Unit Change Team
GLBTQAI Commission
(2014-2015)

List of Membership

Deborah Petersen-Perlman, (Chairperson), Faculty, Department of Communication, CLA
Kathleen Gates, Community Representative
Bob Jansen, Community Representative
Angie Nichols, GLBT Services Director (ex-officio member), Student Life
Travis Mills, Student Representative
Jeremy Leiferman, Director, Housing & Residence Life, Student Life
Kathy Heltzer, Faculty, Department of Social Work, CEHSP
Dori Decker, UMD Health Services, Student Life
Jean Farrell, Communications Department, CLA
Lake Dziegel, Faculty, Department of Social Work, CEHSP

Number of Meetings for 2014-2015 / Correspondence

August 12th, 2014
September 23rd, 2014
October 14th, 2014
October 29th, 2014
November 12th, 2014
November 13th Preparation for meeting with AD
December 3, 2014
January 12th, 2014 Letter to Chancellor Black
January 28, 2015
February 10th, 2015
March 10th, 2015
March 31st, 2015
April 17th, 2015
April 27th, 2015
May 12th, 2015
May 13th, 2015 Letter to Chancellor Black
Financial Report

List of Priorities

Our priority for this academic year was set in alignment with University Goal #2 as well as Campus Pride 2.0 with new criteria to begin assessing the Campus Climate for GLBT people in the UMD Athletic Department. This work was curtailed less than two weeks after our first meeting with Athletic Director Josh Berlo, who asserted his commitment to us to doing whatever it takes to increase ticket sales;
followed by the non-renewal of 4 Women’s Hockey Coaches, all of whom are female, lesbian/bisexual, and Canadian (all protected classes). This GLBTQAI Commission maintains disapproval of this action.

**Summary of successes and accomplishments for 2014-2015.** Description of where you were not successful and why. Are there ways the CCT or others can help?

- Hosted annual National Coming Out Day Luncheon in October during GLBT History Month. We hosted two speakers: Student Jace Carlson, and Staff Member Chris Davila. The ballroom was filled to capacity with a wait-list. Blaine Hanson also spoke about his record setting powerlifting appearance at the Gay Games 2014 in Cleveland, Ohio.

- Held first meeting in December with AD Josh Berlo to discuss the Campus Pride criteria and to assess the AD’s commitment to creating a more GLBT-friendly Athletic Department. Initially, the meeting was deemed a successful first step. Two weeks later, four coaches were fired, all of whom are part of the GLBT Community and Canadian. This created an alarming set back not only in our work on the Commission, but has seriously damaged the GLBT Community’s trust both on campus and in the greater Duluth community. The AD’s actions also damaged our reputation as a GLBT-friendly campus, and have left a lot of clean-up work that cannot fall solely on the GLBT Commission or the GLBT Services Director. We need resources, accountability, and apologies to assure nothing like this ever happens again to harm so many people in our community.

- Sent a letter to Chancellor Black with joint-signatures by the UMD GLBTQAI Commission and the UMD Diversity Commission with the central message being, “The decision to non-renew her [Shannon Miller’s] contract or the contracts of the assistant coaches calls into sharp question the equitable treatment of women in sports at our University and, at face value, seems to run counter to our commitment to Goal Two.”

- Held a meeting with Chancellor Black to air the grievances about losing four members of our GLBT Community due to non-renewal of 4 Women’s Hockey coaching staff members, including 1 UMD Women’s Softball Coach.

- Co-hosted Lisa Vecoli, curator of the Tretter Collection for GLBT Studies with the Kathryn A. Martin Library. Lisa Vecoli discussed the history of the Tretter Collection, the types of things that they have collected, what they would like from the community, and how to submit items to the archive. Anyone can archive their own GLBT history there.

- Sent a follow-up letter to Chancellor Black restating our understandings from the meeting with him on April 17th, 2015. We had a number of requests for which we await a response.

**Next steps for 2015-2016**

- Recruit broader representation of members across campus
• Explore ways to address alarming suicide risk among GLBTQAI students and other at-risk populations
• Plan National Coming Out Day Luncheon for October, 2015
• Depending on our budget request, plan a variety of activities to engage the GLBTQ Faculty, Staff and Students, and the larger campus community.
GLBTQAI Commission Meeting
Deborah, Angie
August 12, 2014

Membership: Who is our core membership who gets work done?

Kathleen Gates (community member), Kathy Heltzer (tasks), George Hoagland, Deborah Petersen-Perlman (Chair), Angie Nichols (GLBT Services)

Links: Dori Decker (Health Services),

Recruitment efforts (Deborah will contact): Paul Bates, Jeremy Leiferman, Ana Hammerschmidt, Mags David, Pat Farrell,

Charge: UMD Campus is front and center. Doing things not duplicating GLBT Services. Community intersections are secondary, and sometimes logical intersections.

Example: NCOD Luncheon

Areas:

Tim (HR Director)—inclusive language for search committees.
   Employee Group—GLBTA
Jeremy and Ana—changes in housing and introductions, goals for future/year/opportunities
   --GIH (think tank opportunity)
Josh (AD)—Athletics and campus pride index standards
GLBT Studies – Where are we positioned academically?

Meeting for second week of semester. We will craft a message. (Angle will start crafting a message). One more meeting. Deborah has a M,W teaching schedule.
September 23rd, 2014

Members Present: Kate Tusha, Meg Poettgen, Angie Nichols, Deborah Petersen-Perlman

We discussed the luncheon. Everything is pretty well set, except *we need folks to fill tables*. The deadline is September 26. They need to be filled, or they will be filled. Meg will send around a sheet to the QASU. Meg will ask Career Services if they want a table. Angie and I added everyone (AND we invited folks via email) who is a captain to Google Drive. If you go to Google Drive you should be able to use the document.

We need everybody at the Kirby Ballroom by October 8 at 11:15 to distribute envelopes and

Table 1 Angie
Table 2 Lisa
Table 3 Rick Smith
Table 4 Jill PP
Table 5 George
Table 6 DPP
Table 7 Kathy H
Table 8 Dori Decker
Table 9 Nancy Damberg
Table 10 & 11 Jeremy Lieferman
Table 12 Jean Farrell
Table 13 Chris Davila
Table 14 DPP
Table 15 Lake
Table 16 George
Table 17 Jo Jo
Table 18 & 19 QASU
Table 20 Dori Decker
Table 21 Danny Frank
Table 22 Kathleen Gates
Table 23 Angie
Table 24 Kathy H
Table 25 no captains
Table 26 Danny
Table 28, 29, 30 no captains
Table 31 Bob Jansen

Agenda for next meeting October 14, 1-2 meeting place tba

*Celebrate Kate's birthday & George's marriage
*De-brief NCOD luncheon
*Goals for the Commission/Unit Change Team
*Set goals and recommendations we want to send to the Campus Change Team
*We need to apply for grant money through the Campus Change Team. Angie has the criteria.
*Future topics
*Safe changing space
*Gender inclusive rooms at housing
October 14th, 2014
GLBTQAI Commission
Members present: Lalli, Dori, Jeremy L., Kate T., Kathy H., George, Angie, Deborah, Meg P.

Minutes:
Debriefing NCOD luncheon:
some nervousness about filling seats, but then seats filled and we had to turn some folks away!
Can we think about other ways to have folks RSVP? Have an alphabetical list of attendees?
Some people did not know who had invited them, and thus couldn't find their tables.

Event was otherwise awesome! Deborah will draft a thank you note/letter to speakers. Dori will confirm that we can give thank you gifts (on campus gift card of $25 each)? We're giving $100 to Sara Thomsen as an honorarium. Tangent: get well card for Bob.

Expanding the invitation network. Can we work on getting collegiate table captains?

George will create Google form for RSVP. Name tags? Place cards?

Financials:
Yearly allotment of $3k. How much did the luncheon cost? We may have more funds!

Meeting days/times:
Wednesdays at noon are good. Tuesdays as alternate? Next meeting in 3 weeks.

Projects: safe space in athletics; housing (Gender-inclusive Housing Input Session)
Minutes for the GLBTQA Commission 10/29/14

Members present: Elias Mokhole, Meg Poetgen, Jean Farrell, Jeremy Leiferman, Angie Nichols, Kathleen Gates, Deborah Petersen-Perlman

We introduced ourselves to each other and shared preferred pronouns.

Deborah (henceforward dspp) asked if anyone had heard of any issues of concern or reasons to celebrate.

Jean Farrell shared a story about one of her students, a young Muslim woman who, when entering a room at the library, was told by a fellow student to “take the party elsewhere”. She left and went in search of some friends and asked them to return to the room with her. They did and quietly sat down. The rude student left the room. Jean was proud that the young woman felt empowered to manage the situation directly.

We had asked Jeremy to bring us up-to-date on Housing. Jeremy shared that when he first encountered the job posting for the Director of Housing at UMD, the language in the job materials referred to gender neutral, inclusive and open housing. Gender neutral language has been around about 10 years. More recently, there’s been a shift to inclusive and open housing. Here at UMD we’re using “inclusive” housing. The Twin Cities campus is using “gender open” language, but “gender inclusive” is the more common term.

Jeremy reported that each of the University of Minnesota campuses is going through its own process on these issues. Campuses around the country have been addressing this idea for 10-12 years.

Jeremy shared that he came to UMD from Brandeis in Boston. Brandeis was one of the first 25 institutions of Higher Education to develop a program for gender inclusive housing.


Jeremy noted that 99% of the rooms in the residence halls are “doubles”. There are a handful of single and triple rooms. The apartments are two bedroom units with shared living space and kitchen, and one private bathroom. Women and men live on the same floor in the apartments, but each apartment houses only one gender.

Vermilion Hall is all male; Burntside is all female. Ianni and Griggs are mixed gender halls, but only one gender is on each floor. There’s a lot of duality, but not a lot of opportunity for the genders to mix.
The bathrooms are gender-identified in the living spaces, but there are eight gender-neutral bathrooms on the common corridors (containing only a toilet and a sink). These eight bathrooms are not on the Restroom Map. (Angie will update Gender Inclusive Restroom Map).

Jeremy, Jacob Froelich (SA President) and Angie co-hosted a meeting a few weeks ago to listen to student perspectives on what they want in student housing. Only four people attended. The good news is that Student Association is on board and serving as a good partner.

Jeremy shared that this past summer there was the potential for a pilot project involving gender inclusive housing. A young gay man had written him requesting to live with his straight female friend. They pooled together a group of students: two gay men, one straight woman and a trans-identified person who were going to live together. The straight woman backed out, and the trans person ended up not coming to UMD. The young woman reportedly said she was not comfortable living with three men.

There is an apartment in an apartment with three gay men and one straight male ally. So far, they're getting along quite well.

Elias asked how the term "ally" was being used. Angie reported that in these contexts it means “friend of GLBTQ communities”.

Angie said what it comes down to is students want to live with whom they want to live—gender identity may not be the issues.

Students who live off campus can live with whomever they wish. If we create a gender inclusive policy at UMD, some students may come back to campus.

We will have a gender inclusive housing option in the Fall of 2015.

Jeremy noted that apartments are easy, whereas the residence halls may be a little trickier. There are some floors with more than one bathroom, which could accommodate gender inclusivity.

Jeremy asked, “What would a gender-inclusive bathroom look like?” The toilet stalls may need higher and lower partitions, and closing & locking doors. Showers would need a locking curtain. Changing areas currently have only curtains. We may need more robust partitions and locks for security and privacy.

As for the Commission’s role, Jeremy noted that there will need to be education and outreach components for this new gender inclusive housing environment. There will need to be training for staff. The commission could play a role with outreach. After all, we are here to support all students—GLBTQ and straight.

Jeremy will be submitting his proposal to Vice Chancellor Erwin by December.

Our next meeting is scheduled for Wednesday, November 12 from 12-1 in KSC 264.
GLBTQAI Commission meeting 12 November 2014
Members present: Angie, Deborah, Kathleen, George

1. Articles that Deborah sent around re: gender inclusive housing. Please read them if you haven’t already. Reference to articles is in the minutes.

2. Plan for upcoming meeting with athletics regarding trans* or gender safe spaces in facilities:
   Angie will send around articles re: athletics. UMD Athletics has been traditionally hard to influence. Things have improved since Josh has been here. Angie wants those who have connections to athletics should use them for this issue. Coaches need some accountability training on how to handle gender/sexuality-based harassment or bullying, creating safe spaces and climates. We’re looking at a conduct code that student athletes would be required to sign. Part of the goal would be to build a personal relationship between the Athletics dept. and the Commission. Josh will be coming to our December 3 meeting. EVERY COMMISSION MEMBER NEEDS TO COME TO THIS MEETING, AS IT WILL OUTLINE OUR WORK FOR THE REMAINING SCHOOL YEAR. Next meeting scheduled for noon on Wednesday November 26.

3. Drag show Saturday night in the Ballroom
4. QPOC forum next Wednesday 12-1PM.
5. Update on LGBT minor, it looks like it may go through for Fall 2015, but with a key change: CST 2001 changed to WS 2001 and George is scheduled to teach it.
November 13, 2015 Email to Commission from Angie Nichols:

Dear GLBTQA Commission:

I've attached 3 handouts to prepare for our Dec 3rd meeting with our UMD Athletic Director, Josh Berlo. I will send him the same information and ask him to be familiar with the information.

We will discuss this information at our next meeting on Wed before this upcoming holiday break.

Thank you,

Angie

Attachments:

1. Champions of Respect
2. On the Team
3. Campus Pride 2014 Athletics and Rec Sports Best Practices
GLBTQA 12/3/14

Jeremy Leiferman, Angie Nichols, Kathy Heltzer, Kristina D’Allaird, Josh Berlo, George Hoagland.,
Kathleen Gates, Deborah-Petersen Perlman

Introductions

Angie introduced Campus Pride. She reviewed our Campus Pride rating. The chancellor touts it regularly. We’ve never had a scorecard that addresses athletics and rec sports. Campus Pride sets the standards with people who work on LGBT resources and the NCAA.

Champions of Respect and On the Team are two key resources that Athletic Department can use as resources for best-practices.

We wanted to learn from Athletics in terms of GLBT stuff, what are the strengths of our program.

Historically, Athletics has been a tougher nut to crack with respect to LGBT issues.

There’s a profile we need to set up with respect to Athletics—who we are, what we have and who’s our contact. Angie has to work with someone in Athletics to complete this profile.

We’re at ground zero, a baseline, the only way to go is up.

Josh Berlo: We’re in. We want to have a great environment for everybody. We’re in to do whatever we can. Resources are always an issue, but the things we can do that only cost time—we’re ready to do it.

Josh asked us for our impressions. What are the issues—historical and underlying?

We’re all coming from different perspectives.

Concerns may have to do with the differences between men’s and women’s athletics, respect, etc. Kathy cited the story of Women’s Hockey national championships. Women’s Hockey teams are ranked higher than men’s hockey, nationally. Space is a huge difference. The DECC [Amsoil] is 6700. Even though there may be a lot of people, the size of the arena may make it seem small.

Lesbian women are very interested in women’s sports. It’s a really great place to increase season tickets. Shannon and Annette are both openly gay. It may be worth a direct ask to the community. If we featured Shannon’s stats and legacy. She’s number 1—why wouldn’t we be promoting that? Highlighting her and her record would have value. It’s low-hanging fruit for a general appeal. Would they be willing to make that appeal?

Josh asked who are the right people to reach out to? Perhaps we should have a subsequent meeting with our marketing director. Angie suggested a Reception with Duluth/Superior Pride, gay community...—Josh said they’re open to whatever strategy will put butts in seats. Kathy said—perhaps we could ask for access to one of the big boxes.
Josh sent an anonymous online survey to all student athletes asking if people said they felt comfortable. They’ll continue to do that kind of assessment. They used a 1-5 scale.

Angie asked if there was any room for improvement?

Josh said they’re no benchmark.

Josh wanted buy-in. Josh will pull results.

Jeremy Leiferman said that would be an interesting marker over time.

Kristina D’Allaïrd said Josh does an exit interview with all the seniors. Josh said there are other things, but nothing relative to GLBT issues.

George Hoagland said her students talk about the issues in the classroom. Most of the students are unfamiliar about how things work for student athletes. They talk about Title IX. When they talk about cultural attitudes in Duluth—students are concerned about the respect women’s sports receives (or doesn’t). As far as LGBT issues, her students are unaware that there are LGBT athletes.

Kathleen Gates referred to the ad last Sunday regarding the anti-trans athlete opponents—“Your daughter may lose her spot to a male on the team.” She was very concerned that there are people in the community who would believe that ad. She worries about how that would impact transgender athletes.

We could take a stance. 32 states have passed standards for equity and inclusivity. They can’t change their identity. Britney Greiner reference.

The stuff Josh saw on the internet was very critical of the ad.

Josh said we are one of the most Title IX compliant schools in the country.

George Hoagland referred to research her students have done. She talked about a UMD case that resulted in a big jump in Title IX compliance.

Angie said most of the anecdotes she’s heard have referred to club sports. She did mention one track student a number of years ago who had a bad experience in athletics. Angie said we need to communicate that we’re open to hearing about GLBT issues that come up in Athletics and that we have a protocol for addressing issues.

Josh said Athletics is prepared to drop the hammer. He referred to a football party that went too far. They took scholarships away. What’s not acceptable would be responded to.

Kristina said, let’s not use gay athletes as poster kids. We need to be sensitive to not exploit students for the purpose of the cause. Students want to play their sport. Their team is their sport. Angie said, we’re not looking for the poster kids. We need to get the message out that we’re open, accepting and affirming.
Kathy Heltzer referred to overall best practices, suggestions for coaches and AD’s. Among those best practices is that you don’t “out” someone who doesn’t want to be “out”. There has been an overall shift in attitudes thanks to national values. The train can leave the station, but some are still on the platform.

Josh said he thinks the lion’s share of the coaches are on board. They’re very caring about their athletes. They research them, invest in them. They’re committed to their students.

Josh said: Strengths we already have—mostly the team of coaches is on board. Perhaps they need more resources, more training. Even when people want to do the right thing—they need training. What should they do when a student comes out. Angie said: that’s when you call me.

Josh said Angie will be a repeat visitor to [head coaches] meetings.

Josh said the nondiscrimination statement is necessary. He asked for best practices.

Angie said we already have them. Josh said he’d like to take it further. Angie said: highlight it on the website. Josh said the student advisory committee should endorse it and then the other board.

Josh asked about the dress code issue references on the scorecard.

George asked about the policies addressing anti LGBT behavior. Josh: The student conduct code applies to everyone. Each team has its own set of rules. No one has been too lenient.

The code of conduct exists team by team. Josh said that he’d be happy to speak with the teams about minimum standards, but he doesn’t want to interfere with teams’ ability to go further. What happens when a coach lets something slide? Josh said they’re accountable to him.

The facility oriented issues are the hardest issues because they’re big ticket items.

Josh said they have 350 lockers, but 2 shower rooms. Chris Stevens is trying to find money to provide curtains. Lockable showers is not going to happen.

Locker rooms need work. If there’s a renovation plan, great, they’ll work on that.

Jeremey Lieferman asked if there were any grants to help campuses address these issues. He said housing is trying to address this as well.

Josh referenced a work around he experienced as a student.

Angie said that sometimes students don’t want the solutions Campus Pride recommends. She’ll check boxes and offer an explanation making reference to Housing where GLBT students did not want GLBT-specific housing, just the ability to room with any person of any gender. That policy is coming soon.
January 12, 2015

Dear Chancellor Black,

We, the UMD Commissions, are respectfully writing to you to voice our strong concerns regarding the Department of Athletics budgetary solution announced in a press release Monday night, December 15th, stating that UMD Women's Hockey Head Coach, Shannon Miller, her two Assistant Coaches, and a part-time Director of Operations will not have their contracts renewed.

Ironically, Shannon Miller has won the most games in Division 1 Women's Hockey history, and is the most decorated women's hockey coach in the world. She is a living legacy whose impact on the sport cannot be overstated. She has created a world-class hockey program at UMD that boasts 5 NCAA National Championships. The team has won 13 of its last 15 games.

The decision to non-renew her contract or the contracts of the assistant coaches calls into sharp question the equitable treatment of women in sports at our University and, at face value, seems to run counter to our commitment to Goal Two. We question the message this decision sends to our women students and athletes, as well as to women faculty, staff and administrators. We are concerned that UMD’s hard won high ranking for GLBT-friendly universities cannot stand in this atmosphere, and that this decision has created a sense of fear and disillusionment amongst GLBT students, athletes, faculty, staff, administrators and allies.

We urge Director Berlo to craft a more equitable and evenly distributed manner of addressing the current financial shortfall within the Athletics Department, as it does not appear that this decision was made with an inclusive lens. We respectfully request that women be part of the decision-making process regarding budget and salaries within Athletics, so that the budget is not balanced solely on the back of women athletes.

Sincerely,

UMD Gay Lesbian Bisexual Transgender Queer Allied & Intersex Campus-Wide Commission
UMD Diversity Commission

Note: The UMD Commission on Women, though they received a majority vote to sign this letter has opted out due to fear of retaliation for being associated with the letter as individual members.
Commission Meeting Minutes, January 28 2015

Bob Jansen, Kathy Heltzer, Dori Decker, Lake Dziengel, Arielle Schnur, Jean Farrell, Kathleen Gates, Angie Nichols

Bob Jansen talked about inviting Lisa Vecoli of the Tretter Collection to come to Duluth. He shared the Tretter Collection newsletter. The Tretter Collection houses great material for scholarship.

GLBTQA met with AD Berlo to talk about the Pride Index which is addressing Athletics for the first time last month. We talked about our love for women's hockey and our dissatisfaction with administrative decisions to non-renew the Women's Hockey coaching staff.

We talked about the GLBT community of the Twin Ports.

We'll revisit gender inclusive housing at the next meeting.
February 10, 2015 Kirby 355-57
GLBTQAI Commission Meeting Minutes

Angie Nichols, Kathy Heltzer, Dori Decker, Travis Mills, Deborah Petersen-Periman

Angie talked about Campus Pride.

Chancellor Black will be hosting a town hall meeting on the budget. We need to pose the question:

We’re all being asked for input on UMD’s budget reduction strategy. In light of what has happened in Athletics where the burden has fallen disproportionately on one team, why hasn’t Athletics been more equitable in their budget cuts? If they’re being asked why isn’t there more follow-through?

We should ask for help from tenured male faculty to help pose questions at next week’s budget meeting.

In light of what’s going on with the Women’s Hockey team, we have some questions about the budget situation for Athletics.

Have there been any other cuts within Athletics?

How has the Men’s Hockey team been affected? What, if any, budget cuts have faced?

Have other programs in Athletics been affected? If so, which ones and how much?

Have any male coaches been cut or had their salaries reduced?

How is the pay structure for coaches determined?

What is the strategy UMD Athletics is using to fill the coaching positions for women’s teams?
March 10, 2015, Kirby 355-57

Members present: Dori Decker, Angie Nichols, Kathy Heltzer, Travis Mills, Dspp, Jeremy Leiferman.

Jeremy reported on the Gender Inclusive Housing Proposal.

The proposal was approved by Dr. Erwin. She brought it to Cabinet. Gender Inclusive apartments are set for next year. The current restriction, Gender exclusivity, will be lifted. There are changes which will be implemented on the Housing application allowing folks to note their desire to room with GLBTQA folks. A press release will come out today. We’re part of the first wave of Gender Inclusive Housing. Carleton, McAllister, Augsburg already have GIH. UMTC will also implement a pilot program.

Jacob Froelich, SA President, was involved early in the process. Having SA buy-in early on was very helpful. Congress voted to approve the initiative, and recently endorsed the proposal.

We had a pilot.

There’s been movement in the last couple of years. The campus was primed. President Kaler is on record with his support. Top-down support.

Fox 21 is doing a story, KBJR is coming later this afternoon, the DNT will do a story as well.

UMD Statesman reported on Campus Pride and Drag Show.

There’s a Wellness Floor in the works.

We would like to draft a letter of nomination of Shannon Miller for the Linda M. Larson Woman of the Year award. QASU is drafting letter too.

Folks: We have a meeting with the Chancellor on Friday, April 17 at 10 a.m. in Kirby 351. We need to make sure as many of you as possible come to the meeting. Please let us know if you can be there. We will need folks prepared to share the perspectives of students, faculty, staff, community and alumni.
March 31st, 2015 Commission Meeting, Kirby 351

Commission,

A small dedicated group of folks met today (Kathy Heltzer, Angie Nichols, Jeremy Leiferman, Travis Mills, Julian Vela) to discuss our upcoming meeting with Chancellor Black on FRIDAY, APRIL 17TH@ 10 AM IN KIRBY 351. We agreed that this should be billed as a "listening session" versus a Q and A in that this format will likely be more productive in terms of addressing the recent events with the Women’s Hockey coaches. We discussed whether it would be helpful to ask for anything from the Chancellor at this meeting and agreed on the following. We agreed that any Campus Pride rating is not the same as actual "campus climate". Here is what we would like folks to come prepared to share at the meeting on the 17th.

IMPORTANT TO RSVP SO WE ARE CLEAR ON WHO IS COMING. We believe we will have a total of 12 people, including the Chancellor. (Angie is arranging for a few more chairs-the room seats probably 12-14 comfortable around one table).

- Important for folks to share how these recent events and the University’s response to them have affected them as members of the GLBTQA community (as students, alumni, faculty, staff and also community members)

- We hope this is primarily a "listening session"

- Important that none of us grandstand, as we only have an hour. Be clear, be concise, speak from your heart and your own experience.

- We want to partner with the Administration to address campus climate specific to GLBTQA students, faculty and staff. We are here to serve as a resource!

- Address how it feels for you now as a student, alumni, faculty, staff, community member given recent events

"ASK"

- We would like resources to facilitate improvement in the climate in athletics specific to GLBTQA students, staff and faculty (leaving this open but hoping for them to bring in a national trainer)

- We would like to see increased funding for the Commission in order to better build community for GLBT staff and faculty on campus and also to be able to bring speakers and facilitate other activities (we think the others Commissions get 2-3 times the funding we receive)

- We understand this is only a beginning and would like to have a meeting once a semester with the Chancellor to better facilitate ongoing dialogue
GLBTQAI Meeting with Chancellor Black 4/17/15

Kirby Student Center, 351, 10-11 a.m.

Welcome & Introductions to Chancellor Black:

Kathleen Gates, Community Representative, elder
Kathy Heltzer, Faculty, Department of Social Work
Julian Vela, student, former QASU Chair
Travis Mills, student, former QASU Programs Coordinator
Deborah Petersen-Perlman, Faculty, Communications Department
Katie Muller, student, former QASU Chair
Jace Carlson, student, current QASU Chair
Bob Jansen, community member, taught at the College of St. Scholastica for 7 years, owner of Main Cub since 1983 (gay bar), elder, pride committee member
Jeremy Leiferman, Director of Housing and Residence Life, here 1 year
Angela Nichols, ex-officio GLBTQAI Commission member, Director of GLBT Services

Deborah described what we would like to address within the time constraints of the 1-hour meeting with the Chancellor.

*The impact this decision has had on students, faculty and staff on this campus.

*The impact this decision has had on the GLBTQAI community.

*The impact this decision has had on the alumni of our program.

We are concerned that the impact on the community and potential ramifications of this decision will result in diminished support, both financial and emotional.

Chancellor: He started with being clear that in this meeting, nothing is off limits. He wants us to say whatever we’d like to say and he is here to listen. Don’t sugarcoat our comments.

Chancellor Black stated that over the past few months he has come to realize more about the negative impact of the women’s hockey non-renewal on the community. He has some sense as best as he can of the hurt that’s been caused and the issues that seem to challenge the core values that are important to us, and what we stand for. He wants to help with healing, help with the hurt that’s been caused. The actual personnel decision is something he can’t discuss. It’s an HR issue.
He clearly noted, “It had nothing to do with gender or sexual orientation, it was an Athletic coaching decision.”

He said that he agrees things could have been done differently and that this had nothing to do with gender or sexual orientation (second mention).

He said, we can discuss how we should have anticipated the impact of the decision. He said he is also concerned about the Campus Pride situation as much as we are [We’re more concerned with campus climate, not Campus Pride designation]. He feels like we can and will get that full designation back. He knows Angie is working on the 2.0 Campus Pride Index. We have been suspended from the top 100 GLBT Friendly Campuses list. He said that he feels the need to be more involved in the Campus Pride rating and he has asked his Vice Chancellors to be more involved with Campus Pride 2.0. [Correction: we were on the Top 50 list, not the top 100 and we’ve been suspended from even being ranked].

He said that he knows Campus Pride well as an organization and he was proud when we received recognition and he will be proud to regain it. He said he would also like to be more involved with this Commission because of what has happened, and would like to meet once per semester (this was one of our planned requests), and he said that he can be on call about certain rumblings and said that sometimes we can head off things if he knows about them. Ultimately he said he is much more concerned about our internal community and the health of our relationships. He wants to know how he, as the Chancellor can better work with the commission. We don’t need or want Chancellor looking over our shoulder, he said, but part of our purpose as a commission is to be a thorn in his side to hold him and the administration accountable.

**Deborah:**

- We would like to have a meeting with the chancellor once a semester. He said he can do this.

- We would like increased funding for this commission to better build community for GLBT staff and faculty on campus and also to bring speakers and facilitate other activities (we are underfunded relative to other commissions). We’d like to be on par with the Diversity Commission for example. The Women’s Commission has a larger budget due to the “Regender” lawsuit of course. The Chancellor said he’ll see what he can piece together.

- We would like the Athletic Department to use their own resources to facilitate improvement in campus athletics specific to GLBTQA students, staff, and faculty. They need help with GLBT-friendliness, attitude development, training, long-held attitudinal changes need to be made, they need readjustment. Culture changes will only happen through education. We encourage Athletics to bring in experts.

**Katie:** shared that she had bad experiences in the Athletic training program and heard derogatory comments all the time. She was the only queer person in the program. She said that other athletic programs, like Duke University have campaigns. They have pride nights, their teams wear rainbow jerseys and there are rainbow flags in the stands, the WNBA has a game during pride month (which is June), and the Seattle soccer team has rainbow soccer scarves. Duke’s campaign has people saying
things like “I don’t say ‘you hit like a girl.’ There are models out there. There are a number of businesses that might be called on to help change the culture.

**Deborah:** Athletics needs to be the one to do it though.

**Julian:** thinks the AD will Stonewall us.

**Bob:** We can’t impose it upon them. They need to want to do the right thing.

**Julian:** They need a shift in thinking.

**Travis Mills:** said, a cultural change in athletics will help improve Campus Pride 2.0.

**Kathleen Gates:** stated if the University sees itself as a leader in the community, and takes that perspective seriously, the University needs to take leadership and show the community who we are. She said her generation did not have Title IX. This firing [of our hockey coaches] is only one piece of the larger picture of what is going on with the U. She said her daughter called her from the Twin Cities the other day and also sent her the article written by former Governor Arne Carlson. So, it’s a bigger picture and you need to show the community that you are ethical and that you don’t lie. The community is really concerned. A lot of people are embarrassed by the University.

**Julian:** Told the Chancellor, “You are the figure head of that embarrassment.” He explained that this WAS a Great University on a Great Lake. He explained that he helped work for the Campus Pride designation and hearing it go away made him feel invalidated. He said that a staff member told him it’s not a reflection of Julian, but it’s a reflection of what happened at the administrative level. He said this all came out at a really terrible time too (finals week); it’s really sad. He said, “I used to be proud to be here, now I can’t wait to leave.”

**Katie:** I came here from Seattle and wanted to be an Athletic Trainer for women’s hockey and move on (to work with a team), and I came here because hockey was part of the Athletic Department. It was the only school she applied for because they had a hockey program. She said “I’m embarrassed to be here.” She explained that she only got her cap and gown and did not buy any of the other “UMD” things and she is glad that at least her diploma will read “University of Minnesota” and not Duluth. She said she’s so hurt and embarrassed by UMD, even if she hates the Gophers competitively.

**Jace:** We [QASU] go to 2 college conferences per year. At the Minnesota Out College Conference, which happens in October, being from UMD was a point of pride for us. When we got it taken away it was hurtful to our group and people were shocked. We’ll continue to work hard for it, but at the same time, I looked at the whole situation and it was because of Athletics. It’s not our fault. They need drastic improvement.

Campus Pride is not the most important thing to us. If the designation comes back, before the Campus Climate comes back, and the Queer community does not agree, it means nothing to us.
**Travis:** we made campus a better place. We educated other students by speaking on classroom panels. We got fraternities and sororities to support us. We partnered with the Kirby Program Board and the Student Association and we helped build a community foundation. Other groups asked how they can help the QASU students.

**Katie:** We've backtracked. There is a lot of queer-bashing on yik-yak [a smart phone app] and it all happens within a 1.5 mile radius of campus. Katie said that she believes it's mostly UMD students. She explained that there is still a lot of hate and ignorance that we face, and also racist things. Katie said this is a hostile environment and it's hard to be truly who you are. I don't feel welcome here anymore.

When she was in the Athletic Training program, with 13 students, as the only queer one, she said she always felt left out, without a partner and she was excluded from the rest of the group. If Shannon Miller can be fired (a prominent figure in UMD), what does that mean for staff and faculty who've been sources of support.

**Julian:** I shouldn't have to be fearful of losing my [GLBT] Director, and faculty and staff who are supportive of me.

**Kathleen G:** A community perception is non-tenured [Term] faculty members are fearful to talk about controversial issues. There's been some hostility and backstabbing among the women's community—we should be working together, she said. It's the wide-spreadness of this. It does not feel to me that if you're on staff you can talk and not get into trouble.

**Jeremy:** mentioned that the Campus Pride designation [as a nationally top-rated GLBT-friendly campus] was appealing to him when he was conducting a job search over a year ago. He said he came here from Boston, also saw the Gender Inclusive Housing experience needed in a new director and after the interview Angie spent about 10-minutes talking with him about UMD. He said his friends in Boston asked him how he's doing in Duluth and he said he's wrestling with his decision regularly. The non-renewal of Shannon Miller and the loss of the [Campus] Pride designation made him question if he'd made the right decision to come to UMD a year ago. He's still wondering.

**Katie:** re: Shannon Miller—she has the most NCAA championships—she has 5! So, what does her termination signify for job security for a lesbian who was pursuing athletic training? I quit that program at UMD because I was gay-bashed. Is it possible to be terminated because of being a tough lesbian? What is the impact on my future in sports if I'm a tough lesbian and I advocate too much for gay people? Having so many achievements and seeing Shannon get fired, makes me concerned. I believe I won't have job security in the future.

**Julian:** I want to be proud to be a Bulldog again.

**Chancellor:** said it is his commitment to get their pride and confidence back. He will do what he can and work more together. There's a lot swirling around us. We're making some progress with the budget. There will be some faculty and staff positions that will not be filled. Admin will take a heavier
hit than faculty, and cuts will be done in a fair and equitable manner and not targeting any groups. The Chancellor said he wants our confidence and pride back. He said he's not giving up on these issues.

**Bob asked: “What have you learned?”**

**Chancellor:** I should have listened to my mentor who said “Beware of Athletics.” I should have been more intrusive and more careful. I’m not sure what outcome would have been different, if I understood the depth of the issue.

Chancellor also said that he wasn’t born a Chancellor. He’s been in work paying attention to GLBT issues. He was a Dean of College of Liberal Arts in Kansas. He helped start an ethnic studies program. He worked with Leslie Lewis who provided input. He looked at the contributions of women and non-western men and GLBT people in aesthetics and theatre. At Kennesaw, he worked closely with VP on a spring Pride Summit. He did work to further GLBT work and racial issues. He has gay people in his family. He said he’s not giving up. The University might give up on him though.

**Katie:** asked how can we support the women’s hockey program (publicity and other promotional support) within our limited financial situation? She also noted that Men’s Basketball [at Harvard] is called Crimson basketball, and then there is Crimson Women’s Basketball. She said UMD is the same, so Athletics should change their Twitter handle to put Men’s and Women’s in their titles [so default is not men’s].

**Chancellor:** said that Athletics needs to pay greater attention to equity in marketing.

**Deborah:** Twitter—we can set up our own Twitter account for UMD Women’s Athletics and to grow our own reporters.

**Kathleen G.:** Whenever I pick up the Statesman [UMD newspaper] I’d like to see when the next Women’s game is at. The Women’s Hockey games are at odd times of the day so without marketing it’s hard to get people to come.

**Katie:** asked if the Chancellor would issue an apology to the GLBTQAI community on and off campus for the way the dismissals of our coaches was handled.

**Chancellor:** He’ll think about how he can do that. “I said it here.” He also said he’s done some apologies, but to the GLBT Community specifically, partly because it’s a personnel issue, and because there are threats of legal action, “I cannot do it.” However, he said if there is something he can do on campus within legalities of what he can and cannot say, he said he will check to see if there is some middle ground.

**Katie:** said it should be published for the community to start healing.

Meeting adjourned at 11 a.m.
GLBTQAI Commission Meeting

April 27th, 2015 355-57

Members present: Jeremy Lieberman, Bob Jansen, Deborah Petersen-Perlman

We talked about our purpose as a commission.

Angie had given us some thoughts for the year.

Is our purpose to be doing things publicly on campus.

Bob suggested we do a needs assessment.

Jeremy suggested we send out a survey. Bob suggested we can ask the QASU students the best way of disseminating it. We can add Angie’s listserv of faculty and staff. We could target a couple of programs like social work. Jeremy said one concern is the voices that get lost, such as Allies.

We’ll ask Robert Repinski—Bob suggested we ask students. Jeremy reinforced that. Their voices were really important at our meeting with the Chancellor. We should continue to invite Travis, Julian, Arielle. We would like to encourage our current membership to continue on, but we really hope for more active participation.

Bob asked what benefits can be derived from serving.

Do we want to extend invitations to alumni.

We might want to identify our makeup by representatives from various areas—e.g. three faculty, three staff, etc.

Bob suggested we might ask the Chancellor to ask people to serve. He might be able to include it in whatever communication. "We would like your support in asking people to serve on the commission."

Members: Please let us know if you intend to stay on the commission.

Respectfully submitted,

Deborah
12 May 2015, Kirby 251

Jean, Bob, Kathy, Jeremy, Dori, Angie, Travis, Deborah

Sunday, there will be a Tea Dance at 4 p.m. at the Main Club for the Elders. He’s invited the Coalition. The goal is to establish better communication.

Deborah reported on her lunch with the Chancellor.

We reviewed the follow-up letter that Jeremy drafted and made a few changes. After everyone has reviewed, dspp will send.

Kathy H. would like to know who is on the commission and what their terms are. Kathy said, politically it might be more strategic about who is on the commission.

Robert Repinski is willing to participate, David Short might be willing to meet. Deborah will ask Robert and David. Angie will invite Blaine Hanson to join us. We might want to invite Diane Rauschenfels from Education. I will ask Paul Bates from Biology. Kathy will ask Tim Stratten. Lake will explore Chuck Fontaine. Angie will ask Jim Allen from the Med School. Dori will ask Chris Rirrie, and Anna Spielman.

Get back to Deborah with reports on who agrees to be on the commission.

People will want to know when we meet and how big the commitment is (how often we meet). We will meet twice a month. Right now it sounds like Tuesday afternoons might work best (1 or 2).

From our current membership: Bob Jansen’s on for another year. Dori is uncertain, but feels Health Services should be represented. Travis is our current student. Julian would like to be on the commission and Angie will ask him for the coming term. Lake will stay on for the fall. Jeremy, Kathy and Jean are all willing to return.

We will consider additional members in the fall.

Angie offered Carleton College and Bates College are good examples of best practices for Athletics, on policy and practice, but the issue will be follow-through and leadership on GLBT issues within Athletic Department.

For next year: Dspp will be the chair, Jeremy will be our treasurer, George is the secretary.

The date for the NCOD is Wednesday, October 7. MARK your calendars.

(David Short would make a great Coming Out Day luncheon speaker. Travis will consider being the student speaker.)
13 May 2015

Dear Chancellor Black,

Thank you for attending our GLBTQAI Commission meeting on Friday, April 17th. We know you have a busy schedule, and we greatly appreciate that you committed this time to meet with us. The commission members appreciated your candor, openness, and willingness to listen. As we shared in our meeting, the mission of the Commission is to improve the climate on-campus for GLBTQAI faculty, staff, and students.

In our meeting, many commission members shared their feelings, thoughts, and experiences as members of the GLBTQAI community since the announcement of the non-renewal of the contracts for Shannon Miller and the Women's Hockey coaching staff. As you know, all of these individuals identify as members of the GLBTQAI community. The commission members shared with you that they have felt less pride for UMD since this decision and that many have questioned whether they belong at this institution.

The following items came up in our meeting as opportunities to begin the healing process:

-We would like to work with you more closely to address issues that arise. We both felt like this might be achieved by inviting you to attend a commission meeting once per semester. We will work to invite you to a meeting in Fall Semester.

-We believe that the funding for the GLBTQAI Commission should be on par with the Diversity Commission. This additional funding will allow us to achieve our mission by sponsoring speakers, events, and activities for the campus community. You indicated that you would examine funding levels for the commissions to ensure parity.
We believe that the anti-GLBTQAI climate & culture in Athletics must be addressed. We feel that the efforts and resources for this need to come from Athletics, and not the Commission. The commission is willing and able to provide suggestions and ideas on possible events and experts that may be able to assist the Athletics staff in addressing these concerns. You indicated that you were already beginning to address this and would continue to do so.

You expressed interest in working to regain our eligibility to be ranked in the Campus Pride Index. While the commission greatly appreciates the ranking, we feel strongly that the climate issues, both within Athletics and on-campus broadly, need to be addressed before this can occur and it is appropriate to occur. We will continue to participate in the Campus Pride Index -- and ultimately, they are the ones to decide when it will be appropriate for us to be ranked again. We understand that Angie Nichols has historically been the liaison for the Campus Pride Index. At our meeting with you we learned that you have delegated Campus Pride responsibilities to your vice chancellors. It would be beneficial for Angie, as the GLBT Services Director, to once again take on those responsibilities with the support of Chancellor’s cabinet.

We asked that you write an apology to the GLBTQAI community for the impact that the coaching decision has had. You indicated that there are some reasons that would prevent you from doing this, but that you would consider and explore options to address concerns broadly with the community at UMD.

We look forward to working with you on these items and addressing campus climate overall. We would appreciate any updates you might have on the items above and we stand ready to provide assistance and advice on issues as they are presented.

The GLBTQAI Commission
Deborah Petersen-Perlman, chair
Jace Carlson, student
Kathleen Gates, community member
Kathy Helzer, faculty
Bob Jansen, community member
Jeremy Leiferman, staff
Travis Mills, student
Katie Muller, student
Angie Nichols, staff, ex officio member

Deborah Petersen-Perlman, Ph.D.
Associate Professor, Communication
Chair, Baeumler Kaplan Holocaust Commemoration Committee
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http://lists.d.umn.edu/mailman/listinfo/glbt.commission

Who: GLBTQAA Commission

What: National Coming Out Day Luncheon 2014

Why: Each year, the GLBTQAI Commission hosts the luncheon to:

1. Raise awareness about the experiences and importance of "coming out" for GLBTQ people.
2. Bring together a supportive campus-wide community for GLBTQ people and allies.
3. Raise awareness and funds for the Cruden-Riggs GLBTA Scholarship and other opportunities for GLBTQ students.

Where: Kirby Ballroom

When: October 8, 2014

Itemized expenditures:

Catering: $2500

*Gift Cards for Speakers: 3 @ $25=$75

Singer fees: $100.00

Total: $2675.00

Remaining Balance: $325

The GLBTQAI Commission also hosted Curator, Lisa Vecoli of the Tretter Collection for GLBT Studies on April 24th in the UMD Library to educate people about how to archive their personal histories, the history of the archive itself and some of its more popular holdings to date. We co-hosted the guest with the Kathryn A. Martin Library and catered the event with coffee and brownies.

Cost: $90

Remaining Balance: $235.00

Submitted by: Dori Decker, GLBTQA Commission Treasurer
GLBTQA COMMISSION BYLAWS

1. Mission Statement
The GLBTQA Commission is committed to creating a safe, welcoming, and enriching climate for the UMD GLBTQA community that enables GLBTQA students, faculty, and staff to thrive intellectually, socially, and emotionally at the university and in surrounding communities. We strive to accomplish this through education, advocacy, collaborative planning with other university and community groups, and outreach and support to members of the UMD GLBTQA community. This includes planning social events to bring members of the GLBTQA community and others together.

2. Organization
The commission is a campus-wide organization comprised of faculty, staff, students, and community members. The commission works to promote leadership, understanding, and education about queer people and issues. The commission seeks connection and partnership with the broader community.

3. Membership
3.1. The commission strives to reflect diversity in membership from across the campus and community.

3.2. Members serve two-year terms starting in September. Multiple terms are allowed. There is no limit as to the number of members in the commission.

3.3. Members of the commission should include faculty, staff, students, alumni, and community members. The Director of GLBT Services shall serve as ex-officio member.

3.4. Members are expected to attend meetings and participate in the work of the commission.

3.5. Members who cannot attend a meeting or meetings should request an excused absence from the Chair of the Commission. Members who miss meetings are expected to read the minutes and remain current with the issues before the Commission.

4.1. Approval of new members will be by majority vote of commission members present, including proxy votes.
4.2. Elections will be held as needed but spring will be the regular election time.
4.3. Missing three or more meetings without notification to the chair will cause the member to be removed from the email list and no longer considered part of the commission.

5. Officers: Chair and Secretary
5.1. The presiding officer shall be called Chair.
5.2. The Chair will be elected by the sitting membership of the commission the last meeting of the academic year.
5.3. Any member may be nominated to serve as Chair.
5.4. The term of office for Chair is one year, starting July 1st, with the option of re-election.
5.5. Term of office begins at the September meeting.
5.6. Secretary: the position of secretary is one year, with the option of re-election, and shall be elected at the September meeting.
5.7. The secretary shall take minutes at the monthly meeting and send them out to the members in a timely manner.
5.8 Treasurer: the position of treasurer is one year, with the option or re-election, and shall be elected at the September meeting.
5.9 The treasurer shall be in charge of the Commission’s budget and should have some previous experience in that field.

6. Annual Report
6.1. An annual report will be submitted by an elected representative of the Commission at the end of the academic year (typically in May) to the Campus Climate Team.
6.2. The report will be prepared by a committee within the commission which will include the chair and/or the secretary of the commission as well as the director of GLBT Services.

7. Budget
The Commission will dispose of a recurrent budget of $3000 budget coming from the Chancellor’s office. The contact person for budgetary matters in the Chancellor’s office is Wendy Larrivy.