

Committee for GLBTQ People in the University
(Faculty Policies & Procedures 6.40.)
Annual Report, 2017-2019

2017-2018

I. Statement of Committee Functions

The Committee for GLBTQ People in the University:

1. Recommends to administrative offices and governance bodies changes in university priorities, policies, practices, and programs that advance equity and diversity across the spectrum of gender identity and expression and sexual orientation.
2. Consults and collaborates with administrative offices and governance bodies to advocate for an inclusive and respectful campus climate and culture for faculty, staff, and students across the spectrum of gender equity and expression and sexual orientation.
3. Evaluates and monitors the status of GLBTQ members of the university community.

The committee's "Operating Procedures" (5 September 2017) are available upon request from the Office of the Secretary of the Faculty.

Professor Steph Tai (Law) and ASM Assistant Director of Staff & Programs/Campus Organizer Kelly Krein (Division of Student Life) co-chaired the committee in 2017-2018.

II. 2017-2018 Activities

Culture of the Committee. Katherine Charek Briggs facilitated an in-depth conversation about committee members preferences for communication and the committee's vision for a positive culture, and drafted ground rules for the committee which were adopted in December 2018. One outcome was an informal social hour for committee members, held at Memorial Union in mid-December.

Equitable & Inclusive Health Care. Co-chairs Steph Tai and Kelly Krein and Lindsey Stoddard Cameron met with Vice Chancellor for Finance & Administration Laurent Heller and Chief Human Resources Officer Wayne Guthrie in May and August to discuss LGBTQ concerns, especially the lack of trans health benefits and services. Vice Chancellor Heller, CHRO Guthrie, Employee Services Director Diane Blaskowski, and Recruitment Consultant Lauren Bowers met with the committee in October to discuss avenues for continued information gathering, with a focus on concrete impacts (recruitment, retention, sponsored projects) and to enumerate possible partners in a mid-to-long-term effort to provide appropriate health benefits and services. Diane Blaskowski outlined how gender markers currently appear in UW System's HRS data system and in ETF's data system. HRS allows individuals to select "male," "female," "other," or to leave the field for gender blank. Blank or "other" markers default to "female" in ETF's system. The ETF requirement for a binary "male" or "female" designation is driven by the needs of and contracts with health insurance companies. The process for changing gender markers in ETF takes several weeks. Committee members proposed adding an explanation and clarifying questions in UW-Madison's system/forms and also proposed replacing "other" with appropriate gender designations. Steph Tai subsequently developed an "Explainer" document – in consultation with OHR, committee members, and members of the broader UW-Madison community – that provided a plain language summary of

recent changes and the current state of health benefits and services. The Committee for GLBTQ People in the University formally adopted the “Explainer” document in December 2017 and circulated it broadly. Audiences included university administrators, shared governance bodies, HR representatives, the LGBTQ Faculty Networking Lunch listserve, readers of the LGBTCC’s Facebook page and newsletter, members of the ad hoc Committee on Equitable & Inclusive Health Care, the Trans Health Work Group in University Health Services, and Jordan Landry, a faculty member at UW-Oshkosh who has accepted a 25% appointment at UW System. Committee leadership and members also reached out through their own social networks. The committee planned and held a community listening session in May 2018. Vice Chancellor Heller and CHRO Guthrie attended, shared their personal commitment, and heard participants’ ideas and concerns. The LGBTCC hosted a follow-up discussion immediately following the public session. Committee co-chairs Steph Tai and Kelly Krein reviewed themes from the forum and wrote a follow-up letter describing how the committee would act on this initial community conversation.

Gender Inclusive Restroom Facilities. Provost Sarah Mangelsdorf and Vice Chancellor for Finance & Administration Laurent Heller charged a Phase I project team, co-chaired by Kelly Krein and Gary Brown (FP&M), to develop guidance for Facilities Planning & Management and other administrative units regarding the provision of gender inclusive restroom facilities at UW-Madison, with an initial focus on prioritizing existing requests for gender inclusive restrooms, considering how to build an inventory of restrooms in more than 400 campus buildings, and recommending options for consistent signage. Concurrently, through a volunteer process, Kelly Krein, Katherine Charek Briggs, and Alex Hader conducted restroom surveys and occupancy studies of existing single stall facilities. The Committee for GLBTQ People in the University unanimously endorsed the Phase I work group’s report and recommendations in February 2018 and called for appointment of a Phase II work group. The committee envisions that follow-up efforts will include work to develop a comprehensive, campuswide policy on use of campus restroom facilities and recommendations related to new construction, major remodeling, and adaptation of existing facilities, consistent with existing laws, codes, and UW-Madison FP&M Technical Design Guidelines.

LGBT Campus Center. Katherine Charek Briggs briefed committee members on the process adopted to consider renaming the center and invited feedback at multiple meetings. Ultimately, the LGBTCC was renamed the Gender & Sexuality Campus Center.

Sexual Assault and Sexual Misconduct. Petra Walech, a student member of the committee, championed UW-Madison adoption of Callisto Campus an IT platform that provides survivors of sexual assault with “a confidential and secure way to create a time-stamped record of an assault and report electronically to campus authorities.” She provided detailed information to the full committee, including the benefits of Callisto Campus as a reporting tool, campus prevention efforts, what services and resources are available to survivors, and the investigative process. Feedback shared through this process included recommendations to focus more on connecting survivors with support services and providing resources and to use UW-Madison AAU survey data to illustrate the risk for and experiences of LGBTQ members of our campus community. The Office of the Dean of Students co-hosted two listening sessions with StIXA (a student Title IX committee), one for university administrators and one for students. Kelly Krein, Ellen Morin, Rex Loehe, and Lindsey Stoddard Cameron attended the first demonstration and listening session, held on 8 January 2018. Lindsey Stoddard Cameron worked with Petra Walech Roth and Assistant Dean Tonya Schmidt to include student members of the Committee for GLBTQ People in the University, Campus Diversity & Climate Committee, and Committee on Women in the University in a February demonstration

and listening session for students. Ultimately, UW-Madison opted not to purchase an institutional membership in Callisto.

P.B. Poorman Award for Outstanding Achievement on Behalf of LGBTQ+ People.

Dormant since LGBTCC Assistant Dean & Director Gabe Javier was named the UW-Madison recipient in Spring 2015, this UW System award was revitalized in 2017-2018. Committee members were invited to help identify and nominate UW-Madison faculty, staff, or students. Vice Provost for Student Life and Dean of Students Lori Berquam was nominated and named UW-Madison’s recipient in Spring 2018.

III. Current and Future Issues or Concerns

In 2018-2019, the committee will focus on:

- Gender inclusive restroom facilities
- Trans health benefits and services
- Community building activities for faculty, staff, and students, and
- additional priorities identified by the committee in Fall 2018

V. Committee Membership

Committee for GLBTQ People in the University, 2017-2018

		Member Term
		<u>Since</u>
<u>Faculty:</u>		
<u>Ends</u>		
Stephanie Budge 2020	Counseling Psychology	2017
Alex Dressler	Classical & Ancient Near Eastern Studies	2017 (SI)
Jenny Gumperz 2018	Medical Microbiology & Immunology	2014
Eric Sandgren 2020	Pathobiological Sciences	2017 (SII)
Steph Tai (co-chair) 2019	Law	2016
Scott Teeple 2019	Mead Witter School of Music	2016
<u>Academic Staff:</u>		
Jay Botsford 2020	Pediatrics	2017
Kelly Krein (co-chair) 2018	Associated Students of Madison	2015
<u>University Staff:</u>		
Ellen Morin 2019	Radiology	2016
Steve Reischel 2019	DoIT/Network Applications	2016

Post-Doctoral Fellow:

Nathan Wlodarchak	Medicine	2016
2018		

Students:

Nick Pjevach (MBA student)	Wisconsin School of Business	2017
2018		

Aydin Prehara (undergraduate student)		2017
2018		

Petra Walech-Roth (undergraduate student)		2017
2018		

Ex-Officio/Non-Voting:

Lori Berquam	Vice Provost & Dean of Students	2016
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Katherine Charek Briggs (designee)		Gender &
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Sexuality Campus Center	2017	2018
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Rex Loehle (designee)	Diversity, Equity & Educational Achievement	2016
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(SII) 2017 (SI)

Finn Enke	LGBT Studies Certificate (GWS)	2016
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Staff:

Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	2016
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2018-2019

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The committee's "Operating Procedures" (18 September 2018) are available upon request from the Office of the Secretary of the Faculty.

Professor Steph Tai (Law) and ASM Assistant Director of Staff & Programs/Campus Organizer Kelly Krein (Division of Student Life) are co-chairing the committee in 2018-2019.

II. 2018-2019 Activities

The Committee for GLBTQ People in the University values opportunities to collaborate with individuals and units who are helping to improve UW-Madison's campus climate. In 2018-2019, the committee thanks the following individuals for sharing their knowledge, expertise and time:

- Diane Blaskowski & Catherine DeRubeis, Office of Human Resources – discussions on gender markers in Human Resources Info System and with the WI Department of Employee Trust Funds
- Center for Patient Partnerships – discussions on healthcare access, information, and advocacy for transgender faculty & staff

Awards. The Committee for GLBTQ People in the University recognizes past UW-Madison recipients of UW System's [P.B. Poorman Award for Outstanding Achievement on Behalf of LGBTQ+ People](#):

2015: Gabe Javier, Assistant Dean and Director, LGBT Campus Center;
Currently Director, Multicultural Student Center

2018: Lori Berquam, Vice Provost for Student Life and Dean of Students

Past members of the committee and staff from the Gender & Sexuality Campus Center (GSCC) have participated informally in the nomination process for the P.B. Poorman Award since its inception in 2011. In November, in consultation with the Division of Diversity, Equity, & Educational Achievement (DDEEA), committee members unanimously approved a motion that two committee members and one GSCC representative be appointed annually to serve on a selection committee convened by DDEEA.

Campus Forums. Committee members Jay Botsford, Stephanie Budge, Katherine Charek Briggs, Mady Greene, Chris Barcelos, Steph Tai, Kelly Krein, and Nick Pjevach and friend of the committee Nicole Bresnick planned a spring forum hosted by the committee on Monday, 29 April: *Faculty/Staff/Graduate Student LGBTQ+ Climate Town Hall*. This event, attended by approximately 25 people, including solid representation from the committee's membership, provided a space by and for LGBTQ+ faculty, grad students, and staff to share their needs with the committee. Taking the pulse of campus enables the committee to identify and document areas where action is needed, and will provide a foundation for the committee's work plan for 2019-2020. The event format included a progress update on committee effort since the May 2018 spring forum, opportunities for audience members to share concerns verbally or through an anonymous texting system, grouping concerns into categories, and small discussion group reflection on themes and action steps.

Gender Data. Committee members met with Director of Employee Services Diane Blaskowski (OHR) and HRIS Director Catharine DeRubeis (OHR) to discuss how gender is recorded in campus and ETF data systems and how to make the process of designating gender as transparent and inclusive as possible. Committee members identified several concerns, including FOIA/open records requests, denial of coverage for health care requests, and clarity/transparency about institutional and government data systems and processes. Open records requests should be handled through the office of compliance, not through informal "data pulls." In an open records request, Race/Ethnicity data is typically excluded unless specifically allowed to be provided; however, gender data is provided as personally identified information. The UW report repository has

aggregated information on Employee Demographics without revealing names. Historically, there have been reports that have revealed the gender of all individuals in a department/unit. Gender data must be reported in IPEDS; no blank fields are allowed. Currently, there are multiple routes to designate and edit data in UW-Madison's HR records, including open recruitment (TREMS), a 5-year DDEEA call, self-service (to change Race/Ethnicity designations), or consultation with HR Reps (to change gender designations). Divisions may post gender selections in some cases. Graduate student and employee data records are linked only by EmplID. All other information (social security number, date of birth, etc.) must be re-submitted. DoIT has initiated an effort to eliminate duplication. Committee members would like for individual employees to know how data will or may be used and to have a clear choices about how gender is designated in UW-Madison and ETF data systems. Possible actions include

- Starting a conversation with colleagues in the Office of Legal Affairs about withholding data on a case-by-case basis, making an exception for personal safety
- When employees select a gender designation (female, male, other, unknown), asking: "For an open records request, what gender would you like to have us list?" and "For health insurance, what gender would you like to have us list?"

It may be possible to build a widget in My UW to ask these questions. As health insurance providers update their data systems and UW-Madison completes an Administrative Transformation Project, updating campus financial and HR systems, the committee will continue to work with Diane Blaskowski and OHR colleagues, to establish protocols that offer flexibility to employees while also aligning with ETF and health insurance providers' requirements. Ideally, UW-Madison's HR system would include a self-service portal "widget" that allows employees to update their gender designation, along with the designation for race/ethnicity and preferred name.

The committee thanks OHR for removing "ex domestic partner" language in HRS/EPM. The group also discussed:

- What support UW-Madison is providing to faculty and staff now that trans health services have been included in the State Group Health Insurance Plan (Benefits 101 and *It's Your Choice* include information about trans health coverage)
- Whether PrEP coverage (pre-exposure prophylaxis) medications are included in the Pharmacy benefit and what cost changes are anticipated
- How to improve mental health services for LGBTQ+ employees and students
- Denial of service problems (Diane asked for examples to support follow up with ETF)
- Whether/when ETF will specify what trans health benefits and services must be covered (i.e., what is deemed "medically necessary" vs. "cosmetic")
- What the TTC survey of employees reveals about benefit needs and wishes (discussion of data cuts & analysis are just beginning; Diane anticipates survey data will be presented by Mercer to OHR in early-to-mid March)

Gender Inclusive Restroom Facilities (GIRF). Following an initial GIRF task force report and recommendations, campus elected to adopt uniform signage for gender inclusive restrooms. Gender inclusive restroom facilities are now included on the campus map and the Gender & Sexuality Campus Center (GSCC) has taken on the administrative role of adding and updating restroom facilities on the map. In Fall 2018, Vice Chancellor for Finance & Administration Laurent Heller and Provost Sarah Mangelsdorf charged the second phase of the GIRF task force, chaired by Kelly Krein and Gary Brown (FP&M), to focus on developing a usage policy for campus restrooms and a provisional policy for new buildings and buildings undergoing major renovations. While researching facilities issues, the team determined that locker rooms and changing rooms are in scope. UW-Milwaukee's

usage policy served as a foundation for UW-Madison's draft policy. A completed draft of the proposed usage policy has been reviewed by FP&M and submitted to Provost Sarah Mangelsdorf and Vice Chancellor Heller for consideration. As of early May 2019, the Provost and Vice Chancellor have agreed to begin moving forward with the Task Force's recommended actions.

Resources for Employees: Committee members discussed how to strengthen LGBTQ+ resources for faculty and staff. The GSCC has provided strong informal support for many years. A recent proposal to pilot more formal services for faculty and staff by creating a part time ombuds-like position within the center was not funded. Some schools and colleges have built strong and active communities, but there is little coordination and linkages across divisions are limited. Deputy Vice Chancellor, Vice Provost & Chief Diversity Officer Patrick Sims met with the committee in April to discuss developing an affinity group for LGBTQ+ employees. The committee advocates will continue to work on this topic in 2019-2020.

Shared Governance. Lindsey Stoddard Cameron reached out to committee co-chairs Kelly Krein and Steph Tai, as well as GSCC leadership, for comments and suggestions on a draft resolution prepared by the Academic Staff Executive Committee. She shared *Academic Staff Document 690: Resolution of Support for the Inclusion of Transgender Health Services in State of Wisconsin Group Health Insurance Program Uniform Benefits* when the resolution was approved. Committee members discussed and endorsed the resolution, providing greater specificity about needs and accountabilities in a cover letter from co-chairs Kelly Krein and Steph Tai.

III. Gender & Sexuality Campus Center (GSCC) – Awards & Scholarships

The Gender & Sexuality Campus Center celebrated the following scholarship and award recipients at Rainbow Graduation 2019 on Thursday, May 9, 2019:

Scholarships:

- The R. Richard Wagner Scholarships to honor a commitment to LGBTQ communities: Karissa Ebert
- The Bayard Rustin Endowed Scholarship: Madison Matijevich and Alex Dudek
- The Tracy Woolever Fund Scholarship: Rosie Rodriguez
- The Sippel Bemis Award: Rebecca Michael
- The Milo and Virgil's Fabulous Fund scholarship: Cyra Polizzi
- Wisconsin Alumni Association GLBT Alumni Scholarships: Kimi Duke, Beck Powling, Emi Frerichs and Sergio Dominguez.

Awards:

- Community Development Award: Rena Yehuda Newman
- Emerging Leader Award: Beck Seeley Powling
- Rainbow Leadership Award: Flint Devine
- Ginsberg Family Award: Dequadray White

IV. Current and Future Issues or Concerns

In 2019-2020, the committee will focus on:

- Community engagement – based on feedback from the Faculty/Staff/Graduate Student

LGBTQ+ Climate Town Hall, the committee will be pursuing the following themes:

- Performance Management/Discipline – unwritten policies and biases
- Policy – healthcare support, bathroom/locker rooms, sexual assault
- Data gathering – what is currently happening on campus, stories
- Networking – OUTList, departmental, social
- Hold a follow-up to the Town Hall in fall 2019 to give a status update on initiatives
- Advocacy working group - continuing health care advocacy, working with the Transgender Health Coalition and the Law School Center for Patient Partnerships
- Gender inclusive restroom facilities – implementation of policy, education, communication
- Human Resources – how gender is recorded, how data will/may be used
- Graduate School Application – gender options
- And additional priorities identified by the committee in Fall 2019