

Status of 1994 Task Force Recommendations
University of Wisconsin–Whitewater
LGBTQA Task Force
(June 2005)

In the 2002–2003 academic year (AY), the LGBTQA Task Force reviewed the 45 recommendations in the 1994 *Task Force Recommendations* to evaluate their status. We found that 7/45 had been addressed, 11/45 partially addressed, and 27/45 had not been addressed. The 2005 update showed 7/45 addressed, 23/45 partially addressed or some action taken (2 of these—#12, the permanent LGBTQ space in the new Student Union and #30, assessment of student attitudes—have been substantially addressed), and 15/25 had not been addressed. The list below shows the status item by item, by each review year:

Note: LGBTQ persons and Allies in various campus departments accomplished truly exceptional work implementing changes that benefit LGBTQ persons specifically and the UWW campus community as a whole. A good example is how Vicki Topp brings LGBTQ concerns to library acquisitions personnel. Without administrative infrastructure to formalize support for these policies, procedures, and practices, however, the changes may not be ongoing. Experience supports this. For example, during one woman's tenure as director of the Childcare Center, she informally implemented childcare for LGBTQ faculty and staff who co-parented children, but who may not have been custodial parents. With her departure, uncertainty exists about this "soft" benefit. Again, with the departure of one person on the Young auditorium events committee who had taken on the task of including LGBTQ cultural events programming, no further events were scheduled. The LGBTQA Task Force continues its concern that UWW full administrative support is required to both implement the recommended changes and create the infrastructure necessary to maintain the recommended changes.

1. Create a permanent committee entitled "The Chancellor's Committee on the status of Lesbian, Gay, and Bisexual Concerns" to advise the administration regarding progress in full implementation of the nondiscrimination policies and recommendations of the Task Force.

As of 2003 Review: Not addressed.

As of 2004 Update: Group began formalizing mission, priorities, meetings, and minutes. Adopted name Lesbian, Gay, Bisexual, Transgender, Queer and Allies (LGBTQA) Task Force.

As of 2005 Update: (a) Formalized mission, priorities, meetings, and minutes. Requested meeting with Chancellor Miller and met to discuss *1994 Task Force Recommendations*, current priorities, and recommendations.

(b) Formalized connection between IMPACT and LGBTQA Task Force.

(c) Responded to request by J. Stone by creating *Status of 1994 Task Force Recommendations—June 2005*.

Note: No charge, request, or communication re: mission came to the group from Chancellors Greenhill or Miller.

2. Continue implementing the University procedure that requires outside employers and departments to follow nondiscrimination guidelines in their recruiting practices. Publicize the University's nondiscrimination policy to employers, monitor reported violations and follow up with appropriate action.

As of 2003 Review: Partially addressed; Career Services required a non-discrimination statement from prospective employers.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

3. Appropriate action, including the removal of privileges or affiliation with the University should be initiated against those campus organizations and departments that engage in discriminatory practices or policies. This Task Force is particularly concerned about the policies and procedures of ROTC and firmly recommends action.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

4. After reviewing the UW System Mission, the Core Mission of the University Cluster and Select Mission of the University of Wisconsin-Whitewater, the Task Force recommends the following wording additions (in italics) for Section (h) in the Core Mission of the University Cluster:

"Serve the needs of women *and men*, minority, disadvantaged, disabled and non-traditional students; *work to prevent discrimination on the basis of gender, race, religion, color, creed, national origin, age, pregnancy, sexual orientation, marital status, parental status, disability or ancestry*; and seek racial and ethnic diversification of the student body and the professional faculty and staff."

As of 2003 Review: Addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

5. Issue and publish from the Chancellor an annual communication of the University's commitment to diversity highlighting sexual orientation in particular. Examples of possible distribution include a memo to students, student organizations, faculty and staff, as well as inclusion in the Student Handbook and Faculty Handbook.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

6. Provide formal training on gay/lesbian/bisexual issues for the Sexual Assault Response Team and the Affirmative Action Director's sexual harassment contact group.

As of 2003 Review: Partially addressed. E. Fujimoto initiated formal training re: LGBT issues for the Affirmative Action Director's Sexual Harassment contact group and HR group.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

7. Reassess the SUFAC (Segregated University Fees Allocation Committee) procedures and objectives. Review `checks and balances' to ensure that SUFAC activities and follow up actions by WSA (Whitewater Student Association) are conducted in ethical manner.

As of 2003 Review: Addressed. WSA received training re: ethical response to LGBTQ issues.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

8. Change the term "sexual preference" to "sexual orientation" in all University publications and materials. The term 'sexual preference' implies choice and is thus inaccurate. The term `sexual orientation' more accurately depicts gay, lesbian, bisexual and non-gay as innate in nature.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

9. Actively develop policies and programs to help campus community members better understand diversity and eliminate discrimination.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

10. Recommend to UW System administration that gay, lesbian and bisexual issues become included in overall "Design for Diversity" concept.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of

As of 2005 Update: (a) Identified representatives from UWW LGBTQA Task Force to UW System Initiative on LGBTQ issues (Inclusivity Initiative). P.B. Poorman was elected by Inclusivity Initiative to Chair the Research and Evaluation Subcommittee and subsequently appointed Steering Committee and Joint Advisory Board Member of Inclusivity Initiative. Chancellor Miller appointed M.B. Mackin as UWW *Point Person* for Inclusivity Initiative. P.B. Poorman and M.B. Mackin began focusing more efforts on UW System as a means of creating more powerful presence and advocacy for LGBTQA issues at UWW.
(b) Inclusivity Initiative drafted changes in UW System charter consistent with this objective.
(c) Drafted (Topp/Poorman/Flynn-Saunier) Faculty Senate Proposal re: Wisconsin Assembly Joint Resolution-66 (AJR-66).
(d) Faculty Senate unanimously passed resolution opposing AJR-66.

11. Broaden the role of Diversity Advocates in residence halls to address all diversity issues (i.e., gay, lesbian and bisexual, disability issues, etc.).

As of 2003 Review: Addressed.

As of 2004 Update: No change that I'm aware of.

As of 2005 Update: No change that I'm aware of.

12. Create a gay/lesbian/bisexual office and meeting place for students, staff and faculty in the University center or elsewhere as appropriate. This office would: provide a safe space for the gay, lesbian and bisexual community, coordinate efforts on gay, lesbian and bisexual concerns, provide campus-wide programming (speakers, films, cultural events), provide information/referral for the gay, lesbian and bisexual community, advocate with campus groups for the gay, lesbian and bisexual community, provide staff inservice training, provide information on curriculum infusion for faculty, increase the number of visible role models, and legitimize the reality of gay, lesbian, and bisexual community concerns.

As of 2003 Review: Not addressed.

As of 2004 Update: (a) Identified establishing a visible presence on campus as a priority. Permanent space for LGBTQ Resource Center was identified as first priority of the task force.
(b) Compiled organizational structures, staffing plans, and funding protocols from campus resource centers around the country to prepare proposal recommending LGBTQ Resource Center.
(c) Established (Poorman) connection with Campus Directorate of National LGBTQ Resource Centers listserv.
(d) Issued (Poorman) regular updates on national and regional LGBTQ issues, programs, and policies.
(e) Convened meetings to discuss space possibilities with Dr. L. Varlotta (Dean of Students), R. Buchholz (Director Leadership Center), and M. Orapeza (Staff Advisor Women's Center, MEC, NTS Center). None reported possibilities for LGBTQ Resource Center through their offices.

As of 2005 Update: (a) Continued (Poorman) connection with Campus Directorate of National LGBTQ Resource Centers listserv.
(b) Continued to issue regular updates on national and regional LGBTQ issues, programs, and policies to campus mailing list (Poorman).
(c) Requested and convened meeting with Provost Telfer re: budget possibilities for LGBTQ Resource Center.
(d) Drafted (Poorman/Wright) proposal to Chancellor Miller re: permanent space for LGBTQ Resource Center plus two additional items.
(e) Drafted (Buchholz) proposal to B. Jones for inclusion of LGBTQ Resource Center in new student center plans.
(f) Drafted (Buchholz/Mackin) funding and staffing proposal for LGBTQ Resource Center.
(g) Chancellor Miller directed P. Freer to include LGBTQ Resource Center in new student center planning meetings.
(h) LGBTQ co-chairs included in meetings with architect re: student center addition plan.

13. Establish an ally/advocacy program, coordinated through the gay, lesbian, and bisexual office, for all students and staff on campus. This program would make gay, lesbian and bisexual friendly/affirmative resource people identified for students to talk to about concerns.

As of 2003 Review: Partially addressed; Safe Zone program in early stages of implementation.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

14. Review, update and annually publish list of services and resources offered on (and off) campus for the gay, lesbian, and bisexual community. An initial list was developed by this Task Force in the spring of 1993 and is included in Appendix J of this report.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

15. Include additional public lectures, film series, cultural events, art exhibits, and library or museum displays by or about the gay, lesbian and bisexual community or their experiences in current Cultural Affairs, Residence Life, UCAB, and Cable 6 programming. While some departments are doing well with this effort, the need for discussion, education and positive role models on this campus is great.

As of 2003 Review: Partially addressed; one woman had made a point of including LGB programs and events in Young Auditorium calendar while employed there; she has since resigned.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

16. Require that each Student Affairs office (and other offices as appropriate) annually submit to the Assistant Chancellor a set of specific actions it will undertake to improve the quality of services to the gay, lesbian and bisexual community.

As of 2003 Review: Partially addressed. Student Affairs office submits annual reports; other University divisions/departments do not.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

17. Provide student leadership training for the members of organizations such as SUFAC and WSA regarding their responsibilities in allocating segregated fees in an equitable and nondiscriminatory fashion.

As of 2003 Review: Addressed. Leadership Center provided training for SUFAC.

As of 2004 Update: No change; on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

18. Consider the addition of resources in the Multicultural Education Center devoted to gay, lesbian and bisexual issues and history.

As of 2003 Review: Partially addressed. IMPACT houses some resource materials. MEC has neither housed nor expanded its resources to include LGBTQ resources.

As of 2004 Update: Met with MEC director and Staff Advisor; each indicated MEC would not be an appropriate context for LGBTQ resources.

As of 2005 Update: No change on campus that I'm aware of.

19. Define "spouse equivalent" and make use of the new terminology.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

20. Provide information about "domestic partner" benefits during employee orientation.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

21. Replace term "spouse" with "domestic partner" on appropriate written documents.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

22. Where domestic partners are offered services, make certain that all are aware of how the term "family" or "spouse equivalent" is being used.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of. See #10 a-c for our efforts in this area.

23. Investigate opportunities available to make domestic partnerships recognizable and insurable under state supported insurance plans. This effort is well under way by colleagues at the other UW institutions. The Task Force encourages active endorsement and participation in this effort.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of. See #10 a-c for our efforts in this area.

24. Offer systematic sensitivity training for various employees including police officers, resident assistants, student affairs staff, athletic department staff, administration, faculty, and others.

As of 2003 Review: Partially addressed; police officers, resident assistants, student affairs staff received some training in LGTBQ issues.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

25. Specifically recruit gay, lesbian and bisexual personnel by openly advertising positions (i.e., "We encourage ethnic minorities, women and gay, lesbian and bisexual individuals to apply."). Provide equal benefits to all (domestic partners and spouses).

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

26. In the case of University units employing students (i.e., workstudy programs, dining services, library, athletic facilities, security, and residence life), actively publicize the University's nondiscrimination policy in job announcements, applications, training materials and in employee manuals. Send a separate announcement from the appropriate Vice Chancellor or Assistant Chancellor reminding employers of the obligations regarding hiring practices and nondiscrimination.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

27. Commit funds to develop a gay, lesbian, bisexual issues promotional series with posters, brochures, etc.

As of 2003 Review: Not addressed.

As of 2004 Update: Created (Williams) and funded (Fujimoto) brochure to highlight relevant laws, policies, on and off-campus resource information re: LGBTQ issues; 1000 brochures printed and distributed. Chancellor Miller requested that LGBTQ brochure NOT be distributed.

As of 2005 Update: Updated (Williams) and distributed LGBTQA brochure.

28. Publicize this Task Force's work and ongoing efforts through the Office of News and Public Affairs.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

29. Make sure gay, lesbian and bisexual issues are part of the PREVIEW program in the summer.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

30. Regularly assess student attitudes toward the gay, lesbian and bisexual population.

As of 2003 Review: Not addressed.

As of 2004 Update: Compiled campus climate studies from around the country to prepare a proposal recommending a current study.

As of 2005 Update: (a) Drafted (Poorman/Wright) proposal to Chancellor re: current needs assessment plus two additional items.
b) Designed 2005 UWW Campus Climate Study of Diversity (Poorman) to include LGBTQ issues.
c) Performed additional data analysis of UWW Campus Climate Study of Diversity (Poorman) specific to LGBTQ issues.

31. Develop a proactive plan for addressing anti-gay, lesbian, bisexual harassment or incidents. Publish in Student Handbook.

As of 2003 Review: Addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

32. Expand the training of University and City Police regarding gay, lesbian and bisexual issues.

As of 2003 Review: Partially addressed. Campus Police training was expanded. Training for City Police was not.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

33. Create a process for the quick and systematic removal of all hate *graffiti* on campus.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

34. Implement a policy of reporting all homophobic incidents to the appropriate authorities. Publicize the incident and the institution's response in a timely manner to members of the entire University community when appropriate. The appropriate administrator or supervisor should respond personally to victims when appropriate.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

35. Make students more aware of residence hall safety-related services and options.

2003 Review: Addressed.

2004 Update: No change on campus that I'm aware of.

2005 Update: No change on campus that I'm aware of.

36. Integrate the experience of gay, lesbian and bisexual people into all relevant areas of undergraduate and graduate curricula. This integration should parallel the efforts on behalf of women, racial and ethnic minorities, persons with disabilities and other groups who have been traditionally ignored. Special attention should be given to history, literature, sociology, psychology, biology, art history, political science, marketing, social work and education. Issues of sexuality and sexual orientation must be included in appropriate general education course work.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of. Our efforts in this area included:
(a) Continued to issue regular updates on national and regional LGBTQA issues, programs, and policies to campus mailing list (Poorman).

- (b) Drafted (Poorman/Wright) proposal to Chancellor re: LGBTQ curriculum infusion plus two additional items.
- (c) Met with chancellor Miller re: strategies for curriculum infusion.
- (d) Requested and convened a meeting with representative from University curriculum Committee (Waraczynski) re: curriculum infusion.
- (d) See #10 a-c.

37. Include required questions concerning discrimination in the classroom (specifically listing homophobia among others) on student course evaluation forms.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of. See #10 a-c for our efforts in this area.

38. Provide "seed" money to encourage faculty/staff research and infusion of gay/lesbian/bisexual issues across the curriculum.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of See #10 a-c for our efforts in this area.

39. Continuously update gay, lesbian and bisexual related library materials regularly. Periodically communicate with faculty and staff urging them to include gay, lesbian and bisexual related material in their library requests when appropriate. Provide/promote information about a library staff contact person who would be available to listen to concerns of the gay, lesbian and bisexual community related to library materials, policies and procedures.

As of 2003 Review: Partially addressed. Library contact person identified to address concerns related to library materials, policies and procedures.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

40. Conduct a study into the feasibility of adding a gay, lesbian and bisexual course (history, culture, etc.).

As of 2003 Review: Partially addressed. Lesbian Studies course was added to Women's Studies offerings listed; offered once since its inclusion.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: Partially addressed. Students petitioned (Ross) for the Lesbian Studies course to be taught; taught for a second time since its inclusion (Poorman).

41. Develop a procedure to verify that textbooks and other educational materials are gay/lesbian/bisexual sensitive and not discriminatory.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

42. Make use of gay, lesbian and bisexual speaker panels, a discussion group forum with an openly GLB panel, during which questions are freely entertained. This is recommended for "010: Introduction to University Life" and other classes. Ideally, the panels would be utilized in a manner that impacts as many students as possible early in their curriculum.

As of 2003 Review: Partially addressed. LGBTQ panels were voluntarily requested by some professors for some classes; LGBTQ issues not systematically incorporated into New Student Seminar.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

43. Provide the faculty and academic staff with practical, current information about gay, lesbian and bisexual issues for purposes of class infusion. Actively encourage the use of this current gay, lesbian and bisexual research in the formal education process. Consider establishing an internship in the gay, lesbian and bisexual office to research and distribute this information to staff.

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of. Our efforts included:
(a) Continued to issue regular updates on national and regional LGBTQA issues, programs, and policies to campus mailing list (Poorman).
(b) Drafted (Poorman/Wright) proposal to Chancellor re: LGBTQ curriculum infusion plus two additional items.
(c) Requested and convened a meeting with representative from University curriculum Committee (Waraczynski) re: curriculum infusion.
(d) See #10 a-c.

44. Continue to provide at least one journal on gay, lesbian and bisexual issues to the library holdings (i.e., The Journal of Homosexuality was added before 2003 review).

As of 2003 Review: Addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of.

45. Encourage the academic colleges and administrative divisions to include gay, lesbian and bisexual issues into staff development events such as Fall faculty retreats and orientation. In these sessions, promoting infusion of gay, lesbian and bisexual issues into the curriculum, development of support systems for gay, lesbian and bisexual faculty/staff, and methods of better serving gay, lesbian and bisexual students.'

As of 2003 Review: Not addressed.

As of 2004 Update: No change on campus that I'm aware of.

As of 2005 Update: No change on campus that I'm aware of. Our efforts included continuing to issue regular updates on national and regional LGBTQA issues, programs, and policies to campus mailing list (Poorman).

Tally of Status of 1994 Task Force Recommendations
University of Wisconsin—Whitewater
LBGTQA Task Force
(June 2005)

Recommendations as of 2003 (inclusive)						
Addressed		Partially Addressed		Not Addressed		
4		2		1	23	41
7		6		3	25	43
11		13		5	26	45
17		15		8	27	
31		16		9	28	
35		18		10	29	
44		24		12	30	
		32		14	33	
		39		19	34	
		40		20	36	
		42		21	37	
				22	38	
TOTAL: 7		TOTAL: 11		TOTAL: 27		

Recommendations as of 2005 (inclusive)					
Addressed		Partially Addressed or Some Action Taken		Not Addressed	
4		1	27	3	33
7		2	30 (significant)	5	34
11		6	32	8	41
17		10	36	9	
31		12 (significant)	37 (action taken)	14	
35		13	38 (action taken)	19	
44		15	39	20	
		16	40	21	
		18	42	25	
		22 (action taken)	43	26	
		23 (action taken)	45 (action taken)	28	
		24		29	
TOTAL: 7		TOTAL: 23		TOTAL: 15	