

**CU Denver DDC FA LGBTQ+ Committee**  
*Meeting Minutes September 9, 2022*

Attendance: Mia Fischer, Dale Stahl, Lisa Johansen, Nicky Beer, Katy Mohrman, Theo Edmonds, Jill Rubin, Rachel Gross, Tyrell Allen, Kent Seidel, Mari Prestigiacomo, Alejandro Marquez, Ryan Brown, Howard Cook

## **September agenda**

1. Welcome to new members, friends of the committee, intros, and congratulations
2. Approval of May minutes and note-taker
  1. May 2022 meeting minutes approved by committee
3. Chair and Vice Chair roles
  1. Call for volunteers for Chair and Vice Chair for upcoming two-year term. A new vice chair would be good this year to then be chair for the next term. Continuity of leadership important to keep up the good work of committee in the future.
4. Updates from Faculty Assembly
  1. Lack of shared governance, particularly as related to the formation of TIPS and its lack of leadership
  2. Hiring of VCs and AVCs: is this administrative bloat? If the budget is in shambles, what is being done at the higher levels to respond?
    1. Hiring is happening at the very highest levels, while the front-line positions remain open. There are problems in students obtaining services at Registrar, Disability Services, etc.
  3. Creation of TIPS
5. Updates LGBTQ+-inclusive pedagogy trainings
  1. Background: CAM pilot, President's office grant, now turning toward Business School for inclusive pedagogy trainings
    1. Small grant, about 6k, spending mainly on grad student facilitators, web presence
    2. Reminder: use some funds for pronoun buttons
  2. New workshop facilitators
  3. Hiring of RA for survey design
  4. Workshops with BUS in fall
  5. Training(s) for OIT?
6. Anti-Trans Attacks at CU, involvement of Regent Ganahl
  1. <https://coloradotimesrecorder.com/2022/08/republicans-launch-political-group-to-limit-the-participation-of-transgender-people-in-public-life/48109/>
    1. FC LGBTQ+ Affairs committee would like to make a statement that would be supported by FA on each campus.
    2. Invitation to Regent Ganahl to attend a committee meeting to open up a conversation? Should we engage?
    3. Why was housing policy contravened? How did this happen?

1. If a manufactured situation, then perhaps it's better to respond with the university's own language around inclusion and anti-discrimination, rather than elevating Ganahl's claims.
7. New Business items?
  1. Tyrell: Monkeypox vaccine (MPV) availability, waiting on language to roll out the vaccine.
    1. Intake form to identify most high-risk: travel, lab research, sexual history
    2. Do not have very many vaccines, so want to vaccinate most high risk
    3. Limited supply: wait to see uptake
    4. If you receive feedback about any aspect of signup process, please pass on to Tyrell
      1. Ideas regarding popup locations or other methods of delivery
  2. Latest Covid boosters should also become available soon, make appointment
  3. Jill: "Navigate" system is a way for students to find help, includes referral process. Until recently, Navigate did not include gender characteristics: helps see retention and use of services.
    1. Are there any concerns about using X for all nonbinary populations?
      1. Is there a write-in option?
      2. M, F, X would not necessarily capture trans identities, which would help in understanding how Navigate helps/hinders those students in connecting to services and remaining enrolled to graduation.
    2. Problem of gender/sexuality identification across university systems: this is an ongoing problem
    3. HR systems need more attention: Antonio Farias might be a good contact to bring attention to this ongoing problem
      1. Example: Faculty/Staff still can't change pronouns in UCDAccess
    4. DEI trainings need to be differentiated and we need critical engagement on these to make sure what's being done.
  4. Dale: DEI reports in CLAS at department/program level—problems with implementation, data, and use ← add to next meeting's agenda.

Meeting adjourned 12:01pm.

**CU Denver DDC FA LGBTQ+ Committee**  
*Meeting Minutes October 14, 2022*

Attendance: Mia Fischer, Dale Stahl, Lisa Johansen, Nicky Beer, Katy Mohrman, Kent Seidel, Mari Prestigiacomo, Alejandro Marquez, Howard Cook, Laurel Schwabe

### **October agenda**

1. Welcome to new members, intros
2. Approval of Sept minutes and note-taker
  1. Sept 2022 meeting minutes approved by committee
3. Need for new chair; need to see if a non-voting member can serve as chair, need to check bylaws; seems this will require an official vote to approve the chair
4. Scheduling problem for current chair (Mia) in attending Faculty Assembly meetings for rest of semester; Howard volunteers for Nov, Dale volunteers for Dec
5. Updates from Faculty Assembly
  1. Current chair out on medical leave; Joann Addison stepping in temporarily
  2. Debacle re latest FAR
6. Updates LGBTQ+-inclusive pedagogy trainings
  1. Going well with Biz School, 2 sessions already, good attendance, good questions, good comments
  2. Gauging interest of Engineering; starting to set up sessions w/CLAS; more grad students getting trained to run sessions
  3. Katy: we may get a request from HR about how to respond to gender/sexuality issues they're dealing with
7. Antonio Farias' DEI "affinity groups" meeting: consensus is that folks are burnt out and stretched thin in terms of DEI requests/labor—problem of lack of compensation; AF has agreed to bring in HR person for next meeting to discuss this. Dale observes apprising the union of this might be wise. Katy says she will add this to her correspondence w/union folks. Discussion of AF's plans for an LGBTQ+ "operations team."
8. New business.
  1. Jill Rubin sent around survey of our current LGBTQ+ student population (mental health, well-being, etc.). Cmte discussion of student mental health, importance of supporting student mental health for student retention.
  2. DEI plans: rumblings about how these demands for plans from the Regents are being implemented, in terms to pushing work to departments, lack of time to thoughtfully prepare effective plans. Problems with climate survey that drives these directives—expectations of DEI planning based on bad data & deficit thinking. Concerns about risk of DEI plans becoming little more than a "box-checking" venture. Discussion of getting FA involved to call out these issues.
  3. Mari: working on updating library collection re Women & Gender Studies. Should the library keep materials that are dated/trans-exclusionary?

Meeting adjourned 11:55am

## **CU Denver DDC FA LGBTQ+ Committee**

### **Meeting Minutes November 12, 2022**

Attendance: Mia Fischer, Dale Stahl, Lisa Johansen, Katy Mohrman, Mari Prestigiacomo, Martin Sabo, Howard Cook, Ryan Brown, Ed Cannon

#### **November Agenda**

1. Approval of October minutes and note-taker
  1. October 2022 meeting minutes approved by committee
2. Updates from Faculty Assembly (Howard)
  1. Joann Addison brought up the issue of upper administration's salaries being redacted from public information but salaries of faculty are not redacted. All salaries are to be publicly disclosed. Provost stated he will get back to us regarding this issue. The issue is lack of transparency at all levels.
3. Updates LGBTQ+-inclusive pedagogy workshops
  1. Trainings concluded in BUS; one more workshop with Engl. Dept. this semester; planning outreach for spring?
  2. Mia has been trying to get the College of Engineering to commit to training dates. So far, no luck.
  3. Thinking about other departments/programs in CLAS and possibly combining smaller departments into one training workshop.
  4. We still have budget \$\$ for grad students to run the workshops.
  5. Ryan Brown and Katherine Yazgulian will be analyzing data collected from faculty and staff survey responses and present at our December meeting.
  6. Ryan stated Katherine could work on the guides – cleaning them up / streamlining the information.
  7. Ryan asked about obtaining CAM syllabi from pre and post workshops to see if there are changes in practice (Hoping to see more inclusive information included in syllabi post workshop). Howard provided contact information: Sean Koto and Michelle Carpenter from Visual Arts.
  8. Katy asked about sending another survey to staff and non-faculty attendees to ask for self-reporting of using information learned from the workshops.
  9. Dale asked if there was a way to pay IRC faculty that don't have service in their contract to attend workshops. Right now many are doing it for free. Will we get more attendance if there is some kind of compensation? Pay would be better than Professional Development funds. For example, many lecturers in English teach so many students but are they going to attend without compensation? If the University wants this training done, we need to find ways to compensate. Katy stated that she would bring this issue to the Union as well.
4. Updates from Farias' Affinity Group Network
  1. Teri Engelke (HR) stated that her group was looking into UCD policies and issues regarding workload, compensation, salary equity and compression, parental leave. There is a 3C committee to look at these issues.
  2. Turan Kayaoglu (AVC FA) brought up the issue of diverse representation in FA. And commented on the fact that FA opposed the FAR DEI data collection for 2021 merit

evaluation. Stated that faculty doing DEI work and faculty of color were upset by the retraction of the work in FAR and merit evaluations. There are some feelings by these two groups that other faculty don't care about DEI, and some had put a lot of work into the DEI FAR evaluations. Context is that FA opposed the inclusion of this information for merit because it was implemented without faculty consultation and more of an administration decision, hence the opposition.

3. Katy brought up the issue that for other departments / colleges, except Business, DEI is not part of merit (via by-laws). Does this work count for anything for the faculty or is it just to help make the University look good? Lots of work here to define what DEI work means and to get resources to implement DEI work / department plans / change culture / climate in some departments.
5. Updates re implementation of college and department level DEI plans
  1. Resource: <https://clas.ucdenver.edu/inclusive-excellence-strategic-plan>
6. Ed Cannon – LGBTQ Faculty Council
  1. CU LGBTQ+ Symposium on May 22, 2023 at UCCS
  2. Queer Futures and Higher Education in the Rocky Mountain West
  3. Resource: <https://docs.google.com/document/d/1Kzkb57bgGKhxjpOG2ZIB0azPofrWdy5B2O6VW65w2A/edit#> (document just for this group – not published)
  4. Open to students and faculty – would love to have students present work
  5. Hoping to have a Published Proceedings, panelists, presenters, training session
  6. Look for a blurb in CU Connections and call for proposals coming
7. FC LGBTQ
  1. Asking Regent Leslie Smith to come to next meeting and see if she will bring up the issue at a Regent meeting of Regent Heidi Ganahl and her anti-Trans statements (housing "issue" at UC Boulder). Ganahl was clearing in violation of Regent law by the statements made and this is NOT representative of UCD.
8. New Business:
  1. Dale: There is a movement by students / student government to find better prayer spaces for Muslim students. More rooms are needed. Needs faculty support. Farias stated they are trying to find space in the Student Commons Building.
  2. Katy stated FC LGBTQ is also trying to get an HR rep to come to their meeting / perhaps have Teri Engelke come to our meeting so we can bring up issues too
9. Look ahead: final meeting of the semester is on Fr Dec 9
  1. RA Kathryn Yazgulian will present key findings from workshop surveys – December 9, 2022

## December Meeting Minutes for the FA LGBTQ+ committee 12/9/22

1. November minutes were approved
2. Updates from Faculty Assembly (Dale and Mia)

### A. CU Denver budget shortfall – report and discussion

- cuts coming
- question: why are we not pushing for more administrative cuts?
- upper administration wouldn't agree to not take pay raises over the next couple of years
- there has been a big rise in administrative costs but very little cuts there
- costs of instruction have remained level

### B. Integrating and “measuring” DEI in merit evals and promotions

- still in discussion
- something of note: Joanne Addison notes that the FCQ office (Boulder) has been mining FCQs for trigger words, resulting in investigations and letters put into faculty personnel files. In addition, the Office of Equity can track down the students and ask about the situation. THEREFORE, THESE REPORTS ARE NOT ANONYMOUS and students do not know that! Also, hate speech comments from students are removed without you seeing them. No one knows who authorized this data mining.

### C. Other items

3. Presentation of key data from Fall 2022 LGBTQ+-inclusive pedagogy workshops (Kathryn Yazgulian, Project RA)
  - important websites to share:
  - <https://www.ucdenver.edu/offices/diversity-and-inclusion/resources/current-students>
  - <https://www.ucdenver.edu/offices/diversity-and-inclusion/resources/faculty-staff>
4. New business and other relevant updates?
  - Four Campus LGBTQ Symposium (Ed)
    - Save the Date: May 22, 2023 @ UCCS
    - students encouraged to present
    - <https://connections.cu.edu/stories/faculty-council-announces-queer-futures-lgbtq-conference-set-may-22>

## February Minutes

### 1. Updates from Faculty Assembly (Mia) – this happened first

- Mia: updates from Provost and Sobanet – update on budget crisis. They wanted feedback on if faculty were involved in budget cut decision making across college. SPA faculty felt no involvement, CLAS felt better. People raised concerns that cuts were going to disproportionately impact IRC faculty. Relatedly, the regents meet yesterday and the union (UCW) delivered a petition with over 1000 signatures about working conditions, salaries, etc. The other half of the FA meeting was spent discussing Chat GPT (more campus wide guidance on what instructors can do and put in their policies about the app; can students use it or not; is the student conduct policy adequate in relation to the app). There was nothing concrete at this point, more like a brainstorming session.

- Howard: How do you know if something came from ChatGPT?

- Mia: Creator of app created a checker to see if essay was generated through the app, but that tech is still young and not well developed.

- Mia: Katie Linder had an update on TIPS and CETL. Director of CETL position will go back to an internal search with at 1.5 FTE. In other words, it's going back to the position Lindsey Hamilton had. They are working on job description. Concerns were raised about wasted search (money and time) and how much work Lindsey had to do with 1.5 and if that's fair for the new person. There is also a potential push from FA in conjunction with Antonio's office about how to infuse questions of DEI in tenure and merit promotion policies/processes. FA is currently considering resolution and may convene committee over summer to create guidelines that departments can use to see how to incorporate DEI considerations into their by-laws around tenure and promotion. If folks are interested on serving on this working group over the summer (unclear timeline, and supposedly being paid, but not clear how much) let Mia know.

- Katy: Was the CLAS summer working group (from last summer) consulted? They produced guidance and resources for how to integrate DEI considerations into tenure and promotion.

- Mia: No.

- Katy: I suggest telling them about it.

- Mia: Will do.

### 2. Updates from Affinity Group Network (Mia & Katy)

- Mia and Katy: not a lot happened – TIAA DEI mixer explanation took 30 minutes. Affinity group comes off as very stilted and people don't share a lot. Questions?

- Marty: Colorado Springs Symposium still happening?

- Mia: Yes, we will cover at the end!

### 3. Updates LGBTQ+-inclusive pedagogy workshops

- Mia: We have the budget for two or three more. One workshop this past week with the Math Department, apparently it was “interesting” and generated push back among a couple vocal faculty members.

- Katy: Erica and Bryn (the grad students who facilitated the workshop this time) explained that pushback was divided in the room – a group was supported and engaged. Another was not and challenged Erica and Bryn. After reviewing who attended it appears the division reflected department power dynamics and divisions. Pushback seemed to be more about some attendees feeling guilted into by their chair and resentment at being there, but it was directed at trainers rather than the chair. The good that came out of this was that it gave us opportunity to brainstorm and discuss strategies for dealing with attendees who are skeptical or pushback.

- Mia: Ryan and Kathryn can you please separate the Math survey feedback from the rest and take a look at it?

- Katy: Next time we train more trainers or just review the training as a group we'll discuss strategies for dealing with pushback.

- Mia: Survey data will help with this. We are currently setting up a training for Biology and a second workshop for English. This brings us to the point that we can apply for second year of funding from President's DEI grant and the deadline is March 9<sup>th</sup> (we'll highlight how we have used the money efficiently and what our successes were).

- Ed: Offers to help on proposal.

- Mia: First, we need to decide our leadership before deciding if we reapply for the grant. What happens with the committee next year? I am stepping down as president. No one has volunteered to take it over. One person already turned the presidency down. Can we sustain ourselves next year? One solution is to perhaps share duties with attending FA meetings and other responsibilities. However, DEI burnout is real. We are all doing a lot of service work so it's okay to let our group go quiet for a while. What do you all think?

- Howard: How do you feel our representation within these other committees is being received? Do other committee members feel this is important? This speaks to the efficacy of the committee within the larger role of faculty governance.

- Mia: We've been quite effective as a committee. If questions of how to infuse DEI at a policy level continues, then we need to have representation. Don't know if other's feel differently. Maintaining a seat at the table is important.

- Ed: Echoes Mia. Representation is so important. Community that has built here is so special. As a young faculty member it meant a lot to me. Ed throws his name in to lead. But I would like to hear others.
- Mia: Agrees. Sharing duties will make everyone's life a lot easier. Encourages newer folks to consider sharing duties. There will be new people in September after faculty assembly elections. In CLAS elections aren't until April. Ed, I really appreciate your willingness to step in.
- Howard: I'm totally down with sharing duties of going to the meetings. For me as a white cis male it wouldn't be good for me, appropriate for me to lead. I'm an ally, but I feel inauthentic sometimes in that representation, right? I'm much more willing to represent at faculty assembly, but not leadership of the group.
- Mia: I appreciate that self-reflection and willingness to go to FA meetings.
- Howard: Affirms.
- Dale: As someone who has been chair, sharing the duties will help a lot. It will be good for us to be represented at FA – need to hold FA accountable. We shouldn't just show up when we have a problem but be consistently involved. Over the course of the year, it's about a month of productive time is devoted to committee work. It isn't hard, but it is time. Dale would be willing to take some of that as a committee role. We've made good progress over the last six years because we've had good leadership. One thing I'm concerned about is in applying for the grant it's not the typical role of FA committee to rule DEI training – it's not part of our job descriptions. Farias gives monologues but were actually the ones in the department doing this work. Maybe we need another year to prove that this is worth it. We aren't paid to do this – it needs to be handed off to those who are paid to do this.
- Katy: My perception of university is that they won't do this. They've proven this to me time and again. Our decision is do we have the bandwidth to do this or not.
- Ed: Wants to volunteer Theo lol. Where has he been?
- Lisa: I can help with some of these responsibilities.
- Ryan: Thinks we can do the grant and should do the workshops. Sympathetic to what Mia, Dale, and Katy said.
- Mia: Can you continue on (to Ryan)?
- Ryan: Maybe.
- Katy includes list of chair responsibilities in the chat and those who volunteer to help with them next year:
  1. Organizing meetings (agendas and emails) - ED

2. running meetings - ED
3. attending FA general – HOWARD, DALE, ALEJANDRO, AND LAUREL
4. attending affinity - KATY
5. representative that emails and communicates on the committee's behalf – KATY and LISA
6. letter/application writing and submissions – MIA, RYAN, HOWARD
7. attending FA executive committee - ED

- Howard – Can we engage in something like the IRC report? Call out university's performative aspect of its DEI work? Can we file a report and get that to the Provost?

- Laurel: Agrees in chat.

- Katy: Maybe instead of Provost since he often kicks things back to Farias, we could do a public statement or an FA statement?

- Howard: Agreed – that's what I was thinking.

- Ed: Symposium update – CU system. Opportunity to say something, maybe we be on a panel? Regents and Todd will be there – let's consider it!

- Martin: Is putting business panel together for the symposium!

- Ryan: Should be bring Antonio back to one of our meetings? We have data that he asked for and used as an excuse for not helping with our work? Hold his feet to the fire. Then if he doesn't support we challenge the university in a statement.

- Dale: (in chat) The group also produces a final report for FA. That's another place to say we shouldn't be doing this and the university should be properly funding the work!

- Ryan: Tell Farias to fund it now since he offered to fund it when we originally applied rather than going through the grant process first.

- Mia: I will send an email summing all this up and confirming people's commitments. Mia will also start on the data with Ryan, send to Farias and then if that doesn't work we'll apply for the grant. She will also advertise the symposium and send flyers for upcoming events through the LGBTQ+ Student Resource Center.

**In attendance:**

Mia Fischer, Lisa Johansen, Howard Cook, Ryan Brown, Jill Rubin, Edward Cannon, Katy Mohrman, Alejandro Marquez, Theo Edmonds, Mari Prestigiacomo, Martin Sabo

- February minutes approved
- Ed Cannon unanimously approved as Chair for AY 23-24: 7:0
  - Neet fall to approve: Vice Chair, and Secretary for next year
  - Confirmation of labor distribution chart
- Brief Updates from Faculty Assembly (Mia)
  - FA DI committee still looking for help in the summer, potential \$3,000 stipend
    - Lisa Johansen volunteered – her name was given to Joanne Addison
  - Continued discussion re Boulder FCQ office data mining for discriminatory language that triggers an Office of Equity investigation without students (students think their comments are anonymous) and faculty knowing. Boulder is not willing to stop this activity. Discussion about alternative ways to evaluate instructor effectiveness. UCCS does not use the Boulder/FCQ questionnaires anymore.
  - Multiyear contracts are available for IRC faculty
  - A salary grievance committee to be set up by Fall 2023 semester
- Feedback from meeting with Tyrell Allen, Director of LGBTQ+ Student Services (Mia & Katy)
  - UCD only committing about \$30-40K from student fees to this tri-institutional service
  - only 2 full time staff for all 3 campuses
  - services needs are much greater than this
  - Center will be doing a student survey to realign the center with student needs
  - Jill Rubin mentioned that she will be advocating for administrative staff position to help with accountability
  - Big issue for UCD is lack of infrastructure support from up top (Farias)
    - There is no UCD LGBTQ+ titled person
    - UCD is the only campus in our system without their own LGBTQ+ service center
- Brief updates remaining LGBTQ+-inclusive pedagogy workshops
  - two left for the year
  - 3/31 English department
  - 4/7 Integrative Biology department and Learning Assistants from multiple departments
  - Mia sent in President's DEI grant application – Ryan Brown did data analysis
    - requesting support for graduate students and workshop facilitators
  - After final workshops completed and survey data collected / analyzed, Mia will send an updated report to Farias and let him know what our committee needs

- Need to advocate for more help from higher up – our committee can't keep doing everything for LGBTQ+ needs
- Vote on endorsing Anti-Racist Advocacy's Budget Letter to Admin
  - Letter from AAA was discussed, questions answered, unanimous vote (9 yay – 1 abstain) from our committee to endorse the letter
  - Goal is to get FA as a whole to endorse the letter
  - AAA is a group outside of UCD – meets 1<sup>st</sup> Friday of each month on Zoom, contact Katy Mohrman if you are interested in joining
- CU Queer Futures Symposium May 22
  - It's a go!
- New business and other relevant updates?
  - none
- Look ahead: Teri Engelke, AVC for HR, will join our April meeting
  - Teri is working to revamp HR, give better options for gender / pronouns on HR forms
  - Mia will solicit input week before our meeting as to key points to ask Teri / share with her
  - We want specific asks
  - We want to be sure she hears our concerns and does not just talk the whole time
  - We will offer to do an LGBTQ+ workshop for HR

**CU Denver DDC FA LGBTQ+ Committee**  
*Meeting Minutes Friday, April 14, 2023*

Attendance: Mia Fischer, Dale Stahl, Nicky Beer, Katy Mohrman, Mari Prestigiacomo, Alejandro Marquez, Marty Sabo

### **April agenda**

1. Approval of Dec and March minutes (thanks Lisa!) and note-taker
  - a. Minutes approved unanimously
2. Brief Updates from Faculty Assembly (Mia)
  - a. Lavender graduation
    - i. This will be happening this year – let students know
  - b. AVC Kayaoglu: standardizing IRC promotion compensation; faculty awards celebration; salary grievance policies and committee
    - i. This can be retroactive but will have to go through the grievance committee
  - c. FCQ mining
    - i. FA and upper administration are both concerned about legality and the implications of this process
  - d. Chancellor Marks' updates on budget
    - i. First round of cuts have been finalized
  - e. AAA letter (Katy)
    - i. Meeting with chancellor and higher administration was similar to other discussions where there has been little commitment to changes advocated
  - f. New FA Chair
    - i. Stephanie Santorico will be the next chair
  - g. New committee chair
    - i. Ed will be stepping into that role
3. Conclusion of LGBTQ+ inclusive pedagogy workshops (10min)
  - a. Officially closed out this year with workshops in English and Integrated Biology
  - b. Generating final data report and letter to Farias
    - i. Mia and Ryan will put together a report and advocate for additional funding and infrastructure
  - c. Out of funding
    - i. Use the language Farias has used as benchmarks and provide a model for sustainable continuation of the workshops
    - ii. Frame the harms that these workshops can avoid and the social and political contexts affecting LGBT faculty and students
    - iii. Point out lack of funding and infrastructure for LGBT issues on campus
4. Discussion with teri engelke, AVC for HR on progress towards making HCM more inclusive for LGBTQ+ employees (joins at 11.20am; ~30min)
  - a. New HR office for CU Denver
    - i. Full team now
      1. Assistant director for payroll, compensation, etc.
      2. Another AD for recruitment, enrollment,

- 3. Two talent acquisition specialists
- 4. Payroll specialists
- 5. Employee relations specialist
- ii. Compensation questions
  - 1. CCC – comprehensive compensation collaborative
  - 2. Guidelines, frameworks for how we get paid, and set adjustments
  - 3. More transparency around career levels, career families, salary levels compared to industry, market data, etc.
  - 4. June 2024 live date
  - 5. Deep compression analysis and equity issues
- iii. Supervisor network – support for those who are leading people
  - 1. Community of practice
- b. Points to raise – others?
  - i. Persistent lack and inconsistency of gender/pronoun selections/options in various HR systems that don't talk to each other: lack of consistent engagement with experts on campus about how to update these/what needs to be done
    - 1. Teri: conversations have appeared circular with HCM, and there are trickle-down effects
      - 1. Preferred name has been turned on
      - 2. Next step is pronouns and gender id
        - 1. Boulder and UCCS are interested in building out and need to understand the effects downstream especially around Benefits
          - 1. Felicity, CHRO, trying to work with health insurance as if there is not a field matchup for gender, then the default is “male”
          - 2. Teri: we want people to have agency around making changes and avoid harm
          - 3. We need to partner with different groups, including student government, and also avoid Big Brother issue of doing harm by collecting information
        - 2. What about training on this subject? How can we be in contact and regularly consulted?
          - 1. Teri: we need to avoid the cyclical problem of going nowhere. Teri has seen the impacts when these HR issues are not addressed.
    - ii. Availability of resources specifically relevant for LGBTQ+ employees on central HR website: benefits, health care, etc.
      - 1. Hard to find LGBTQ+-relevant health information
      - 2. Teri: happy to ask benefits about offering more information
    - iii. Competency and sensitivity re LGBTQ+ issues among HR staff: trainings?
    - iv. Interface with HR at system level and Anschutz

1. We do have greater autonomy now with some things, but HCM is controlled in part by the system. The system is willing to do what we want, and we obtain greater leverage by working with other campuses.
2. We also have autonomy in thinking through additional software fixes

v. Next steps

1. Connect with Antonio and with campus CHRO
2. What do we want those gender designations to be? ← it's important that there is an expert in the room to share in these efforts
3. Katy offered LGBTQ workshop for HR staff

5. Marty: Business School now has availability of all-gender bathrooms and signage
6. May meeting: wrapup, report to Farias, and close out discussion
7. Meeting adjourned at 12:01pm

## FA - LGBTQ+ committee meeting - May 12, 2023

**In attendance:** Mia Fischer, Lisa Johansen, Alejandro Marquez, Nicole Beer, Laurel Schwaebel, Dale Stahl, Howard Cook, Mari Prestigiacomo, Ryan Brown, Katy Mohrman, Ed Cannon, Jill Rubin

### 1. Approval of April minutes and note-taker

Nicky motioned for approval, Katy seconded the motion, unanimous approval of the April minutes. Lisa volunteered to take May meeting notes.

### 2. Confirmation of new leadership and labor distribution for fall

Ed Cannon has volunteered to be chair of the committee next academic year (AY23-24). Mia has helped transition the information to Ed. The committee has volunteered to support Ed with a distribution of labor.

#### **LGBTQ+ FA Committee Distribution of Tasks and Labor for AY 2023 - 2024**

1. Organizing LGBTQ+ FA Committee Meetings (emailing, agendas, Outlook invite for 11.00-12.00pm meetings second Friday of every month): *Ed [Mari offered help if needed]*
2. Running monthly LGBTQ+ FA Committee meetings: *Ed*
3. Attending FA Executive Committee meetings (4<sup>th</sup> Tuesday of every month, currently 12.00pm - 2.00pm, usually chair of subcommittees, or as long as it's one consistent person should be fine): *Ed*
4. Attending FA meetings (at large meeting, 1<sup>st</sup> Tuesday of every month, currently 12.00pm - 2.00pm; establish rotation for each committee member to cover one during the semester): *Howard, Dale, Alejandro, Laurel, Mari*
5. Attending Antonio Farias' Affinity Group Network (currently 1<sup>st</sup> Tuesday of every month, 10.00 - 11.00am): *Katy*
6. Fall 2024 LGBTQ+ pedagogy workshops (if we continue):
  1. representative and point-person for emails and scheduling: *Lisa*
  2. updating materials, slides, facilitator training: *Katy*
  3. data collection: *Ryan*

A question about representation on the committee was discussed. We agreed in addition to having our official representatives from the different colleges we welcome ex officio members as well!

A suggestion to reach out to Public Affairs, Engineering, and the College of Architecture and Planning, inviting them to send a representative. Mia has reached out before but there were scheduling conflicts. Suggested that Ed reach out to these units for next year.

### 3. Brief Updates from Faculty Assembly (Mia)

Faculty are opposed to the FCQ data mining that is happening. It has been agreed that we must inform students that their responses are not anonymous. As a temporary measure, a banner with this information will be posted on the FCQ page for students to see Summer semester. Future use of FCQs or the continuation of using the Boulder FCQ program is up for discussion.

The AAA letter was narrowly **not** endorsed by FA. Note that there were only 19 of 33 members in attendance. Some members did not like the tone or were not sure the data were accurate. Bottom line, close to half of the representatives **DID** endorse the letter as well as a few subcommittees such as the LGBTQ+ committee.

Mia submitted the FA-LGBTQ+ annual report.

**4. Review and feedback on LGBTQ+ Resources on CU Denver's DEI website:**

<https://www.ucdenver.edu/offices/diversity-and-inclusion/our-offices/lgbtq-student-resource-center>

The group looked at the above website and made several comments on missing information and needs for improvement. The website looks thrown together, not user friendly, and not of best practices.

**The need is for a dedicated person (with compensation) to create a better page and to keep it current.**

**Nicky suggested looking at** <https://www.ucdenver.edu/offices/equity/support-resources/all-gender-resources#ac-where-can-i-find-support-regarding-my-cu-anschutz-badge-2> **as a good website model.**

**Katy submitted the following suggestions:**

- One long list makes it hard to read; create more dynamic web design.
- Sizing is off (links are larger than headings), again, making it hard to read.
- Include more hyperlinks throughout the written description (to LGBTQ Student Resource Center for example).
- Lesbian, gay, bisexual, transgender, queer, non-binary, and asexual are not proper nouns and therefore shouldn't be capitalized in the first list. Also, those words should reflect the order of the acronym for consistency's sake.
- The description of the center should reflect the actual description of its website – has anyone asked Tyrell or Blue for their input on this?
- Neither "more" nor "tri-institutional" should be capitalized in the link to the center.
- Label the guide section: "CU Denver Gender and LGBTQ+ Inclusion How-To Guides for Students and Employees."
- Additionally, make section headings more clearly headings and links less overpowering (with make it easier to browse the page quickly).
- I would suggest similar changes as those above for the Gender Advocacy and Education heading.
- Link to all resources listed in the guides on the website including: ACLU of Colorado, Colorado Legal Services, Colorado Name Change Project, Colorado Support Project, CU Denver LGBTQ+ Faculty Assembly Committee, CU System Faculty Council LGBTQ+ Committee, GLSEN, Lambda Legal, Namecoach, National Center for Transgender Equity identity documents page for Colorado, CU Denver Office of Equity's Education and Training and Support and Resources, One Colorado, The Trans Lifeline, Auraria Library Diversify Your Syllabi page, CETL Inclusive Pedagogy page, and the CU Coursera Queering Identities and Queering the Schoolhouse courses.

**Mia had the following suggestions:**

Include Insta social media handle for LGBTQ+ Student Resource Center:

[https://www.instagram.com/lgbtq\\_src\\_auraria/](https://www.instagram.com/lgbtq_src_auraria/)

add mental health resources for LGBTQ+ students (our Counseling Center, organizations like the Trevor Project) and supportive organizations in the area (One Colorado, YouthSeen, Denver Black Queer Collective)

Perhaps include profiles of LGBTQ+ faculty and staff

**Lisa suggested:**

The Center on Colfax as a resource

**Another issue is that there is no link to this resource site on the CII page.**

**5. Discussion of draft letter to**

**Farias:** <https://docs.google.com/document/d/19NFRFmLcOqRihTBdBWMtCcysYzgOUp3xgXFN28eXCZQ/edit?usp=sharing>

There was much discussion on the draft letter to Farias. From the discussions it was decided to create 2 letters. The first letter will go directly to VC Farias reporting on the success of our Inclusive Pedagogy training and the need for funding.

The first letter will explain our success with the training and data generated and inform that we did not receive a renewal of our funding for these workshops and therefore are requesting the VC's office provide the support for these essential and successful workshops. The funding requested will be for graduate student presenters/facilitators and a course release for a faculty member to oversee the workshops.

A second letter will be addressed to VC Farias, Chancellor Marks, VC Snowden, and Provost Nakuma. This letter will be a call to action detailing the lack of LGBTQ+ support on the Denver campus. Both regional and national statistics and examples will be included to show how this lack of support is causing our students, faculty, and staff to suffer as they remain marginalized by the lack of the University's support.

**6. Issues/items the committee wants to focus on next year?**

Meeting was adjourned at ~12:05 pm.

**7. Have a great summer! First fall meeting September 8, 2023**