



# NAU LGBTQIA Commission

Meeting Minutes

2/14/2018

## Commission Goals:

1. Create an inclusive admissions application with gender identity & sexual orientation
2. Create an inclusive classroom environment by including student pronouns and preferred names in the attendance roster.
  - a. Professors will include this resource in their syllabi
  - b. Professors will be provided best practices on how to discuss pronoun usage in class, provide a safe and comfortable environment for LGBT+ students, and encourages professors to normalize pronoun usage in daily communications
3. Continue to pursue the creation & maintenance of gender neutral bathrooms across campus
  - a. Create an advertisement of gender neutral bathroom locations to raise awareness & knowledge
  - b. Working with Equity & Access to accurately map all gender vs 'family' and 'unisex' bathrooms
4. Ensure students, staff, and faculty are aware of the resources available to them concerning health promotion and inclusive bathrooms.
5. Continue building scholarship fund to endowment goal of \$25,000
6. Create a safe and inclusive environment at Rainbow Convocation where attendees can receive their rainbow stole with their graduation regalia.
7. Advocate for tenure track positions at WGS
  - a. This will be accomplished via communicating requests to the dean of SBS
8. Alumni Resources: advocate for the creation and maintenance of an LGBT+ specific alumni group

**Introductions:** Please Indicate Name, Campus/ Community Affiliation, and Gender Pronouns (EX: she/her/hers, they/them/theirs, he/him/his, etc.)

- Called to order at 12:30 PM
  - All attendees introduced themselves.

**Scholarship Fund:** \$11,492.17

## Community/Organization Updates:

### IMQ

- Rainbow Coalition held its first meeting last week.
- HIV testing 2/21/18. Accessible flyer will be sent out to the commission listserv.
- Pride Week is coming up in April.
- New SafeZone training is being offered.
- SafeZone mixer 4/19/18 6:30-8:30pm in Dubois ballroom.

### Health Promotions / Health Services

- Planning sexual assault awareness month in April.
  - Working on bringing Jackson Katz as speaker.
  - April 17<sup>th</sup> screenings
- The "no more" campaign is gearing up.
  - A talk about sexuality and disability, 2/14/18 at HLC 5-6PM

- Lost the grant for SBERT screenings (Screening Brief Intervention Referral to Treatment), which are substance abuse screenings
- Counseling services is hiring for a Multicultural Specialist.
- Free HIV testing on campus Feb 21<sup>st</sup>.

### **Graduate Student Government**

- GSG is sponsoring a fundraiser at Trail Crest Brewing March 2<sup>nd</sup> 4-6 PM, where 10% of the proceeds will be donated to the LGBTQIA scholarship fund.
- Student representatives will attend the Western GSG conference.
- A couple representatives lobbying in D.C. on 3/12/18 and 3/13/18.
- Travel funding available
- Deadline is Friday 2/16/18 for Graduate Student Poster Symposium
- New \$23 fee that GSG does not agree should be increased and has been protested

### **Blue Cross Blue Shield: Lela Andrews and Summer Steddom**

- Presenters shared regarding BCBS insurance coverage of electrolysis services for plan members who are transitioning.
  - Services are not being consistently covered by BCBS despite documentation of medical necessity.
  - Per standards of care, these services are deemed medically necessary for individuals who are transitioning.
  - No electrologist covered in-network in northern AZ, requiring travel.
  - When claims are denied, it creates a financial burden and the appeals process is arduous.
  - BCBS references the high cost when denying claim. Suggestion was made that the plan can adjust the monthly premium, but this does not remove their obligation per the standards of care.
  - At one time, NAU's HR stated no electrolysis services will be covered.
  - The new benefits exclusion, if true, was not advertised in the plan update.
  - Several letters from BCBS that electrolysis services would be covered but not for the face because the services for the face are not medically necessary. The face is not separately excluded in the standards of care.
  - BCBS appears unwilling to engage the patients to obtain a workable solution.
  - Presenters emphasized a need for advocacy for transgender care as deemed medically necessary by the provider, not the insurer.
    - Policy needs to explicitly state what is covered.
    - BCBS can develop a standard protocol that is informed by the standards of care and distributed to all employees.
    - NAU also needs to explicitly ask BCBS to cover.
  - All claims are resulting in medical review.
  - Per April Peters, co-chair, the LGBTQIA commission will contact the benefits committee.
  - One presenter is in contact with an ACLU lawyer to discuss the situation.

### **Student Identification Letter**

- For student use to provide to a professor.
- Co-chairs met with the Priscilla Mills, the assistant VP of Equity and Access
  - a. The president's office supports but will not send the letter because it is not an official policy.
  - b. However, the letter will be made available on the Office of Equity and Access website per April Peters, co-chair.
- Corresponding discussion of Chief Diversity Officer position. A grievance was filed against the NAU President by AAUP regarding not filling the position and the lack of response to letters from the diversity commissions, amongst other grievances. The grievance was published in the AZ Daily Sun.

## **Leadership Changes**

- Hannah Janiec, co-chair, will be leaving at the end of May.
- Let Hannah know if interested in the co-chair position.
- April is at the end of her end of term but she was approved to extend by one year at last month's meeting.

## **Diversity Strategic Plan Update**

- In the student review process right now.

## **Scholarship Fundraiser: Friday March 2<sup>nd</sup> at Trailcrest Brewing Company from 4-6pm**

### **Open discussion**

- Rainbow Convocation May 6, 2018.
- Pride in the Pines in June.
  - LGBTQIA will need volunteers for a table. Get a free pass.
- Diversity awards nominations are being accepted.
  - Due by Monday, February 26<sup>th</sup>
  - Digital voting for nominees as well as in-person voting at the March meeting.