information in order to help the UWM community better understand the various facets of this issue. However, Joan does support the United Way campaign as an effective way to contribute financially to area charities, agencies, and organizations. With this said, Gloria says that Joan will be willing to help collect and disseminate information in at least two specific ways: (1) the establishment of a webpage on the UWM website which will provide potential contributors to the United Way with information that will help them make a more informed decision; (2) the establishment of an "information fair" with representatives from the SECC groups so that UWM employees may ask questions about these groups.
3. Pat Villarreal reported that Anthony Hightower has communicated to the Physical Plant our report findings and concerns regarding defamatory graffiti in campus restrooms.
4. John M. has sketched an outline of a letter in response to Monica Rimai's December 1, 2003 Memorandum in which she denies the Committee's request that "Gender Identity/Expression" be included in the University's Discriminatory Conduct Policy (S-47). John, Gloria, and Roberta will meet this week in order to review the outline so that it may be turned into a full draft. The letter will attempt to reargue our request on the basis of new information brought forth by Ellen and John B., and will specifically address main points of concern as expressed in the Memorandum itself. In time, a draft of the response letter will be circulated among the Committee members for review and comment.
5. Jeffrey and Debbie have reviewed the results of the Campus Climate Survey for a general, global picture of the levels of satisfaction and dissatisfaction among UWM's faculty, classified staff, and unclassified staff. Debbie and Jeffrey note that, generally speaking, the LGBT respondents (~155 of ~1000 total) report a disproportionately high degree of dissatisfaction with respect to campus climate. Debbie and Jeffrey will soon analyze the results more in depth.
6. The Domestic Partnership Policy is online! The DPP has been included among the Selected Academic and Administrative Policies (SAAPs). In order to access this section, go to the UWM mainpage, click on "Faculty/Staff" on the bottom left side, then click on the "Secretary of the University" link on the Policies page, then scroll down and click on the "Selective Academic and Administrative Policies" link. (Or just click on or type in the SAAP URL: http://www.uwm.edu/Dept/SecU/acad+admin_policies/index.html.) On the SAAPs page, the Domestic Partnership Policy does not yet have an assigned number, but is located between S-17 and S-19.5. This announcement led to a discussion on how to keep the DPP updated. Also, Jeffrey mentioned that four finalists for various on-campus positions have expressed dismay regarding the lack of health benefits at UWM for domestic partners.
7. Announcements: (1) Congratulations to Ellen Semran for being accepted to graduate school at Iowa State University! And Congrats again to Ellen for being appointed Iowa State University's LGBT Coordinator!!; (2) Sarah Morgan is working with Scott Gore (Director of the Student Union) to set up one gender-neutral restroom for those who would feel more comfortable using it; (3) The next LGBT Advisory Committee meeting will be held on Monday, May 10 at 2pm in 341 Holton.

The meeting was adjourned at 3:30 pm.

Respectfully submitted,

Gloria Kopke (Co-Chair)
John McCaw (Co-Chair)