

## MINUTES OF LGBT ADVISORY COMMITTEE MEETING

February 20, 2008 • Mitchell Hall 341 • 9:30 AM to 10:30 AM

### **Committee Members:**

*Present:* Ed Burgess, Todd Biederman, Paula Johnson, Sara Morgan, Jennifer Murray, Janice Warren

*Was Quorum present?* Yes

### *Others present:*

Shawnette Stephens Ex Officio

Dev Venugopalan, Associate Vice Chancellor

### **Proceedings**

Meeting called to order at 9:35 am by Chair, Ed Burgess

Minutes from October 15, 2007 meeting approved

### ***Dev Venugopalan Report on the Review and Update of 2003 Domestic Partnership Policies and Procedures document:***

- Domestic Partnership Policies and Procedures will take a little time to do and embrace; and is at the beginning stages. Karl Sparks, Director of Human Resources commented that there are certain policies and procedures outside the UWM campus that UWM won't have the freedom to change.
- The policies and procedures can be addressed at the University System level to determine how we can improve on the reviews and updates. Lisa Beckstrand, Director of the Inclusivity Initiative for LGBTQ People, UW System Administration is a good source at the system level to speak with.
- UW – Madison policy is the best resource to look. It operates on the system and state level and has certain things in place other campuses do not.
- A teleconference with UW – Madison is an option. Invite Karl Sparks and his UW – Madison Benefits counterpart who coordinates these types of policies, and possibly fringe benefits representatives from UWM.
- Down the line, once an updated draft is approved by the Provost and Vice Chancellors, the next step would be to circulate the updated policy to campus governance groups, academic staff senate, etc. The Economic Benefits Committee and Academic Staff Benefits Committee most likely will put it on the Senate agenda to increase awareness on campus.
- The Chairperson reported that Karl Sparks told him to look at Michigan State that has the same agenda. Karl Sparks referred to him an article about Michigan's pilot program called Other Eligible Individual (OEI). It addresses Health and Dental coverage for a third party other than spouse.

### ***Jennifer Murray on Climate Study, Michigan Conference, Inclusivity Initiative:***

- DPBs two options offered by legislative liaisons are to reintroduce as non-fiscal item and use executive order from Governor but will need to find funding outside the state budget. Explore possibility of potentially coordinating with UWM Legislative subcommittee of Academic Staff Senate, this group meets with legislators to make aware of issues affecting folks on campus. It was reported at the Academic Staff Senate that recently UWM Legislative subcommittees of the Academic Staff Senate met with Senator Roberta Darling and DPBs were included among issues discussed with this state representative. Inclusivity Initiative Director Lisa Beckstrand indicated that legislative liaisons were seeking ways to contact representatives in a non-partisan way around the topic of DPBs.
- Go through our existing policy piece by piece since Michael Powell is out sick. Karl Sparks indicated looking at LA and West Hollywood who have a good domestic Partner

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- Affidavit. Karl Sparks recommends changing policy wording from equal to fair. Forms are housed in HR. Faculty Partnership Accommodation policy applies to academic and classified staff. See what is available to a partner. Meet with Legal Affairs in the future.
- Climate study survey template is being worked on by the Diversity Leadership Committee and Vice Chancellor Powell's Office of Diversity and Campus Climate. UWM will be rolling out the survey in April. UW Oshkosh, Stevens Point, and La Cross conducting surveys. Dev and Provost want this to happen and to use the data to move some things forward. Will be doing this online as well paper.
  - Attended Creating Change 2008 (National Gay and Lesbian Task Force Conference) held in Detroit, MI. At this conference, the consortium of Higher Education LGBT Resource Professionals celebrated their 10<sup>th</sup> anniversary. UWM is an institutional member of the National organization. There was a day-long institute devoted to networking and sharing best practices, discussing LGBTQ studies at various institutions and exploring anti-racism work being done on campuses.
  - For Inclusivity Initiative, UWM to offer LGBT study abroad for a semester or winterim
  - LGBTQQA briefing report inclusive of trans students

### ***Other Business:***

- Develop teleconference wish list. Have ready by next semester
- Tony Peasley is improving and is at a gay friendly dwelling.
- Student rep cannot continue. He is no longer enrolled. Possible undergraduate to replace.
- Diversity Leadership Committee is in the process of adding campus specific questions and response choices to the basic template of the 2008 Climate Survey to more fully reflect concerns on this specific campus.

-Meeting adjourned at 10:30 am.

-Minutes submitted by Shawnette Stephens

-Next meeting Wednesday March 12, 2008, 9:30 am to 10:30 pm, Mitchell Hall, Room 341