

## LGBT Meeting

November 15, 2005 – 11:00 a.m.

Adelbert 102

Attendance: Diana Bilimoria, Mayo Bulloch, Jane Daroff, Don Feke, Marty Gibbons, Victor Groza, Kathy Karipides, Dorothy Miller, Sue Nickel-Schindewolf, Rick Settersten, Lynn Singer, Michael Spivak, Vicki Cleveland

Victor Groza and Marty Gibbons (co-chairs of FASE) will be taking on the responsibility of this committee. Many thanks to Lynn Singer for her leadership and dedication to this committee. Lynn will be continuing as a member.

Diana Bilimoria attended today's meeting to ask the committee for help to conduct a confidential survey on Case campus. The title of the protocol is "Experience of LGBT Faculty at Case." She is working through ACES with the University of Michigan to explore the experiences of "out" faculty. She is asking for help to get the word out and to encourage LGBT faculty to respond.

Mike Spivak, a graduate student from MSASS, introduced the wording of "gender identity/expression" to be written into the Case Non-Discrimination Policy:

"Case Western Reserve University does not discriminate in recruitment, employment, or policy administration on the basis of race, religion, age, sex, color, disability, sexual orientation, **gender identity/expression**, national or ethnic origin, political affiliation, or status as a disabled veteran or veteran of the Vietnam era. In addition, the university expects all employees, students, vendors, and associates to participate in its program of non-discrimination. The university intends to maintain an environment free of sexual harassment and will not tolerate any form of harassment of employees or students. Retaliation against persons raising concerns about sexual harassment or harassment of any kind is prohibited and will constitute separate grounds for disciplinary action up to and including discharge or expulsion from the university."

The question was raised as to the meaning of "gender expression." It means basically how you dress.

The questions were raised of the committee being more inclusive in our statement and are we prepared to be supportive of the Case LGBT population. This policy is a means and process to educating people to be more open and affirming as a university.

The electronic admissions applications and forms will have to have a third option included, and computer programs need to be changed to eliminate the problems which have been experienced.

A vote was taken, which was unanimous, to change the language of the policy.

The Non-Discrimination Policy will need to be approved by the Faculty Senate for inclusion in Chapter 4 of the Faculty Handbook.

Mike is also working on a program to educate the Case community regarding transgender expression which he is calling "Trans 101." He will be contacting the committee for ideas and feedback.

Vicki Cleveland asked for help filling out a questionnaire which will be sent to Shane Windmeyer of Campus PrideNet. Our campus was chosen for the final round of the selection process for a publication (formerly titled the Best of the Best: An Official LGBT Guide to Higher Education.) The college guidebook will feature profiles of LGBT practices and student perspectives from over 100+ colleges/universities across the United States. The guidebook will highlight the "absolute" best that our campus had done and continues to do for LGBT students through policies, practices, and student initiatives. The decision of the universities/colleges chosen for this project will be notified in the spring.

A December meeting will be planned.