

Dear Ray and Patrick:

In follow-up to our presentation during the LIGO-Virgo Meeting I am sharing forward the following resources that Cyndi and I compiled to be shared on your internal meeting website:

[LGBT Physicists](#)

[LGBTQ+ Best Practices](#) (written by Physicists and Astronomers)

[OSTEM National](#)

[Pronoun card digital file](#)

[Support students Pronoun](#)

[Consortium of Higher Ed LGBT Resource Professionals](#)

[Emergent Strategy book](#)

[Preferred Name System](#)

[Land Acknowledgement resources:](#)

<https://native-land.ca/territory-acknowledgement/>

- [Land acknowledgement](#) used within our presentation:
 - *"We acknowledge in Lake Geneva that we are on traditional Potawatomi, Ho-Chunk and Menominee homeland along the Shores of Lake Geneva, who sources its water from several natural springs and outlets into the White River which meets North America's largest river, the Mississippi River, and where the people of Wisconsin's sovereign Anishinaabe, Ho-Chunk, Menominee, Oneida and Mohican nations remain present."*
 - From the [US Department of the Arts and Culture](#): Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making the history that led to this moment. Some were brought here against their will, some were drawn to leave their distant homes in hope of a better life, and some have lived on this land for more generations than can be counted. Truth and acknowledgement are critical to building mutual respect and connection across all barriers of heritage and difference. We begin our workshop by acknowledging what has been buried by honoring the truth. We are standing on the ancestral lands of the Potawatomi, Ho-Chunk and Menominee People. We pay respects to their elders past and present. Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together here today.
 - We want to introduce the practice of land acknowledgement for many reasons:
 - Offer recognition and respect.
 - Counter the "doctrine of discovery" with the true story of the people who were already here.
 - Create a broader public awareness of the history that has led to this moment.
 - Support larger truth-telling and reconciliation efforts.
 - Remind people that colonization is an ongoing process, with Native lands still occupied due to deceptive and broken treaties.
 - Inspire ongoing action and relationship.

I also thought you would value this [article](#) as a resource for contemplation and intentionality around land acknowledgments.

[Inclusive Facilities Stalled video](#) and presentation materials (posted below):

Inclusive Policies and Facilities

Restrooms- UW-Milwaukee

Jennifer (Jen) Murray, she/her/hers or they/them/their, UW Milwaukee

[Presentation slides link](#)

- Policy was adopted in 2014 (took 2 years) [Link](#) to UWM Inclusive Facilities Policy and Procedures for All Buildings
- Started with the LGBT+ resource center partnering with the Chancellor's Advisory Committee for LGBT+ Advocacy, Life Impact (scholarship program for single parents), Student Accessibility Resource Center, the ADA Advisory Committee, Physical Environment Committee (PEC)
- Policy was drafted by students from looking at existing policies and it was vetted through the Chancellor's Advisory Committee
- Working now with the merger to get UW-Milwaukee at Waukesha and UW-Milwaukee at Washington County the same signage (Images below of UW-Milwaukee Inclusive Facilities signage) on the right: Inclusive Restroom Signage printed in UWM colors (Black print on gold sign) and second option (on the left) is Information signage for off campus/single event use to cover gendered restroom signage.

**SOMETIMES BECAUSE OF
HOW PEOPLE LOOK,
THEY AREN'T ALLOWED TO
USE THE RESTROOM.**

Inclusive Restroom

WE CAN DO BETTER!



- Some buildings are state owned buildings but other ones are foundation properties, so they worked with the foundation to understand the policy to ensure that inclusive facilities happen in foundation owned buildings
- Had success working with the GIS department and campus map to ensure that the campus map has markers for inclusive facilities
 - If you create a map, keep in mind it does need to be updated as bathrooms/buildings are added
- Policy from University of Maryland that looks at the use of gendered facilities and how we can create specific language for the non-discrimination policy:
 - University of Maryland Policy: <https://president.umd.edu/administration/policies/section-vi-general-administration/vi-105a?fbclid=IwAR1q53P7uX-i-n-IG8LQ8OzD-pelqrJ1leXRJilIBUdSNSZaEb2YzH1Lh5k>
 - University Maryland Full report and larger recommendations: https://senate.umd.edu/system/files/resources/billDocuments/16-17-32/stage7/Presidential_Approval_16-17-32.pdf

Thanks again for offering us the opportunity to connect and present at your LIGO-Virgo meeting.

Respectfully,
Jen

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pronouns in use: she/her/hers or they/them/their

will accept the following pronouns: zie/zim/zir; per/per/pers; sie/sir/hir/hirs; ve/ver/vis/vers

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