LGBTQ Committee Meeting Minutes
Thursday, February 18, 2016
12:15 p.m. to 1:30 p.m.
Room 204 (Game Room), Tinkham Veale University Center


LGBT Center Update, AmariYah Israel, Department Coordinator, LGBT Center

Updates regarding common application sexual orientation and gender identity question.

- Response rate @ 80%
- Almost 10% identified as something other than heterosexual.
- Around 0.5% identified as transgender or something other than “male” or “female” with a total of 50 students applied who identified as transgender.

Gender Inclusive Housing Update
- All students are able to indicate if they want gender-inclusive housing on campus on the residence housing application.

Campus Restroom Update
- Plans are developing to convert one of the KSL gender-specific restrooms to a gender-neutral restroom.

Program Updates Spring 2016
- Faith Cheltenham (President of Bi-Net USA) March 25th
  - Bi 101, Morning Session
  - Bi People of Color in History-Intersectional workshop, Afternoon session
  - Safe Space for LGBTQ people of color, evening
  - Transgender Day of Visibility- March 31st
    - Open Mic Night (possible space- Thwing)
    - Trans artwork display in the Tink
    - Pop-Up Pronoun Workshops all week
- Douglas W. Nock Scholarship deadline is Friday, April 1st.
- Prism Award – looking for nominations for offices on campus. April 1st is the deadline for all nominations. The description of the Prism Award criteria is:
  “The Prism Award is given annually to an office, department, or entity at CWRU in recognition of their significance contribution to the campus LGBT community. Past winners include: (listing of previous winners) The award honors work accomplished in the current academic year. Applications and nominations are accepted until X. The winner will be announced at Lavender Graduation on X.”
- Lavender Graduation: Tuesday, April 26th, from 6pm-8pm, located in Ballroom B, TVUC.

LGBTQ Research Group, Matthew Garrett, Faculty Co-Chair, LGBTQA Committee

February meeting highlights:
- The LGBTQ Research Group begun assembling a resource tool for CWRU researchers who might need to collect demographic data from LGBTQA populations. They will be looking into best practices and tools used at other institutions. The plan is to have the resources available on the LGBT Center website and a link will be placed on the IRB website to that resource.
The LGBTQ Research Group meeting for March is the day before the Q-Grad Research Symposium. There is an opportunity for interested participants to present their final presentation for feedback.

QGrad Update

Concerns about Change in Counseling Services Note Sharing

- There have been concerns that the student body may be less willing to seek counseling if notes are shared between Counseling Services and UHS.

General Updates on the Group

- Recently, the core group has been busy with qualifiers and boards.
- There has not been much of a response of potential interests in future leaders of QGrad. So far, it has been 1 student from MSASS who is interested. In the past, SOM-Med students have made up a lot of our leadership, but as incoming class personalities change every year, there has been little interest from the current first years. Ideally, there is a plan to recruit widely and tap into law and graduate studies to sustain the group, as well as cut down on the number of events.

LGBT Research Symposium

- There have not been any abstract submissions for the symposium. Many students/residents who participated last year have graduated, which may be a reason for the lack of response.
- Members of QGrad are currently looking for suggestions on a local keynote speaker due to not having a budget to fly in an outside keynote speaker for the symposium.
- Will need to reframe into a research meeting between CWRU postdoc/faculty and graduate level students.
- There is a need of help of the LGBT Research Committee in order to gauge interest/attendance.

North Coast Men's Chorus Social Event

- Members of QGrad is currently working with NCMC with a budget for university outreach from the Gund and Cleveland Foundations. This event is in place of QGrad’s Love Equity Ball. Possible locations will be the Music Box Supper Club, The B-Side Lounge or Euclid Tavern.

Upcoming Events

- Friday, February 26th is the deadline to submit abstracts for the LGBT Research meeting
- The LGBT Research meeting is on Wednesday, March 16th at 8:30am.
- Potential dates for the interuniversity social with the NCMC are either March 25-26th or April 1-2nd.
- Jeffrey McCune, Jr., Associate Professor in the Women, Gender and Sexuality Studies Program at Washington University St. Louis will visit the CWRU campus for the ACES+ Distinguished Lectureship on April 10-12th.
- QGrad Board Elections is on Wednesday, April 20th.

Ongoing Business, Matthew Garrett, Faculty Co-Chair, LGBTQA Committee

Curriculum project:
At this time, the curriculum project is still ongoing.

Grossing Up dialogue:
The Fringe Benefits Subcommittee reported the Domestic Partner Benefits to the Staff Advisory Council on January 28, 1999, and the Faculty Senate endorsed and later passed, where the benefits were implemented in the year 2000. The proposal was presented to the Faculty Senate in April 2014 and was charged by the Faculty Senate for Human Resources to provide additional research and later present it back to the Senate at a later date. Jamie Ryan, Human Resources Director, was a guest for dialogue in regards to domestic partner benefits and the grossing up initiative. A number of AAU institutions and others were referenced in discussion, including: Columbia University, Princeton University, University of Pennsylvania and Syracuse University. Jamie reported that CWRU currently has 44 domestic partners who are covered with at least one of the available health insurance programs (35 opposite sex partners; 9 same-sex partners). The primary concern is applicable funding in order to support the initiative. Will the university extend the policy based on the need? There are incentives for non-married heterosexual couples while it is not for same-sex couples. Why does one have greater weight than the other? At this time, there are still issues of equality at the institution for domestic partners. However, there has been no discussion for removal of the domestic partner coverage benefit. The committee will continue this discussion and asked Jamie if he could present data on the demographics and an estimate of cost (percentages and dollar amount) of the initiative at the next meeting on March 17th.

Announcements/New Business, Matthew Garrett, Faculty Co-Chair, LGBTQA Committee
The LGBT Spring Gathering is on Thursday, April 14th, from 5:00pm-7:00pm at the Linsalata Alumni Center. The gathering is open to all faculty, staff and alumni from CWRU, Metrohealth, University Hospitals and the Cleveland Clinic. There will be free appetizers and a cash bar.

There was a discussion about the purpose/re-purpose of the committee. There are concerns about the lack of faculty involvement, and the committee is in need of more faculty participation. The committee also discussed ideas of looking into recruiting new members.

2015-2016 LGBTQA Committee meeting remaining dates and locations:

- Thursday, March 17, 2016, from 12:15pm-1:30pm, room 204 (Game Room), TVUC
- Thursday, April 21, 2016, from 12:15pm-1:30pm, room 204 (Game Room), TVUC
- Thursday, May 19, 2016, from 12:15pm-1:30pm, room 204 (Game Room), TVUC

Meeting adjourned at 1:45pm.
Minutes by J. Jackson