



LGBTQ COMMUNITY COUNCIL

Monday, April 2, 2018

3:30pm – 5:00 pm

Administration Building, Regents Room, 7th floor

MINUTES

1. Welcome and Introductions of attendees (preferred pronouns)
Andrea Carmichael, Chair

2. Staff and Faculty Health Insurance and Transgender Exclusions
Sabrina Vasquez, Senior Director of State Relations
In order to move forward on removing the remaining inequities in the healthcare plans for transgender faculty and staff, we are looking to the university leadership for a clear statement of their commitments, plans and priorities.
 - ***The Council voiced its dissatisfaction that Steve Voeller was unable to attend the meeting, despite working with him for four months to get this meeting on his calendar. The Council expressed its respect and appreciation for Sabrina's presence and expertise, but in the eyes of the Council, the absence of the VP indicates that the senior levels of the UA Administration do not view the Council as a priority.***

 - We would like an update about the Council's letter to the President. What is the institution's plan to address the UA's Health Insurance and Transgender Exclusions?
 - ***Though there hasn't been a formal response, the content of the letter has been addressed.***
 - ***UA State Relations has attended multiple meetings with the state legislature asking to remove the UA from the state health care fund.***
 - ***They have expressed the UA's concerns, as well as concerns raised in the petition (for the full inclusion of trans health benefits) by staff, faculty, students, and community members.***
 - ***The Governor's office and legislature (republicans and democrats) are concerned about the inevitable fiscal issues that will arise if UA pulls out from the state health care fund (i.e., rising cost of health care for other non-UA state employees; creating inroads for other state entities to pull out, like school districts).***
 - ***If UA pulled out of the system, alongside ASU (who also wants out), the state would incur a 30 million dollar loss to the health care system.***
 - ***There isn't legislative will to allow UA out of the state health care system at this time. In order to pull out, UA needs the vote of 16 senate members, 30 house members, and the Governor's signature.***

 - Will there be a statement of support as requested by the Council?
 - ***We requested a statement, but it was not made clear if and when this will occur.***

 - What can the Council expect from the UA administration regarding this important issue?

- **UA will continue to negotiate and lobby for removal from the state system or to change to healthcare restrictions for trans employees. They will request to be at the table when ADOA discusses details of the next 5-year state health plan. The timeframe for this is uncertain.**
- **At the May Council meeting we will discuss what we learned from this meeting and how we want to respond to keep this issue moving forward.**

3. Council Chair Vacancy

Andrea Carmichael, Chair

Jai Smith has stepped down from the role of Council Co-Chair. There is an opportunity and need for someone to work alongside Andrea to continue the leadership of the Council.

- What questions or concerns do you have about the role?
 - **The Co-chair position is ideally filled by someone from the community rather than someone in a UA role. Interested individuals should contact Andrea before the May meeting, with the goal of presenting one or more possible candidates to the Council at that meeting for approval. In the absence of a Co-chair, Andrea will continue to serve as Chair on her own.**
- What do you think of creating a role for a student as an additional Co-Chair?
 - **Definite interest was expressed in this possibility, though some concern was expressed about raising the level of student engagement with the Council. The Council agreed that we want to find avenues to more actively engage student voices. We will explore this further at the August meeting.**

4. Follow Up to March Meeting

Andrea Carmichael, Chair

A number of topics were discussed at the previous meeting, including food insecurity and campus efforts to address it, bringing our voices into the university's strategic planning process, and engagement with ODIEX.

- Where do you want the Council to focus its energy and time in the coming months?
- What action steps do you want the Council to take?
 - **This topic was tabled for future discussion.**

5. Upcoming Meetings

Andrea Carmichael, Chair

- May 7 – Dr. Elliot Chue and/or Dr. Lisa Ordonez, UA Strategic Planning Committee (unconfirmed)
 - **We will invite Dr. Chue or Dr. Ordonez, or an appropriate delegate, to share with us the Strategic Planning Committee's ideas and vision for incorporating diversity, equity and inclusion throughout the strategic pillars they are proposing.**
- June 4 – Open
- July – No meeting

6. New business

Andrea Carmichael, Chair

- ***The Council expressed its desire to Julie Katsel of Government and Community Relations to organize a cross-council social event in the fall to facilitate networking between the various community councils.***
- ***Julie also requested that the Council keep her in the loop on requests for updating the Council webpage so she can support those efforts.***

7. Upcoming events

Andrea Carmichael, Chair

- 4/10 – 2-3 PM, Senior Pride Speaker Series featuring Mary Mantia of The Power Up Group on Conflict Resolution and Mediation @ Himmel Park Library, 1035 N Treat Ave.
- 4/21 – 6 PM, SAAF Jello Wrestling @ 522 N. 4th Ave.
- 4/28 – 10 AM – 3 PM, LGBTQIA+ Gathering, Youth and Family Day hosted by El Rio Health @ Donna R Liggins Recreation Center 2160 N 6th Ave.
- 5/5 – 4pm, Rainbow Graduation @ Gallagher Theater SUMC, 1303 E University Blvd.

8. Adjournment

- Next Meeting – 5/07/2017