
**Committee for GLBTQ People in the University
(Faculty Policies & Procedures 6.40.)
Annual Report, 2019-2020**

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.

Professor Chris Barcelos (Gender & Women's Studies) and Jay Botsford (DDEEA) co-chaired the committee in 2019-2020.

II. 2019-2020 Activities

2019 Spring LGBTQ+ Town Hall

The committee and the Gender & Sexuality Campus Center (GSCC) holds an annual town hall for campus concerns around LGBTQ+ issues. Feedback was compiled and was used in Fall of 2019 to help determine the committee's priorities for the year.

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 GSCC has taken on the administrative role of adding and updating restroom facilities on the map. As of early May 2019, the Provost and Vice Chancellor had agreed to begin moving forward with the Task Force's recommended actions. As of 2019-2020, the university has 120 single-occupancy restrooms across 60 campus locations. A map can be found on the GSCC's website:

<https://lgbt.wisc.edu/support/navigate-campus/>

Center for Patient Partnerships

Steph Tai partnered with The Center for Patient Partnerships on the center's goal of trans-competency training and it is now hoping to work with more trans individuals.

Social subcommittee

Two social events aimed at faculty and staff were held in 2019-2020. The committee began discussions with the GSCC and DDEEA regarding how best to hold and advertise social events for the community. Actual event planning is on hold now due to COVID-19, but we look forward to sponsoring (and/or co-sponsoring) events next year.

Data and recordkeeping subcommittee

The committee discussed the various issues with legal/chosen names in systems across campus. The subcommittee discussed this with accessibility folks at DoIT who were excited about fixing some of the accessibility issues in systems. These issues and conversations are ongoing and will be continued in this coming year.

Domestic partnership subcommittee

After intensive investigation, the conclusion is that domestic partnership benefits are a legislative issue that would need to be pursued at the state level. The committee reiterates that domestic partnership benefits remain a relevant concern for UW-Madison employees and students. As was discussed at the 2019 LGBTQ+ Town Hall, committee members are aware of faculty candidates who turned down positions at UW-Madison due to the lack of domestic partner benefits.

Climate subcommittee

One of the issues that came up from several folks at the 2019 Spring Town Hall was that of general Campus Climate. The subcommittee was formed based on these comments and plans to continue researching the climate around LGBTQ+ people at the university and what may be done to improve in this area.

Open House subcommittee

As for the gender-inclusive housing subcommittee, though it never met as a group, Maggie Riordan is reappointed to the committee for the upcoming year. She has been working with housing to change a number of their advertising, application, and room assignments policies. Maggie attended a gender-inclusive housing training at the MBLGTACC conference in February and is more motivated than ever to make actual inclusive housing a reality at UW-Madison.

III. Current and Future Issues or Concerns

In 2020-2021, the committee has so far focused on immediate concerns compounded by COVID-19. A subcommittee on Best Practices for Virtual Communications has been founded and will work on putting together a best practices document for working with LGBTQ+ people in online spaces. On a related note, many members of the committee individually signed a letter to the Office of the Registrar in support of the GSCC’s efforts to make immediate use of an existing option to turn on the ability to indicate pronouns in Canvas. This is an ongoing discussion.

On October 16th, 2020 the committee unanimously voted to change its name to “The LGBTQ+ Committee”. The reasons for the name change are threefold:

- 1) The acronym “GLBTQ” is considered outdated.
- 2) Using the current most widely accepted version of the acronym will align the committee with language used in most other units at UW-Madison.
- 3) To simplify the name.

Please see Faculty Doc #2933 for the formal proposed change.

On February 12th, 2021, the Committee voted to change all “ex officio, nonvoting” members to “ex officio, voting” members.

Please see Faculty Doc #2933 for the formal proposed change and precedence for changing this seat from non-voting to voting.

V. Committee Membership

Committee for GLBTQ People in the University, 2019-2020

<u>Faculty:</u>		<u>Member</u>	<u>Term</u>
		<u>Since</u>	<u>Ends</u>
Chris Barcelos (co-chair)	Gender & Women’s Studies	2018	2020
Stephanie Budge	Counseling Psychology	2017	2020
Paige Glotzer	History	2019	2022
Kristina Shutts	Psychology	2019	2020
Nan Enstad	Community & Environmental Sociology	2019	2020

Academic Staff:

Jay Botsford (co-chair)	Division of Diversity, Equity & Educational Achievement	2017	2023
Kelly Krein	Associated Students of Madison	2018	2021

University Staff:

Rick Mills	Extension	2019	2022
Jake Lepper	UW-Madison Police	2019	2020

Post-Doctoral Fellow:

Christina Schonberg	Education	2019	2020
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Students:

Virginia Pszczolkowski		2019	2021
Margaret Riordan		2020	2021
Miles Waech		2019	2020

Ex-Officio/Non-Voting:

Katherine Charek Briggs	Gender & Sexuality Campus Center	2017	2020
Warren Scherer	Gender & Sexuality Campus Center	2018	2020
Dadao Hou	Division of Diversity, Equity & Educational Achievement	2019	2020

Staff:

Gideon Elliott	Office of the Secretary of the Faculty	2019	
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