LGBTQ Inclusivity Committee Meeting Minutes
May 6, 2009
11:30am -1:00pm, Ally Center

Present: Jan Hare, Jeanne Foley, Damian Hanft, Scott Griesbach, Leni Marshall, Julie McFadden, Ben Markl, Julie Miller, Kevin Doll, Susan Wolfgram, Jessi Padelford, Joseph Haid, Jill Salsman,

Absent: Nina Borchowiec, Denise Brouilliard, Jim Bryan, Paul Calenberg, Erica Idso, Jory Lehman, Karin Stricker, Kate Thomas, Gao Vang

Action items are marked with a .

1. Approval of the Minutes:
   Motion to approve minutes by McFadden, seconded by Wolfgram.  Motion passed unanimously.

2. Alumni Network and scholarship:
   Jeane discussed the meeting with Dave Williams on Monday, April 20th.
   a. Dave was receptive to developing additional alumni resources on the webpage. The minority faculty staff group has worked with the alumni office in the past so there is a comparison structure in place.
   b. The alumni group can be launched as soon as we have a pages updated on a webpage.
   c. Discussed setting up a scholarship, alumni office recommended setting up pay card deductions to gain seed money for the scholarship. (http://www.uwstout.edu/foundation/payrollDeductionForm.aspx) Discussed developing one or two $500 - $1,000 scholarships. An endowment starts at $25k. It is possible to limit the scholarship to a particular group (such as OUT @ Stout). Mentioned that the group should use this scholarship as a PR mechanism, discuss this with Laura Short and market to the Dunn County News. Leni mentioned that we need to discuss the specific qualifications/descriptions to decide who could apply for the scholarship.
   i. Jeane suggested that we send out an email solicitation for donations/contributions.
   Jan will send out a solicitation email.

3. Facebook idea (Kevin):
   Kevin discussed setting up a Facebook page. Leni suggested having a link off of the alumni facebook page. Kevin will research how to set up a face book page for the committee. McFadden suggested contacting communications to ensure that we are able to set up this page. Hare will be contacting communications. A question was asked – who would monitor the page? This discussion item will be continued at the retreat. McFadden suggested looking at other universities examples for a comparison.

4. Faculty Senate (Kevin):
   Group will discuss committee members being on other committees at the retreat. A number of committee members are members of the Diversity Advisory Council. Diversity Advisory Council members were advised that their focus should be primarily on race/ethnicity. LGBTQ committee members that are on the diversity advisory committee shared that the UW-Stout Director of Diversity suggested that there not be a advisory council and that their position should work one on one with
individuals versus advisory group. Wolfgram will send the Susan Rankin PowerPoint out to the committee members.

5. **Our committee members on other strategic committees:**
   A suggestion is to funnel additional individuals that are not able to fit on the committee to seek other committees and make an impact.

6. **Committee composition (Scott & Leni):**
   Strategy suggested was to follow the administration diagram with representation from the parties listed. Leni will send out the rough draft of the “LGBTQ Inclusivity Composition Suggestion May 2009.” The subcommittee tried to create a logical format versus a format that fits the current committee. A suggestion is to funnel additional individuals that are not able to fit on the committee to seek other committees and make an impact.

7. **Committee name change (Scott):**
   Scott presented some possible committee name changes with the thought that the name should not exceed two words because it gets too long to say. The proposed name changes were sent to the entire committee via email. Jan suggested that the committee discuss the proposed names at the retreat. Leni suggested that the scholarship mirror the committee name.

8. **Communication with people interested in social network group (Julie McFadden):**
   McFadden mentioned that Stout’s list serve is unavailable until they add additional list serves. McFadden suggested that the committee add a list serve onto Leni’s Aging website. Also, we will market this in Stout Daily News.

9. **Reminder: Going Out In Style Reception tonight (Julie Miller):**
   “Lavender” reception is being changed to Rainbow reception, retitled: “Going OUT in Style.” It will be held this evening at 6:00 p.m. in Huff’s with an informal celebration. Two undergrads and one grad student. Jeane will be doing a brief key note as well as the newly elected Co-Chair of Out @ Stout. Pictures will be taken for the website. Rainbow balloons and a rainbow flag will be used at the event.

10. **Report on “Timeout” Social Event (Leni):**
    Was a great success, 45 people attended. Leni solicited ideas for future Time Out events. Raw Deal was suggested as a potential venue for future events. Also, holding the event in conjunction with the Farmers’ Market. Bowling as a possible event was suggested.

11. **Logo and possible appeal (Julie McFadden & Scott)**
    On the upper left hand corner of the webpage had a rainbow flag diagram. The university stated that logos cannot be used in the upper left hand corner. Julie McFadden has put rotating images in place of the implied “logo.” It was suggested that the committee might need to appeal the decision to not use their logo. Wait and see.
12. Discussion on IRB:
The draft memorandum “IB Clearance and Nondiscriminatory Categories: Family Status, Sexual Orientation, and Gender Identity and Expression” was discussed. A few suggestions were proposed. Scott had mentioned that the same material being presented to the IRB should be proposed to the Budget and Planning Office so that the standard can consistently be inclusive. Hare & Greisbach suggested sending out a working document that will allow the committee to propose wording options.

13. Success:
   a. Leni’s department wrote a letter of support to faculty senate for the LGBTQ to have representation at faculty senate
   b. Scott - will send out an update on how many students checked “I would be comfortable rooming with an LGBTQ student.”
   c. Leni - TIME OUT was a great success
   d. McFadden - Website has been tremendously developed into a role model site
   e. Damian – The Hospitality & Tourism department has joined the International Gay and Lesbian Travel Association (IGLTA). Laura Short is currently developing a press release.
   f. Miller – Great success at UW-System meetings representing Stout: Stout appears to be leading in the System on inclusivity initiatives

Future Meeting Dates for Spring 2009
This is the last meeting for Spring 2009. Next scheduled event is the annual summer retreat at Jan Hare’s home beginning at 3 p.m. on Thursday, May 28, 2009.

Respectfully submitted,
Damian Hanft