



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
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Resolution of Support for the Inclusion of Transgender Health Services in State of Wisconsin Group Health Insurance Program Uniform Benefits

Whereas, the University of Wisconsin-Madison values diversity as “a source of strength, creativity and innovation,” is committed to “the pursuit of excellence in teaching, research, outreach, & diversity as inextricably linked goals,” and “fulfills its public mission by creating a welcoming and inclusive community for people from every background – people who as students, faculty & staff serve Wisconsin and the world”;

Whereas, each of the university’s shared governance bodies has passed a resolution of support for transgender students, faculty, and staff, including:

Associated Students of Madison: Resolution in Support of Transgender Students, Faculty, and Staff (ASM Student Council, 23rd Session Legislation 23-0426-01, April 26, 2017)

Faculty Senate: Resolution in Support of Transgender Students, Faculty, and Staff (Faculty Document 2690, May 1, 2017)

Academic Staff Assembly: Resolution in Support of Transgender Students, Faculty and Staff (Academic Staff Document #656, May 8, 2017)

University Staff Congress: Resolution in Support of Transgender Students, Faculty, and Staff (September 18, 2017)

and these resolutions have been endorsed by shared governance committees including the Committee for GLBTQ People in the University, Campus Diversity & Climate Committee, and Committee on Women in the University;

Whereas, in a report submitted to the University Committee on January 31, 2017, an ad hoc Committee on Equitable & Inclusive Health Care advocated for nondiscriminatory treatment and recommended that the university “support and advocate for health insurance guidelines that are supportive of the full range of medical needs of transgender individuals; go on record as opposing any attempt to re-introduce the transgender exclusion into State of Wisconsin Group Health Insurance Plans under ETF; and support steps to remove all ‘gender binary’ assumptions in insurance payments for medical procedures”; and

Whereas, in an August 8, 2018 letter to the Group Insurance Board, Chancellor Rebecca Blank (UW-Madison), Chancellor Mark Mone (UW-Milwaukee), Chancellor Joe Gow (UW-LaCrosse), Chancellor Andrew Leavitt (UW-Oshkosh), Chancellor Dean Van Galen (UW-River Falls), and Chancellor Robert Meyer (UW-Stout) respectfully requested that the Board add health insurance benefits for domestic partners and transgender health insurance benefits to the State Group Health Insurance Program, stating that lack of coverage “jeopardizes our ability to attract top academic and research talent and puts us at a serious disadvantage retaining our LGBTQ employees” and noting that “excluding any segments of our campus communities from access to necessary health care runs counter to our values”;

Therefore, be it resolved that the Academic Staff Assembly commends the efforts of individuals and groups who have advocated for the provision of equitable health care benefits and thanks the State of Wisconsin's Group Insurance Board for voting on August 22, 2018, to remove the exclusion for transgender health care coverage from the State of Wisconsin Health Insurance Program Uniform Benefits; and

Be it further resolved that the Academic Staff Assembly calls on shared governance bodies and committees, university administration, and members of our campus community to

- support ongoing provision of transgender health benefits and services in the State of Wisconsin Health Insurance Program, and
- 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.