

Matrix of LGBTQ Activities and Services Across UW System
<http://www.uwsa.edu/acadaff/LGBTQ/resources.htm>

	Student Programs	Curriculum	Organizations	Institution Social Events
UW-Eau Claire	--Counseling Services focus groups --Center for Awareness of Sexual Assault (will work with all victims of sexual assault including same sex) --MOSAIC "Tunnel of Oppression" and other programs including sexual orientation component --Day of Silence --Alternative Prom	--English 380 & 580 --Studies in Film; The Art and Politics of Representation in Contemporary GLBT & Queer Film --Women Studies 440/640: Lesbian Lives and Culture --Foundations of Education 385: Social Foundations: Human Relations (sexual orientation is one segment of the course)	--LGBT Straight Alliance --Equality: faculty & staff GLBT org	--National Coming Out Day Speech by a faculty member --Breaking Silence address by AA Officer on "Day of Silence"
UW-Green Bay	--Safe Space Program --LGBTQ student government director position	--Student run class approx. 2 yrs ago and 2004-05 --Up to faculty to include in curriculum	--Straight and Gay Alliance (S.A.G.A.) --Faculty/staff LGBT issues group	
UW-La Crosse	--LGBT Liaison: student residence housing position --Safe Space Program	--Introduction to LGBTQ course	--Pride Center --Eagle Equity Council	--National Coming Out Day
UW-Madison	--LGBT Liaisons in Residence Halls --LGBT Campus Center in Memorial Union—staffed by a professional and student staff --Support Groups, Coming Out Groups, other groups as the need arises provided by LGBTCC, Campus Women's Center and others --Sex Out Loud offers programming on sexual health, including LGBT issues --QGrads --10% Society --Allies Program for students and staff	--Certificate Program in LGBT Studies	--Faculty Senate Committee on LGBT Issues --Ten Percent Society --Q-Grads --Sex Out Loud --Campus Women's Center --Queer People of Color student org.	--10% Society Dances-5 or 6 times/year --many LGBTCC-sponsored events including movie nights --Coming Out Week events --Out and About Week events

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UW-Milwaukee	--Safe Space --Allies program --Speakers bureau --Coming Out Week --Day of silence --World Aids Day --Full array of support/ social programs	Certificate Program in LGBT Studies	--LGBT Resource Center --Women's Resource Center --University-wide advisory committee on lgbt issues	--Major speakers --Guest authors --Drag Ball
UW-Oshkosh	--SAFE Trainings 4x yearly --Panel speaker orientation/training for SAFE training --BGLAD events: speakers, tables, "Shedding the Light on Hate" --HOPE guest speakers --Taste of Oshkosh new student orientation tables --World AIDS Day --National Day of Silence --HOPE subsidizes student costs for participation in Inclusivity Initiative	--English 391/ 591 Gay & Lesbian Lit. --Introduction to Women's Students, section of curriculum --Special Educ. Diversity course, section of curriculum -- Individual faculty infuse into courses	-- All University LGBTQ Education & Advocacy Council --Rainbow Alliance for HOPE Student Organization	--National Coming Out Day (Dean of Students Office) --Lavender Graduation --LGBTQ & Ally Orientation/ Welcome table
UW-Parkside			Rainbow Alliance	
UW-Platteville	LGBTQ Support group (Counseling Services)		G/L/B Alliance	--Rainbow Rave (sponsored by housing, campus programming & Alliance)
UW-River Falls			--Gay-Straight Alliance (students) --Safe Space (faculty, staff, students)	
UW-Stevens Point	--Safe Zone Training --Residential Programs --Coming Out Programs --Pride Week	--English 383, Sec 2, Gay & Lesbian Literature	Gay-Straight Alliance	--Homosexuality & Christianity Panel

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UW-Stout	--Safe Space --Day of Silence --Drag Show	--Various classes that include LGBTQ content (Individual and Family Relations; Lifespan Sexuality; Human Development: Middle Childhood, Adolescent Development and Late Adulthood; Family Policy Impact; Health Care Dilemmas & Decisions; Family Dynamics; Culturally Distinct Child & Family; Virtually all the "Marriage & Family Therapy" Classes; Working With LGBTQ People; and Introduction to Theater as some examples)	--Out at Stout Student Group --LGBTQ Campus Inclusivity Initiative Committee --Ally Center	
UW-Superior	--Coming Out Week --Day of Silence --Twin Ports Pride --Valentines to Senators in Support of Gay Marriage --Student Organization Fair	--Politics of Sexuality --Current Gender Issues (special topics) --Infusion in Intro to Women's Studies and Feminist Theory	--Queer & Allied Student Union --LGBT Working Group	--LGBT Community and Campus Appreciation Reception (12/03) --Opening Week LGBT Staff and Faculty and Allies Reception
UW-Whitewater		--Lesbian Studies Class	IMPACT: LGBT Student Union	--LGBT Performer Every Year
UW-System	N/A	Joint Program Review asks how diversity issues are addressed in the curriculum		

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UW-Colleges	<p>UW Baraboo/Sauk County -- Diversity Center that is available for students who recognize themselves as part of a group that is unique in one or more ways</p> <p>UW Fond du Lac The Student Government Association has a Safe Space Program designed to provide LGBTQ students with knowledge of those on campus to whom they may go for support, discussion, acceptance and advocacy, and to enhance the general campus awareness.</p> <p>UW Richland -- An LGBTQ forum was held in April with representatives from Outreach in Madison, sponsored by the UW-Richland Diversity Committee</p> <p>UW Waukesha -- The fall common reading was "The Laramie Project."</p>	<p>UW Baraboo/Sauk County --A variety of courses that include formal components of the class and/or discussion of LGBTQ issues including ANT 250 Women in Cross Cultural Perspective, ANT 314 Indians of North America, ART 175 Worlds of Art, ART 187 Modern Art, HIS 278 History of American Minorities, PHI 241 Ethics, SOC 101 Introduction to Sociology</p> <p>UW Fox Valley -- Diversity is discussed in the LEA 102 classes</p> <p>UW Marathon County -- Several instructors incorporate LGBTQ issues in classes</p> <p>UW Marshfield/Wood County -- LGBTQ issues are addressed in PSY 208 Psychology of Gender, PSY 330 Social Psychology, certain English, Literature, and Film classes and WOM 101 Introduction to Women's Studies</p> <p>UW Richland -- SOC 101 and ANT 250 use texts that include LGBTQ materials. SOC 234, PED 217 Social Aspects of Sport, and PHI 241 Ethics</p> <p>UW Rock County -- PHI 241 Ethics, HIS 278 History of Minorities in America</p>	<p>UW Baraboo/Sauk County -- Students are discussing the creation of an organization</p> <p>UW Barron County --The Alliance</p> <p>UW Fond du Lac -- Opportunity for development of an organization will occur as part of the full implementation of the Safe Space Program</p> <p>UW Marathon County -- Straight and Gay Alliance Club,</p> <p>UW Marshfield/Wood County -- Gay-Straight Alliance</p> <p>UW Richland -- Gay-Straight Alliance</p> <p>UW Rock County --The Alliance --UW Waukesha LBTS Pride Alliance</p>	

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UW-Extension		<p>Outreach & E-Learning --School for Workers curricula include issues related to Inclusivity, sexual harassment and discrimination, sexual orientation & DP benefits (6 topics in curriculum) --WINS segments include DP benefits & sexual orientation issues in the workplace</p> <p>Cooperative Extension --Equal Opportunity programming reviews UW policies & principles relative to non-discrimination & inclusivity. Application of these principles are in curriculum for 4-H Youth Development.</p> <p>WI Rural Leadership Program --Explore concepts of diversity --Increase exposure to community organizations --Understand cultural values, beliefs, principles etc. --Leadership Skills (interviewing skills, self-awareness & empathy</p> <p>General Education Administration & Services --Diversity Leadership Training seminar includes how racial & cultural differences impact behaviors --Barriers to cross-cultural communication --VISIONS' training demonstrates ways to address the tension related issues of diversity</p>	--WINS (Workers Independent News Service) --State Health Plan Oversight Workgroup --United Faculty & Academic Staff Union (UFAS)\ --LGBT Task Force --WI Rural Leadership Program, Cooperative Extensions --Work with 5 outside organizations	

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UW-Eau Claire	<p>--Assistant to the Chancellor for Affirmative Action presents workshops for various social service & educational groups in the area of homophobia & heterosexism & ways to create a positive climate for their LGBT clients or students</p> <p>--The Peer Diversity Educators (housing & residential life) are trained in diversity classroom facilitation. They travel to classrooms on campus & present interactive programs on diversity including sexual orientation</p>	Weekly Thursday meetings at 6:30		
UW-Green Bay	<p>--Safe space program training</p> <p>--Freshman orientation (diversity/LGBT)</p> <p>--Speakers 1-2x yearly as part of RA training (sponsored by student life)</p> <p>--LGBT Issues included as part of RA training</p>	<p>--Social events ad hoc (sponsored by S.A.G.A.)</p> <p>--Annual Inner Flower-Open Mic</p> <p>--Meetings every Tues. at 5:00pm</p>	<p>--Info. Tables for national coming out day</p> <p>--Midwest LGBT Ally Conference participation</p> <p>--National Day of Silence participation</p> <p>--Student Organization Fair participation</p>	<p>--office by office basis</p> <p>-- counseling & health office</p> <p>--career services</p>
UW-La Crosse	<p>--Day of Silence</p> <p>--Safe Space program training</p>	<p>--LGBTIAQQ Social</p> <p>--Homecoming Float</p> <p>--Night of Compassion</p>	<p>--Dirk Shafer Lecture</p> <p>--Debra Davis Lecture</p>	<p>--Resource guide for GLBT students</p> <p>--LGBTIQQA Pride Center</p>

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UW-Madison	<ul style="list-style-type: none"> --Training for all resident Housing staff in LGBT issues --Training for Allies --briefly discussed in SOAR (Student Orientation and Registration) summer programs --Shadow Day, where LGBT high school students and h.s. students of color are invited to campus for the day and paired with a current student to show them a day in the life 	<ul style="list-style-type: none"> --TPS Dances --Outreach's Annual Pink Party --SPRAWL all girls dance 	<ul style="list-style-type: none"> --Midwest LGBT Ally Conference (1999) --International Conference on Bisexuality 	<ul style="list-style-type: none"> --UHS Lesbian Health Booklet --GLBT Alumni Council --GLBT Guide to Services & Resources --Have you been harassed based on your sexual orientation --Hate Crimes: A Community Concern (UW police dept.)
UW-Milwaukee	<ul style="list-style-type: none"> --Ongoing training on lgbt issues campus-wide. Residence Life Police Force Athletics Classrooms --Allies Program. --Student Senate lgbt issues director. --Diversity Dividends seminars, E/D S --Free HIV testing and Safe Sex counseling --Campus Ministry/lgbt events 	<ul style="list-style-type: none"> --Annual Drag Show --Fresh Men's Group --Chicks who Dig Chicks --Knit and Bitch --Annual LGBT Film Fest 	<ul style="list-style-type: none"> --Guest Speakers --Building Bridges Conference 2002 --Human Rights Week 	<ul style="list-style-type: none"> --LGBT Resource Center --Safe Space --Full Range of Brochures from ETR and American College Health Association as well as local lgbt orgs
UW-Oshkosh	<ul style="list-style-type: none"> --DP Benefits awareness event 4/03 --DP Benefits workshop at Academic Leadership Conference 7/03 --Faculty/ staff SAFE trainings 4x yearly 	<ul style="list-style-type: none"> --Student dances --LGBTQ & Allies new faculty/ staff welcoming party --LGBTQ yearly retreat --Musical performers 	<ul style="list-style-type: none"> --Midwest BLGTA College Conference attendance --Co-sponsor speakers --Highlight faculty research with Women's Studies Brown Bag --Faculty Development 	<ul style="list-style-type: none"> --LGBTQ Council website --DP & LGBTQ resources brochure being developed for inclusion in new faculty/staff orientation packets
UW-Parkside		<ul style="list-style-type: none"> --Meetings Every Wed. at 12:00pm. --Movie parties --National Coming Out Day 	<ul style="list-style-type: none"> Midwest LGBT College Conference 	

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UW-Platteville	--Boxes & Walls Tolerance Museum (GLBTQ room) --Diversity Advocates Peer Educators (student housing)		--Safe Zone training (co-sponsored by housing)	--Student Health Services --Counseling Services --Student Housing
UW-River Falls	--Bridges multicultural program includes GLBT events --Occasional student programs through Leadership Center	Trips to Twin Cities (GSA)	--Matthew Shepard Vigil, Day of Silence --National Coming Out Day (all GSA)	Distributed by health services
UW-Stevens Point	--Diversity Survey --Residential Living Social Issues Committee --Got Respect Campaign	--Weekly Meetings --Special Meetings --Pride Week Events	--Class Discussions --Pride Week	--Safe Space Packet --Transgender Packet --Gender Neutral Bathroom Packet
UW-Stout	--Panels/ Discussion in classes --Day of Silence	--Weekly Meetings --Pride Week Events --Drag show		--Out at Stout --Safe Space Resource Packet -Workshop to educate about GLBT issues -2hrs: exercises, questionnaires, info panel discussions
UW-Superior	--Presentation on Healthy LGBT Youth in Healthy Communities 10/03 --Risk and Resiliency GLBT Youth Workshop 10/00 -- Safer Schools Task Force (ongoing)	--Night of Noise --Video Nights --Pizza Nights -- Dance (12/03)	--Student leadership seminar on ways to provide a safe and supportive atmosphere for LGBTQ students. --Student forum in response to homophobia (4/03)	-- Office of Women and Gender Issues --QASU
UW-Whitewater	-- “Boxes & Walls” Diversity Experience with GLBT component	GLBT Student Union meetings held every Wed. at 8:00pm	--Matthew Shepard Vigil --Student LGBT Panels --National Day of Silence	Challenging Homophobia & Hetero-sexism: Resource Guide for Departments & Offices
UW-System				

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UW-Colleges	<p>UW Baraboo/ Sauk County --There may be speakers sponsored by a particular class but open to all students</p> <p>UW Rock County --The Alliance sponsored a discussion group that involved students, staff and two local ministers. The Alliance also sponsored ACTION Wisconsin to address the issue of gay marriage. These events are not yearly but may become so.</p> <p>UW Waukesha -- The LGBTs Pride Alliance planned to sponsor the video, History Lessons, as part of Diversity Week</p>	<p>UW Marathon County --The Lecture and Fine Arts Program includes LGBTQ topics. Presentation of “The Laramie Project” and “The Vagina Monologues”</p>		
UW-Extension	<p>Outreach & E-Learning --WINS Daily news briefs on labor union events & issues --Health Care Forum (sponsored by UFAS)</p> <p>Broadcasting & Media Innovations --From 1/6/03- 3/30/04 there were 58 programs --There are 5 programs that are currently scheduled from 6/8/04- 6/29/04</p> <p>Cooperative Extension --Equal Opportunity in Cooperative Extension educational programming</p> <p>WI Rural Leadership Program --2 Programs</p> <p>General Education Administration and Services --2 Programs</p>			

	Policies	Reports/Surveys/ Recommendations	Institution Newsletters/News	Institution Wide Initiatives
UW-Eau Claire	<p>--Domestic partners of employees are eligible to receive a Spouse ID card (provides access to library, recreation facilities, bus service & programming)</p> <p>--Students are eligible for membership in the LGBT community Center of the Chippewa Valley at reduced student rates. (access to LGBT themed titles, educational & social programming.</p> <p>--LGBT Community Center sponsors several events specifically for LGBT Student Association</p>			
UW-Green Bay	--Some soft benefits (office by office basis)			
UW-La Crosse	<p>--Some Soft DP Benefits: use of campus child center, library, Clearly Center, and recreation facilities; referral from counseling and testing & donor recognition</p>	--Report to the governance groups regarding campus climate		<p>--Diversity Strategic Plan which includes LGBTQ initiatives</p> <p>--Campus Climate Survey for students and employees</p> <p>--Hiring a Campus Climate Coordinator</p>
UW-Madison	<p>--Some soft DP Benefits for faculty and staff (library, rec sports), but no health care, life insurance, or accidental death insurance</p> <p>--Health care available to students' spouses and DPs through University Health Services and SHIP student health insurance program</p> <p>--Anti Discrimination Based on Sexual Orientation added to ROTC disclaimer</p>	<p>--Faculty Senate Committee on LGBT Issues original report in 1997; follow up on recommendations released in 2004</p> <p>--Univ. Housing Survey</p> <p>--Resolutions by Faculty Senate, Academic Staff Assembly and Committee on Women protesting proposed Wisconsin state constitutional</p>	8/03 Dean of Students Office Newsletter (mentioned LGBT campus center)	--LGBT issues included in UW-Madison Plan 2008 report, but no actions have been taken by the administration to follow up --Associate Vice Chancellor for Diversity appointed as liaison with Faculty Senate Committee on LGBT Issues

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UW-Milwaukee	--DP benefits for campus facilities, dental, student health plan. --Working to add gender id/expression to University non-discrimination policy	--1994 task force on Lesbian, Gay and Bisexual Issues. --Working on new survey based on Task Force on Status of Women Survey. Recommendations for LGBT survey every 5 years.	News updates in Campus newspapers, Alumni Newsletters, Socio Cultural Programming Calendars and websites.	--DP benefits institutionalized in Selected Academic and Administrative Policies. (SAAP) --Formation of LGBT Resource Center 2001.
UW-Oshkosh	--DP Soft Benefits coordinated by HR --UW System DP benefits (dental, accidental death & dismemberment, life) --DP Housing policy being developed --Equal Employment Opportunity/ Affirmative Action		Developing LBGTQ newsletter for new staff/ faculty orientation	--Human Resources taking lead role in institutionalizing DP benefits available & promoting as faculty/ staff recruiting tool --Affirmative Action/LBGTQ Council developing advocate training to be visible support & first responders to reports of LBGTQ harassment
UW-Parkside	--Equal Employment Opportunity/ Affirmative Action --Student nondiscrimination policy and procedures --Faculty Senate Meeting 10/2000 Discussed LGBT Concerns --Procedures to promote respect for campus diversity --PDMAC Subcommittee on Equity and Diversity			
UW-Platteville				
UW-River Falls		None since 1998		
UW-Stevens Point	--DP Benefits --Community Rights & Responsibilities --Affirmative Action Policies	--Diversity Survey & Recommendations		--Diversity Survey

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UW-Stout	--Affirmative Action --Harassment Policy	--Stats based on diversity --Survey results		
UW-Superior	--Discrimination and Sexual Harassment Policies (Human Resources website) --Student discrimination and sexual harassment policies (Dean of Student's website)	--Annual updates on women and gender --LGBTQ issues subcommittee minutes --Newspaper clipping of anti-gay harassment incident and follow up letter to the editor --Report on the status of women (1999) --Remarks from forum on homophobia (3/03) --LGB Task Force Final Report (1993) --Recommendations of LGBT Working Group	--Coordinator's update on women & gender issues --LGBTQ issues subcommittee minutes --Newspaper clipping of anti-gay harassment incident and follow up letter to the editor --Memorandum on status of women --Remarks from forum on homophobia 3/03	--LGB Task Force (1993) --Office of Women and Gender Issues -- .38 FTE Women & Gender Issues Coordinator
UW-Whitewater	--Institutional Non-Discrimination statement -- Institutional harassment & discrimination policies --Departmental non-discrimination resolutions	--Report of the GLB Issues Task Force --Institutional response to GLB Issues Task Force Recommendations		--Safe Zone program --Committee on GLBTQ Issues
UW-System	DP benefits include: --Death & Dismemberment --Dental -- Life Insurance -- Paid Sick leave			State Wide Inclusivity Initiative

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UW-Colleges	<p>UW Baraboo/ Sauk County --Equal opportunity in employment and non-discrimination in employment policies, practices, and procedures. --committed to providing equal employment opportunity for all persons regardless of sexual orientation.</p>			<p>* The University of Wisconsin Colleges AODE Program has a website, www.uwc.edu/aode which includes information about sexual orientation. This website is publicized at each of the thirteen campuses.</p> <p>The UW Colleges AODE Program staff also include LGBTQ issues as part of the Healthy Relationships activities during the month of February</p>
UW-Extension	<p>Outreach & E-Learning --Family Leave Policy (UPG 16: includes LGBTQ employees) Family is defined loosely to encompass LGBTQ individuals --WINS engages in Affirmative Action hiring (including LGBTQ individuals) WI Rural Leadership Program --Broad definition of diversity that includes sexual orientation</p>		<p>--Extensive programming on Wisconsin Public Radio and some content on Wisconsin Public Television --Green County – link to ACLU mentions lesbian and gay rights</p>	