

February 16, 2004

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

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

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

1. The minutes of the December 8, 2003 meeting were approved.
2. Gloria reported that the Domestic Partnership Policy will soon be included among the Selected Academic and Administrative Policies (SAAPs) on the UWM website. 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](http://www.uwm.edu/Dept/SecU/acad+admin_policies/index.html).) [As of March 14, 2004 the DPP has not been added, but we expect it to be added soon.]
3. It was announced that the kiosk in Nursing (Cunningham Hall) now displays some LGBT materials.
4. As part of an effort to assess issues of campus climate, the Committee proceeded to discuss an important, physical aspect of this climate: bathroom graffiti. The Committee has a special interest in finding graffiti that are deemed particularly offensive to LGBT, women, and other restroom patrons who, with no other options, must endure degrading and/or hostile messages and images in stalls, urinals, etc. Each of the Committee members volunteered to inspect various restrooms on campus, and will submit a report of the findings to Gloria Kopke before the March meeting. It is hoped that the findings will result in improved and more consistent campus-wide maintenance of restroom facilities.
5. The Committee discussed its ongoing attempt to convince the University to incorporate gender identity and gender expression into its list of categories that are officially protected from discrimination. Central to this discussion was the memo, in opposition to the Committee's request, from Monica Rimai (Interim Vice Chancellor for Administrative Affairs and Chief Legal Counsel) to Sona Andrews (Vice Provost). Jeffrey noted that the three main concerns outlined in the memo were: (1) the perceived confusion in the terminology of gender identity/expression; (2) the absence of legal precedence which would guide the inclusion of gender identity/expression into University policy; (3) the fear of a "slippery slope" whereby other currently unprotected groups might seek legal protection and redress. This observation led to discussion of terminology, and members of the Committee will review how gender identity/expression is handled as a protected class in the policies and procedures established by colleges, municipalities, and states.
6. Next came a discussion of the United Way's annual campus campaign, and the scope of the United Way's administrative involvement and financial benefit, if any, in conducting the SECC campaign. Members of the Committee continue to investigate this issue. In addition, Gloria is still trying to speak with Joan Prince about how the decision is made to allow the United Way to conduct its annual campaign on campus.
7. The Committee's discussion regarding blood drives on campus, particularly those sponsored by the Red Cross, has been postponed because of higher priority concerns.
8. The results of the Campus Climate Survey are in, and Debbie Renard and Jeffrey Merrick will review the data together. The Committee discussed recommending a Campus Climate Survey every five years to combine issues and assess climate related to LGBT, women, and race/ethnicity issues.
9. Several announcements were made: a potluck at the LGBT Center; a lecture by John d'Emilio; a lecture by John Waters; a drag show; and Ellen on the Ally Program ([http://www.uwm.edu/StudentOrg/sa/Ally/get\\_involved.htm](http://www.uwm.edu/StudentOrg/sa/Ally/get_involved.htm))

The meeting was adjourned at 3:30 pm.

Respectfully submitted,

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