

May 10, 2004

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

Present: Roy Badger; John Blaszczyk; Roberta Hanus; Anthony Hightower; Gloria Kopke (Co-Chair); John McCaw (Co-Chair); Jeffrey Merrick; Debbie Renard; Ellen Semran; Pat Villarreal.

Excused: Todd Biedermann; Yves Lapierre; Steve Miller

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

1. The minutes of the April 12, 2004 meeting were approved.

2. Lisa Mottet (a Transgender Civil Rights Project Legislative Lawyer of the National Gay and Lesbian Task Force) has reviewed and critiqued the Committee's written response to Monica Rimai (UWM Legal Affairs Council) regarding the inclusion of "Gender Identity/Expression" into the University's Discriminatory Conduct Policy (S-47). The Committee read the revised draft and suggested a few more changes in the wording. John M. will rework the document and will send a revision to Gloria and other Committee members. Anthony confirmed that, if included in S-47, the protection of Gender Identity/Expression will apply to all segments of University life governed by the Discriminatory Conduct Policy. Anthony also mentioned that Sona wanted us to know about her support for adding Gender Identity/Expression to the policy.

3. Ellen's office has launched a postcard campaign in an effort to urge the UWM Administration as well as the UW Board of Regents to include "Gender Identity, Expression, and Characteristics" in all non-discrimination policies under their respective jurisdictions. Please fill out a postcard and send to Ellen Semran (Union 363) by May 18<sup>th</sup>. Also, please urge your colleagues and acquaintances to fill out and send a postcard. If you would like a card or batch of cards, please contact Ellen. Her office has received over 600 postcards to date, and would like to receive many, many more so that there is a "strength of numbers" when the cards are presented to the UW officials.

4. Debbie reported that, in her groundwork on analyzing the Campus Climate Survey, she had to clarify Sona's ownership of the data. This issue has been resolved, and Debbie should be able to finish the analysis over the summer.

5. It has been determined that Randy Ryder is responsible for updating the website on which the Domestic Partnership Policy may be found. If there are ever any changes in the coverage offered, Randy is the person to contact so that the changes are recorded on the online version of the document. (To view the Domestic Partnership Policy, check the following URL: [http://www.uwm.edu/Dept/SecU/acad+admin\\_policies/index.html](http://www.uwm.edu/Dept/SecU/acad+admin_policies/index.html).)

6. The Committee discussed ways to publicize the existence of the Domestic Partnership Policy. Several ideas were noted, and action will be taken to contact various publicity sources.

7. Anthony provided an update on the Physical Plant's response to the Committee's Graffiti Report. Physical Plant has begun to clean up some problem areas, but much action remains to be taken.

8. Gloria and Jeff have been extended a general invitation to attend some SECC committee meetings, but nothing specific has been set up yet. Gloria and Jeff expect that this experience will provide them the opportunity to learn more about the SECC and its specific relationship to the United Way.

9. Gloria will soon send out an e-mail as part of an effort to set up a meeting during the summer.

10. Announcements: Ellen announced that the Ally Program has won the SOAR Award as Best Program of the Year, and has also won the Student Association award as Best Campaign of the Year. Ellen personally has won the state-wide LGBTQ Issues Director of the Year Award, as well as the Most Effective Lobbyist award by the Student Association at UWM. Wow!! Great job, Ellen!

The meeting was adjourned at 3:30 pm.

Respectfully submitted,

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