



## Meeting Minutes: Tuesday, September 10, 2019 Martha Ingram Commons, Multi-Purpose Room

### Present:

Barclay, Samantha  
Jackson, Donald  
Masonoff, David  
Taylor, Susan  
Bennett, Garrett  
Davis, Jessamyn  
Fox, Anita  
Harbin, Rachel  
Pring, Michael  
Curtis, Blake  
LeBlanc, Jennifer  
Loudon, Jeff  
Lowe, Deni  
Martin, Robert  
Robinson, Antonio  
Rutledge, Scott  
Wolff, Jeannette  
Miller, Amber  
Moore, LaTisha  
Johnston, Caroline  
Kiolbasa, Mary  
Linski, Jamie  
Baquera, Felisha  
Benitone, Hastings

Lawrence Givens,  
Tiffany  
Stiles, David  
Butner, Sean  
Manlove, Sharon  
Mullen, Becky  
Weisbrodt, Cathy  
Sprague, Megan  
Jones, Haley  
Smith, Amy  
Stephens, Meridith  
Shook, Elisabeth  
Thompson, Sonya  
Morris, Diana  
Nelson, Roberta  
Jensen, Lena  
Mundy, Meaghan  
Rall, Kathleen  
Dixon, Michele  
Johnson, Denise  
Majewski, Ashley  
King, Amanda

### Not Present:

Best, Douglas  
Cedzich, Michele

Carney, Kathy  
Waits, Robert  
Meyer, Tony  
Brown, Kenneth  
Hilderbrand, Susan  
Poindexter, Jeana  
Jones, Christopher  
Williams, Tara  
Bante, Teri  
Graham, Kashif  
Kamtarin, Shahpar  
Scott, Carjamin  
Yockey, Heather  
Fisher, Joe  
Higgins, Ed  
Fields, Craig  
Malveaux, Nicole  
Steinas, Jason  
Robinson-Nichols, Monique  
Clemmons, Lee  
Korab, Emily

### Sent Regrets:

Mays, John  
Conwell, Patrick  
Perry, Alexis  
Pickert, Donald

Woher, Melissa  
Newton, Kaci  
Porter, Beth  
Carlson, Robin  
Ripley, Kate  
Cahill, Bess  
Renee Dawson, Toni  
Ingram, Donna  
Luffman, Josh  
Sims, Beth  
Upchurch, Jodie  
Meadows, Shelley  
Eckert, Danielle  
Fann, Drew  
Hamilton, Brittni  
Roche, Morgan  
Sanders, Sara  
Brown, Harold  
Cole, Victoria  
Mullane, Courtney  
Cooley, Emma  
Gibson, Madison

**Guests**

Glasgow, Scotty  
Grant, Deborah  
Kopstain, Eric  
Nairon, Laura  
Hopkins, Gwen  
Maddox, Lynn

## **WELCOME - OLD & NEW BUSINESS ANNOUNCEMENTS**

*Jeff Loudon, President, called meeting to order at 8:30am*

- Minutes - August minutes have been approved
  - Minutes are posted on the website each month prior to next meeting.
- Kroger Card - *Reminder*
- Chancellor Search –
  - Survey closed last night
  - USAC reception at Chancellor Residence – Invites coming soon (if you do not receive invite contact Jeff)
    - Monday, October 7, 2019 6:00-7:30pm
  - Chance to win Tickets for VU/KU game in skybox with Chancellor Wentz
- No More Plastic – VU has eliminated selling all bottled water and bottled soda in all dining services.

## **COMMITTEE REPORTS**

*Communications Committee, co-chairs Carjamen Scott & Jodie Upchurch*

- No Updates

*Equity, Diversity, and Inclusion (EDI) – co-chairs Denise Johnson & Antonio Robinson*

- *Next Meeting – TBD*

*Events Committee, co-chairs Shelley Meadows & Amanda King*

- Tailgate – multiple giveaways
- Sept 19<sup>th</sup> - Meet your reps 4:30-6:00pm – The Pub at Overcup Oak
  - (Add reps)

*Membership Committee, co-chairs Tara Williams & Tiffany Lawrence Givens*

- Welcome new members
  - Sean Butner, Group 11
  - Meredith Stephens, Group 13
- Happy birthday!
  - Josh Luffman
  - David Masonpff
  - Megan Sprague
- Thank you to greeters
  - Felicia Baquera
  - Denise Johnson
  - Meaghan Mundy
- Off cycle elections – Submit nominations by Monday, sept 16th
  - Group 2 – Nominate 3 Candidates
  - Group 4 - Nominate 4 Candidates
  - Group 8 - Nominate 8 Candidates

- Meeting a USAC Member:
  - Brittni Hamilton – Senior Academic Counselor, Vanderbilt Athletics

*Rules and Administration, co-chairs Jessamyn Davis & Ashley Majewski*

- Next Meeting Scheduled Thurs Sept 19<sup>th</sup> 2:30-3:30pm – Baker Building 805

*Staff Life, co-chairs Elisabeth Shook & Jamie Linski*

- Next Meeting Scheduled – Thurs Sept 26<sup>th</sup> 2:00pm – 409 Buttrick Hall

*Laura Nairon, Associate Vice Chancellor, Human Capital and Business Services*

- Combined HR and Business Services – several benefits of being together
- Listening tour of leaders – to get feedback and ideas on HR
- Laura’s Story - Been at VU for 21 years with at 13 year gap
  - Understands what it’s like to be a staff member

*Andrea Hearn, Director, Master of Liberal Arts and Science (MLAS)*

- Graduate degree program designed for adult learners. Courses are taught by VU faculty, students, etc.
  - 10 courses
    - Core courses include writing and a capstone
  - Benefits – degree from VU
    - Flexible
    - Cost effective with 70% discount
  - Testimonials include opening multiple opportunities
  - Wide variety of classes each semester
- Application Process – rolling enrollment
- Spring Open House – week of Jan 6, 2020
- Contact info:
  - Dr. Andrea Hearn
  - 350 Buttrick Hall
  - 615-875-5831
  - [mlas@vanderbilt.edu](mailto:mlas@vanderbilt.edu) or [andrea.l.hearn@vanderbilt.edu](mailto:andrea.l.hearn@vanderbilt.edu)
  - Website: [as.vanderbilt.edu/mlas](http://as.vanderbilt.edu/mlas)
  - Facebook: VanderbiltMLAS
- Questions –
  - Tuition discount is reimbursement

*Scotty Glasgow, Special Events Coordinator, Employee Appreciation*

- Employee Appreciation Tailgate

- Saturday, September 28<sup>th</sup> – time TBD
  - Chicken & Waffles
  - Reserve tickets are closed....but volunteer to get tickets to game

*Ashley Majewski, Coordinator, Division of Administration Programs*

- PARK(ing) Day
  - Friday, September 20<sup>th</sup>, 9:00-5:00
  - Parking lots in front of the Law School, along 21<sup>st</sup> Ave
  - Internationally recognized – parking spots are transformed into pocket parks and parklets
  - Mobility and sustainability
    - moveVU photo station
    - Scooter safety demos
    - Scavenger hunt
    - Potting and decorating
    - Yoga classes
    - Water features
    - Farmers market
    - Free food

*Michele Cedzich, Marketing Consultant, Printing Services*

- At VU for 12 years – print services for 1 year
- Serve VU and VUMC
  - Provide personal customer services
  - Official printer for business cards and stationary
  - Books, Catalogs, Magazines
  - Banners, Signs
  - Event Marketing
- Why Print on Campus
  - High Quality
  - Competitive pricing
  - 2 campus locations and free delivery
  - Fast turn around
  - Adhere to VU brand standards
  - Full mailing and shipping services
  - Internal billing
  - Data Security
- Green – Environmentally Responsible
  - FSC and Rainforest Alliance certified
- Digital Storefront – VUNET ID

- Complete design, customize order, pricing, tracking, and payment – all online
- Constantly updating and adding new products and services
- Contact: vu.edu/print (615)936-4544
  - Provide tours if interested
- Questions/Answers
  - Help design and print Christmas cards
  - No personal discount
  - Section of office art
  - Full bindery services

*Roberta Nelson, Assistant Director, LGBTQI Life*

- Straight Facts About LGBTQI Life Training
  - ¼ material of Pride Training
  - Nov 7<sup>th</sup> 5:30pm (get place)
  - Goals for Today:
    - Foundational terms
    - National and local policies
    - Familiar w/resources available
  - Use Reflective Language:
    - NYC only.....1968 – banning sell of liquor license to gay bars
    - Stonewall Inn: Marsha P Johnson (although she claims she wasn't there)
      - Police arrive to arrest
      - Patrons resisted and throws bricks at police – creating 3 day uprising
      - Celebrate standoff ending – celebration march that became Pride Parade
      - If you don't know – ask for clarification
      - Move beyond binary
  - STORM/America Chavas
    - 1<sup>st</sup> gay Latino Superhero
    - LGBTQIA – Community – layers of love to community
      - L=
      - G=
      - B=
      - T=Transgender
      - Q=Queer –(Inter-community term)
        - Upstate NY uses to refer to community
        - Other parts of country it is used a derogatory
        - Avoid if not part of community
        - A second Q = Questioning

- I=Intersex
- A=Asexual –
  - Sexuality covered in pride training, website, etc.
- Gender
  - Transgender: Personal does not correspond to the sex they were assigned at birth or does not conform to gender stereotypes
  - Cisgender: Personal identity or gender does correspond to sex they were assigned at birth.
  - Intersex: umbrella that describes people born with any of 30 different variations (currently 28 combinations) in sex characteristics including chromosomes, gonads, sex hormones, or genitals.
  - Non-binary: gender identity does not fall within the binary genders of male or female
  - Agender: person w/no connection to gender, see themselves w/o gender
  - GenderFluid – moves between genders
- How to have conversations: If you make to make a mistake....apologize and move on.
  - Say...I'm learning and ask questions
  - Social scripts: be aware of language and how other people might perceive
- Gender Attribution: How your gender is perceived by others
  - Sex assigned at birth – medical community labels male/female (some allow intersex)
  - Gender Identity – around 7 yrs old - how you see yourself
  - Gender expression – how you want to display your gender
- How to talk about transgender people
  - Correct: “Max is transgender person” (not”ed” or just transgender)
    - When referring to transgender person should always use the person’s current pronoun, gender identity, and name, even when referring to person’s past
  - Offensive terminology: includes transvestite, she-male, he-she, transsexual, sex reassignment surgery
- Gender Affirmation: people chose medical, social, legal process to affirm their gender identity.
- Vanderbilt MC is only transgender clinic in state that does surgery
  - Does not require counseling for surgery
- Moving forward
  - Move beyond binary framework
  - Recognize unique concerns of each individuals
  - Remember LGBYQI+ are more than their letter
- Resources – more on website

- Staff available
- Affinity groups
- Materials and info
- Safer sex supplies
- Trainings – Pride Training – sign up on website
- Community space
- Support entire campus community
- Upcoming events:
  - Drag Bingo: 9/12 6pm-8pm Rand Lounge 262
  - Swipe Right on Safety: 9/18 5:30pm-7pm EBI
  - Gloria Anzuldua Reading: 11:30am-1:30pm Rand 262
  - LGBTQ+ Faculty & Staff Mixer: 9/23 5:30pm-7:30pm Alumni Hall
  - LGBT History Month: October
  - P.R.I.D.E. Training: 11/7 5:30pm-8:30pm Featheringill Hall room 129
  - Contact: [lgbtqi@](mailto:lgbtqi@)

## **CLOSING REMARKS**

*Jeff Loudon, President*

- Next Meeting:
  - Tuesday, October 8, 2019
  - 8:30 am at COMMONS CENTER (Multipurpose Room)

**Meeting was adjourned at 10:02am.**