

Tenth-Year Review: Committee Updates/Revisions Template **“Seventeen Points” Format**

1) **Name of Committee [Tier Number for Committee Members]:**

University Committee on Sexual Orientation, Attraction, Gender Identity and Expression

2) **Brief Description:**

Serves the University of Oregon by ensuring that the concerns of the LGBTQIA+ campus community are acknowledged and addressed. The Committee strives to ensure that the UO is a welcoming and supportive campus for LGBTQIA+ students, faculty, staff, community members, and visitors.

3) **Background:**

The exact date of creation of the President’s Standing Committee for Gay, Lesbian and Bisexual Concerns is unknown, but a final revision to the suggested charge of the committee was received by the President’s Office on April 22, 1992. The charge was updated in 2001, 2005, 2009, 2014, and 2016

ORIGINAL POWERS & RESPONSIBILITIES:

The guiding aims of the committee are: a) to create a safe and secure campus for lesbian, gay, bisexual, and transgender persons; b) to foster a sense of community among lesbian, gay, bisexual, and transgender people at the University of Oregon; c) to work to eliminate all types of discrimination based on sexual orientation and gender identity in university programs, facilities, and services; d) to sponsor and encourage educational programs that promote increased tolerance and understanding on issues of sexual and gender diversity.

ORIGINAL MEMBERSHIP:

Was fixed by administrative decree: a) The regular membership committee of the committee shall consist of 4 faculty, 4 staff, and 4 students; b) The committee shall also include 9 ex-officio (non-voting) members, representing the Department of Public Safety, Academic Advising, Human Resources, Affirmative Action, President’s Office, LGBTQIA, ASUO Multicultural Advocate, Outlaws, and University Housing; c) The committee shall appoint two co-chairs from among its members; d) The committee shall establish such sub-committees as necessary and invite other members of the university community to join these subcommittees; e) Regular faculty and staff members of the committee will normally serve two-year terms; students will serve one-year terms; f) the committee should make every effort to maintain an appropriate balance of teaching faculty, Officers of Administration, and classified staff g) Appointment of persons with demonstrated commitment to the goals of the committee is essential to its successful functioning. The committee should seek adequate representation in its membership of those persons who are openly gay, lesbian, bisexual, and transgender as well as people of color and other underrepresented groups.

ORIGINAL JURISDICTION:

More specific tasks of the committee include:

a) To monitor the progress of the university in addressing the concerns raised in the 1990 Report of the President’s Task Force on Lesbian & Gay concerns and, where necessary, to make further recommendations for addressing these concerns;

- b) To review university policies, procedures, programs, and publications for any discriminatory impact they may have on lesbian, gay, bisexual, and transgender members of the campus community and to make recommendations to appropriate university departments for eliminating such discrimination;
- c) To serve as a resource for faculty, staff, and students to provide information on university policies, procedures, and programs as these relate to lesbian, gay, bisexual, and transgender persons;
- d) To sponsor and encourage educational programs that promote an increased understanding on issues of sexual and gender diversity.
- e) To assist faculty in developing courses based on lesbian, gay, bisexual, and transgender topics, in incorporating material on these issues into existing courses, and in enhancing sensitivity to lesbian, gay, bisexual, and transgender concerns within the university curriculum generally;
- f) To initiate, sponsor, and support public events that address issues of concern to the lesbian, gay, bisexual, and transgender members of the campus community;
- g) To promote study and research on lesbian, gay, bisexual, and transgender issues at the university;
- h) To assist in arranging structured dialogues for university departments on lesbian, gay, bisexual, and transgender concerns;
- i) To serve as a liaison with other university and community groups concerned with human rights, cultural diversity, and lesbian, gay, bisexual, and transgender rights.

4) Charge and Responsibilities:

- a) Works to promote equality and equity for UO LGBTQIA+ students, faculty, staff, community members, and visitors, and to eliminate all types of discrimination based on sexual orientation, attraction, gender identity and expression in university policies, practices, programs, facilities, and services.
- b) Works with campus agencies, units, and organizations to ensure a safer, more secure and welcoming campus for lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, agender, and aromantic persons.
- c) Brings issues of concern to lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, agender, and aromantic people to the Senate with recommendations for action(s).
- d) Reviews the academic mission, policies and practices of the University Community, and Senate legislation, with regard to their effects on LGBTQIA+ individuals and communities.
- e) Deliberates and/or acts on requests by any other Senate committee, on requests by the UO President, Provost, or Deans, or on its own initiative when issues important for the UO community concerning LGBTQIA+ faculty, staff and students arise; meets as needed with representatives from the President and Provost's Offices.

5) Membership Requirements:

Membership will consist of 5 faculty (with a minimum of 2 TTF and a minimum of 2 NTTf), 2 UO Classified Staff, 2 Officers of Administration, and 2 committee appointed student members: 1 Graduate student and 1 Undergraduate student. In addition to these voting members, the committee will include 3 ex officio voting student members from the relevant and active student organizations. (As of 2016 these are the ASUO, LGBTQA3 student union, and OUTlaws.) Non-voting ex officio members include a representative from: UO Police, Academic Advising, Human Resources, University Housing, Campus Operations, LGBTESS, and DEI. Members must be able to attend permanent meetings on the first and third Fridays of every month from 10:00 am to 11:30 am.

6) Leadership Structure (Chair, Convener &/or Staff):

- a) Chair or co-chairs: Tamarra White
- b) Convener: The committee will be convened by the Director of LGBT Education and Support Services. In the absence of a director in that position, it will be the responsibility of the member from DEI to convene the committee. If the committee is not convened by week 4 of fall term, any member may contact the University Senate for guidance in moving forward.
- c) Staff: elected at the first meeting from voting committee membership, responsible for minutes, room reservations, and communication

7) Election of Chair or Co-chairs (quarter, week or “at the first meeting”):

- a) At the first meeting elected from voting committee membership

8) Length of Term:

- a) Non-Students (faculty, OA’s OR’s, Classified): 2 years, staggered
- b) Students: 1 year
- c) Ex officio: N/A

9) Term Limits:

- a) For the Chair: 1 year
- b) For Committee Members: 2 consecutive terms
- c) Ex officio: N/A

10) Frequency of Meetings:

Meetings of the University Committee on Sexual Orientation, Attraction, Gender Identity and Expression always and permanently occur on the first and third Fridays of every month from 10:00 am to 11:30 am.

11) Workload Designation:

Variable depending on issues arising in the campus community in any given year. Generally:

- a) For the Chair: Approx. 108 hours per 12 months (36 meeting hours, 72 additional)

b) For Committee Members: Approx. 72 hours per 12 months (36 meeting hours + 36 sub-committee/ issue work)

12) Reporting Deadline(s):

At a minimum, an annual report to the University Senate shall be submitted by the Committee chair or co-chairs and staff. The committee shall also make additional written or oral reports as necessary.

13) Current Members:

Faculty

Carol Silverman	Anthropology (she, her, hers)
Ann Shaffer	UO Libraries (she, her, hers)
Julie Voelker-Morris	Arts and Administration (she, her, hers)
Debra Merskin	Journalism and Communication
Mike Quillin	Law School (he, him, his)

Officers of Administration

Tamarra White	Student Life (she, her, hers)
Will Hatchet	CMAE (he, him, his)

Classified Staff

Turi Holte	Counseling and Testing Center (she, her, hers)
Zach Benedict	American English Institute (he, him, his)

Committee Appointed Student Representatives

Bethany Howe	Graduate Student at large (she, her, hers)
TBA	Undergraduate Student at large

Ex Officio members

TBA	ASUO Gender and Sexual Diversity
TBA	LGBTQA3 Student Rep
Shelby Hansen	Outlaws (she, her, hers)

Non-Voting

Ex Officio non-voting members

TBA	UO Police
Kris Katkus	Academic Advising
Sue Russell	Human Resources (she, her, hers)
TBA	University Housing
L. Jane Brubaker	Campus Operations

Conveners

Maure Smith-Benanti	LGBT Education and Support Services (she, her, hers)
TBA	DEI

14) Category or Type: Classification unknown—is this a Standing Committee or an Administrative Advisory Group?

15) Department: N/A

16) Selection Process:
Appointed

17) Additional Information:

The committee shall establish such sub-committees as necessary and invite other members of the university community to join these subcommittees or give reports to the committee.

18) Comments [*Will not appear on the committee website page*]:

Appointment of members with demonstrated commitment to the charge and responsibilities of the committee is essential to its successful functioning. The committee on committees should attempt to appoint members to this committee whose identities represent the intersectionality within the LGBTQIA+ and ally community. A membership balance of sexual orientations, attractions, gender identities and expressions, ethnicities, (dis)abilities, as well as any other relevant underrepresented or traditionally marginalized identities is essential for this group's functioning.

Members must be able to attend permanent meetings on the first and third Fridays of every month from 10:00 am to 11:30 am.