

**COMMITTEE ON GAY, LESBIAN, BISEXUAL AND TRANSGENDER ISSUES  
REPORT FOR 2010-2011**

**I. Statement of the Committee Function or Charge:**

The Committee on Gay, Lesbian, Bisexual and Transgender Issues was created in 1994 by the Faculty Senate as the Committee on Gay, Lesbian, and Bisexual Issues and was charged with reporting to the senate on the state of the curriculum and campus climate for GLB students, faculty, and staff. Although in subsequent years the committee was reorganized as a joint-governance committee and renamed to include explicitly transgender concerns in order to strengthen its reach and representation, its mission remains the same. By recommendation of a previous assessment, the committee offers a formal report at least every three years.

**II. Current Year's Activities:**

This committee met monthly during the academic year 2010-2011. We focused on four issues: (1) working to ensure that a campus climate survey that includes concerns relevant to the GLBTQ community are addressed; (2) increasing efforts by UW-Madison to include proactively prospective GLBTQ students in its admissions recruiting efforts; (3) strengthening the GLBT certificate program; and (4) promoting greater visibility of, and sense of community within, the campus sexual minority community.

The committee met twice with Vice Provost Damon Williams and once with Admissions Director Adele Brumfield. We also met with Professor Patrick Sims to provide input on developing a theater of social awareness piece around GLBTQ issues. In our meeting with Vice Provost Williams, we provided input regarding the annual diversity forum and received helpful feedback on a possible Madison Initiative for Undergraduates proposal and other efforts on campus to increase awareness of GLBTQ issues/concerns. In preparation for our meeting with Ms. Brumfield, committee members surveyed the admissions office websites and related links at other Big Ten universities to assess where UW-Madison stands in terms of communicating a GLBTQ-welcoming message.

**III. Current Issues:**

1. The campus climate survey: we learned that the UW System inclusivity survey has been fielded within CALS and the Division of Student Life. We remain concerned over the level to which the survey addresses GLBTQ climate issues and the efficacy with which it will gauge the scope and concerns of the GLBTQ community.

2. The accessibility of the LGBT Campus Center to prospective students through the UW-Madison website is relatively direct and provides one avenue for students to gain information. The LGBT Campus Center website itself is excellent, though less targeted to prospective students. We found that the University of Michigan provides the most direct and accessible information to prospective students via its website and Spectrum Center and could provide a model for future developments at UW-Madison. The feedback we received from Ms. Brumfield about the prospects for enhancing UW-Madison's outreach to prospective GLBTQ students, through either the website or alumni presence at recruiting events, was that the prospects for short-term enhancements are limited.

3. We are encouraged by Vice Provost Williams' proactive outreach to the committee and increased commitment to supporting the GLBTQ community, and are similarly encouraged by Dean Berquam's commitment to creating a safe and supportive climate through the LGBT Campus Center. We are hopeful that a GLBTQ-specific speaker and breakout session will be included in the fall 2011 Diversity Forum.

#### **IV and V. Future Issues/Recommendations:**

1. We recommend that a campus-wide climate survey be undertaken that adequately addresses GLBTQ climate concerns campus-wide. In particular, we believe it is important to explore the correlation between responses to the survey and respondents' self-identification of sexual identity. Moreover, there currently exist no data on the fraction of the UW-Madison GLBT community that self-identifies as sexual minority. The committee believes that mechanisms for addressing this lack of data should be explored.
2. We recommend that the Office of Admissions give greater attention to the recruitment of GLBT students by improving accessibility to GLBT information on its website, attending national GLBT recruitment fairs, inviting GLBTQ alumni and students to general recruiting events, and working with the LGBT Campus Center to create a recruiting pamphlet on LGBT life at UW. We also recommend that the admissions office, GLBT Issues Committee, and LGBT Campus Center explore the possibilities for collaborative efforts with student groups.
3. We recommend that the annual Diversity Forum include a dedicated break-out session on GLBTQ concerns and an openly GLBTQ plenary speaker.
4. We recommend that the 2011-2012 committee, in collaboration with the LGBT Campus Center and Vice Provost for Diversity and Climate, initiate a program to raise awareness to campus departments of GLBTQ concerns, following up on the Breaking the Silence campaign.
5. We recommend that the GLBT Issues Committee serve as the central location for submissions and nominations for the Poorman Award.

The committee also reiterates the following recommendations from previous years' reports (with some modifications):

6. We recommend that the College of Letters and Science provide the following new support for the LGBT Studies Certificate Program: PA 100%-budgeted faculty line in LGBT studies with a tenure home in any appropriate area; PA 15%-increase in funding for the undergraduate advisor position in the Department of Gender and Women's Studies in recognition of that position's responsibilities for advising LGBT Studies Certificate students.
7. We recommend that the College of Letters and Science Student Academic Affairs work with the LGBT studies faculty to solicit increased first-year interest group opportunities dealing with LGBT themes, perhaps in conjunction with the Madison Initiative for Undergraduates.
8. We recommend that University Housing create a residential learning community focused on LGBT themes for undergraduates at all levels on the UW-Madison campus.
9. We recommend that the campus secure and stabilize the operations of the LGBT Campus Center by funding the academic staff positions of the center through 101 monies.
10. We recommend that the LGBT Campus Center (supported by additional campus resources), in coordination with the Office of the Dean of Students and the Office of the Vice Provost for Diversity and Climate, continue to develop the "Opening Doors" mentorship program pairing students and faculty/staff.
11. We recommend that the administration consider and monitor the place of GLBT issues in the Inclusive Excellence Plan in a manner commensurate with the emphasis being given other minority concerns.

(continued)

## **V. Summary:**

The Committee on GLBT Issues remains committed to improving life on the UW-Madison campus and beyond for all people, regardless of sexual orientation or gender expression. We have identified and will continue to look for aspects of the university important to GLBT people and their allies that can be improved.

## **VI. Committee Membership:**

### Faculty

Ken Cameron  
Nan Enstad  
Judith Houck  
Michael Ramsey-Musolf, chair  
Stephanie Tai

### Academic Staff

Lori Berquam  
Mary Hitchcock

### Students

Elliot Rezny  
David Wilcox

### CNCS Liaison

Robin Sereno

### Consultants (unofficial)

Ruth Adams  
Aiden Caes  
Robin Matthies  
Patrick Sims  
Lindsey Stoddard Cameron