



9 October 2018

To: Heather Daniels, Secretary of the Academic Staff  
Academic Staff Executive Committee

From: Committee for GLBTQ People in the University  
Co-Chairs Kelly Krein (Division of Student Life) and Steph Tai (Law)

Re: **Endorsement of Academic Staff Document #690**

We are writing as members of the Committee for GLBTQ People in the University to endorse the Academic Staff Advisory Document #690 of September 17, 2018, regarding Support for the Inclusion of Transgender Health Services in State of Wisconsin Group Health Insurance Program Uniform Benefits. We echo the resolution's praise of the inclusion of transgender health services as a first step towards the adoption of truly inclusive health policies for transgender members of the University of Wisconsin community.

We also write to address the last part of the resolution, which states:

6. Be it further resolved that the Academic Staff Assembly calls on shared governance bodies and committees, university administrators, and members of our campus community to
  - support ongoing provision of transgender health benefits and services in the State of Wisconsin Health Insurance Program
  - continue striving to create an equitable and inclusive campus culture in which all students, faculty, and staff can learn and work in safety, health, and dignity.

We agree that both the support of transgender health benefits and services and continued efforts to create an equitable and inclusive campus culture are necessary to support members of our University of Wisconsin community. We believe that such support and continued effort is required to fulfill the promise of the Wisconsin Idea and must entail, at a minimum, the following:

- The continued and active evaluation of campus policies (both with respect to healthcare and other areas) and their effects on transgender members of our community, with the active engagement of those in this community,
- The reformulation of those policies should they be determined to have disparate impacts on transgender members of our community,
- The active efforts of the University of Wisconsin to support transgender members of our community before state and federal agencies and legislatures, as well as insurance providers,
- The commitment of the University of Wisconsin to work to insure comprehensive coverage of transgender healthcare for transgender staff and faculty should there be a reversal of state policies in the future, and
- To develop processes to respond promptly to other concerns raised by transgender members of our community.

Thank you.

Committee for GLBTQ People in the University

University of Wisconsin-Madison 133 Bascom Hall 500 Lincoln Drive Madison, Wisconsin 53706-1380  
608-262-3956 [www.secfac.wisc.edu](http://www.secfac.wisc.edu)