

## FA LGBTQ+ Committee Meeting – September 8, 2023

**In attendance:** Lisa Johansen, Nicole Beer, Dale Stahl, Howard Cook, Mari Prestigiacomo, Ryan Brown, Katy Mohrman, Ed Cannon, Jill Rubin, Kent Seidel, Marty Sabo

1. Introductions and Welcome new members
2. Approval of meeting minutes from May
  - a. Ed motioned for approval, Katy seconded the motion, unanimous approval of the May minutes.
  - b. Mari volunteered to take September meeting notes.
3. Infrastructure Letter (Dale)
  - a. Second letter: [https://docs.google.com/document/d/1PylJNHZNImG-sKVC\\_MBr\\_Y-\\_Eg58snFCrg4HC28T3AE/edit?usp=sharing](https://docs.google.com/document/d/1PylJNHZNImG-sKVC_MBr_Y-_Eg58snFCrg4HC28T3AE/edit?usp=sharing)
  - b. Discusses opportunities for building a more robust infrastructure of programs, faculty support, and policies that will help the LGBTQ+ community going forward.
  - c. There is more to do other than the workshops.
  - d. What's going on with the operational team that Farias is putting together? Are there any additional questions about the letter itself? What do we want to do with this letter?
    - i. Send the letter to Tyrell to get her thoughts and for more information. Ed, Ryan, Katy, and Michael Kocet (sp?) invited to operational team. Michael has agreed to lead this team. Selective process about who's tapped to be part of these conversations. Having as many people as possible on the team is a good idea.
    - ii. The letter raises the concern about the operational effort having no mandate and exactly like Faculty Assembly—just advisory. If we have FA, why do we have this operational team?
    - iii. Suggestion: Advocating executive summary at the top of the letter.
      1. Working group decided the first page acts as the executive summary.
    - iv. Strategy: send to Tyrell, Farias, Snowden, and Dennis at FA.
    - v. Should we sign as a committee without individual names?
      1. Adding names and our affiliation is important.
4. Review of Agreed on Tasks\*\*
  - a. Mari went to first FA meeting.
  - b. Volunteers for future FA Assembly.
    - i. October – Howard; November – Mari; December – Dale
  - c. All the other volunteers for other tasks are still able.
5. Antonio Faras funding/LGBTQ+ Inclusion workshops
  - a. Mia sent the information about the funding to Ed.
  - b. Tabling to October meeting.
6. Grand Challenges Connections (Kent Seidel)
  - a. Kent part of one of the Grand Challenges, Building Democratic Communities

- i. Subgroup: misinformation and disinformation in public schools and politics.
  - ii. Secondary school students and teachers
  - iii. Talk about the Innovation Zone with Denver schools, support system in the past, but has been slipping in the past. Broad network of rural schools, and have partners.
  - iv. Still in developmental stages.
  - v. Workshops: how can we get down to the P2 level and Denver schools?
- b. Reactions?
  - i. It would be great. How would that get funded?
    - 1. Temporary funding
  - ii. Might be an opportunity to have grad students get more money and experience.
    - 1. Are we potentially placing students in harms way?
    - 2. Talk to risk management folks to help protect our students
    - 3. Had issues on our own campus with faculty not being respectful during workshops
  - iii. Workshop funding for the next three years (\$5890).
  - iv. How we created the workshops and received funding; we can show others this model.
  - v. Found that importing anything doesn't work.
  - vi. Mia, Katy, and others are going to present the training work.
- 7. Discussion of the LGBTQ+ DEI webpage (Katy)
  - a. Webpage link: <https://www.ucdenver.edu/offices/diversity-and-inclusion/our-offices/lgbtq-student-resource-center>
  - b. Sent feedback to Farias, and got general response.
  - c. Tyrell was not told about website.
  - d. Katy is going to have meeting with Tyrell.
  - e. Committee: please look at website and give further feedback to Katy.
- 8. Tyrell: Check in email/discussion
  - a. Tyrell's discussion with AHEC about all-gender restrooms on campus.
  - b. Tyrell will give us more information.
- 9. Goals for 2023-24
  - a. What's laid out in the letter seems like a good outline of our future goals.
  - b. More workshops.
  - c. Work on the LGBTQ+ DEI webpage.

Meeting was adjourned at ~11:58 pm.

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**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):
  - a. representative and point-person for emails and scheduling: *Lisa*
  - b. updating materials, slides, facilitator training: *Katy*
  - c. data collection: *Ryan and RA*
  - a. and scheduling: *Lisa*
  - b. updating materials, slides, facilitator training: *Katy*
  - c. data collection: *Ryan and RA*

## FA LGBTQ+ Committee Meeting Minutes October 13, 2023 Minutes taken by Edward Cannon

Attending: Katy Mohrman, Howard Cook, Lisa Johansen Kent Seidl, Tyrell Allen, Martin Sabo, Nicky Beer, Ryan Brown

1. Howard's report to Faculty Assembly (attached) Unable to give verbally due to rotating schedule of committee presentations but submitted to Sasha. Our committee will be able (and expected) to give a verbal report at the FA November meeting.
2. LGBTQ+ Inclusive Pedagogy -Business School & SEHD

Lisa spoke with Associate Dean Hoon about upcoming workshops. November 1 or 2 date was chosen. Katy will reach out to graduate students, who just completed a training update with Katy and Kent. The business school requested a training each semester and attendance will be compulsory. The business school also requested the potential training for incoming students, but the committee expressed reticence to provide more free training. Hopefully Dean Hoon can reach out to Farias about how to systematize the trainings beyond the 3 year window. Student trainings are beyond our mission, highlighting the need for broader trainings at CU Denver that are not being funded. Perhaps DEI trainings, specifically LGBTQ+, might be outsourced, so prioritizing finding ways to keep things "in house".

Action items:

Katy, Lisa, Marty and Ryan will meet to develop a plan with business moving forward.

Lisa will reach out again to Associate Dean Antwan Jefferson with SEHD.

3. Auraria Restrooms Listening Sessions Update

Tyrell provided an overview and primary reason for the Listening Sessions. The Auraria library is planning new restrooms that better reflect the population. AHEC facilities and Tyrell connected around the lack of consistent communication and agreed to issue a survey. Listening sessions will be rescheduled for early November, but the survey is open (50 responses so far). Survey will remain open a little longer.

Awareness that this is happening as a primary goal, with two hopeful outcomes:

1. Vision is for AHEC to have a more consistent standard around creating safe spaces (consistent signage, information, etc.)
2. Wayfinding: Work with institutions to create more user-friendly maps.

4. Operations Team Debrief

There were tech issues throughout. The meeting was slightly different than expected according to those who attended from the committee. Antonio Farias seemed to frame this as “should we have an operations team”? while also implementing one with Dr. Kocet as the leader. There was some dispute to this assessment and it was mentioned that the aforementioned tech issues could have cause misinterpretation. Both Katy and Tyrell met separately after the meeting with Dr. Kocet to get clarity about the process for choosing who will be on the Operations team. For example, how and when will students and others be chosen. It was discussed that we should invite Dr. Kocet to our November meeting.

Action items:

Ed will meet with Dr. Kocet to gauge his interpretations of the meeting and his plans moving forward. At that time, Ed will invite him to our next meeting for Q&A about the Operations Team.

## **Faculty Assembly LGBTQ+ Committee Meeting Minutes**

10 November 2023

Members present: Ed Cannon, Dale Stahl, Lisa Johansen, Michael Kocet, Mari Prestigiacomo, Ryan Brown, Nicky Beer, Martin Sabo, Kent Seidel, Katy Mohrman, Laurel Schwabe

### **Agenda**

1. SEHD trainings status update
2. Report on FA meeting (FA letter to faculty)
3. Operational teams and Affinity Groups Update\*
4. Website Updates (see below)\*\*

### **SEHD trainings status update**

- SEHD training moving forward. Hybrid meeting set up.
- Requests are coming in that are beyond the scope of what the committee has envisioned and developed. How should we handle these?
  - SEHD: Spring Inclusive Pedagogy Faculty-wide training
  - Antonio Farias has reached out to discuss our trainings and whether they could be put into a long-term format, such as something online
  - We are getting these requests because there is a need but there isn't an LGBTQ+ office that would be resourced to do this. Hiring could also focus on bringing scholars or employees who could deal with these topics.
- Action plan: develop a template to respond to these requests to suggest what schools and programs might do to address their needs. Perhaps we can suggest they request support from Office of DEI directly, so the administration knows there are needs.
- Faculty Council LGBTQ+: there is no institutional place for LGBTQ+ faculty and staff in the system. Perhaps some of the requested activities could be supported from the system level.
- Tyrell at LGBTQ+ Center would like more connection to CU Denver but contact to higher level administrators is difficult. She has noted that a CU Denver point person might be better equipped and empowered to accomplish CU Denver related needs.

### **Operational teams and Affinity Groups Update\***

- Recruit membership for the operational team—looking for students in particular
- Affinity group is about fostering community?
- What does the operation team do exactly?
  - How do we find out more about the needs of the community? Polling?
- Do we need student groups? What would these look like?
- Funding is a big concern for our committee in this area
  - How do we identify needs? And, is there a clear buy-in from the administration? Is there any clear budgetary amounts available? What number are they expecting? What is realistic for the operational team to imagine can be done?
- Action items: send Michael names of students for these groups (grad/undergrad)

- There is deep, deep frustration about the lack of movement on many of the issues we have been raising for years. We are constantly being told that we need more information, we need more groups, we need more conversations...but nothing gets done when we tell administrators that we have problems and identify solutions for those problems.
  - One way to begin addressing the range of issues is an organized place where students, staff, and faculty can come together to work on these issues and find support: a CENTER.
  - A faculty or staff member with a clearly defined role as the point person on advocacy, program design and management, and community support would be the minimum ask – this is what our letter discusses.
- We can consider the student situation as an emergency. There needs to be crisis support funding available now.

#### **Faculty Assembly**

- Provost censure motion has been tabled.
- FA has created benchmarks for administration engagement that will be reviewed in February

#### **Website Updates**

- FA Committee website and Office of DEI website need review
- Action items: review the sites and we'll talk more in December about what needs to happen

## December 8, 2023 LGBTQ+ FA meeting

In attendance: Ed Cannon, Dale Stahl, Katy Mohrman, Tyrell Allen, Laurel Schwaebe, Howard Cook, Martin Sobo, Mari Prestigiacomo, Lisa Johansen, Ryan Brown

- Minutes from November's meeting were approved.
  - Motion to approve: Dale Stahl
  - Second: Marty Sobo
- Debrief on the operational team and affinity group program/plan (Group)
  - Michael Kocet sent an email asking for student nominations for the affinity group (?)
  - Katy met with Carrie Clark, Antonio Farias' assistant to try and get clarity. Still issues with lack of communication regarding structure and purpose.
- Update from Faculty Assembly meeting (Dale)
  - There have been issues, across the nation, with the FASFA forms therefore affecting student financial aid. Federal bureaucracy is making this challenging. UCD will be hiring additional workers to help with financial aid at our school.
  - Mental health was another major topic. Information was very vague. There will be a Skillsoft training module for faculty with information about how to better deal with students who come to them – basically respond and refer to appropriate teams.
  - Discussion of family leave was positive. Domestic partners are now being included.
  - A brief discussion about compensation but nothing significant to report.
  - The censure motion regarding VC Monique Snowden has been postponed until February.
- **Lisa Johansen will attend the February FA meeting**
- **Howard Cook will attend the March FA meeting**
- **We will need a volunteer for the April meeting**
- Discussion of an emergency/crisis fund for LGBTQ+ students facing identity-based housing and food insecurity
  - We need to push the operational team to act on this.
  - Katy gave Michael Kocet examples of student needs, and he suggested making a scholarship for 1 student. Katy emphasized this was not enough.
  - There is the Loving Lynx but we need something specific for our LGBTQ+ population.
  - It is not clear who is in charge of UCD housing insecurity issues though it is housed in the Wellness Center
  - Tyrell shared that at MSU it is managed by the Student Care Center and it is clear who to contact. Via email, Tyrell recommended emailing Frank Harrison (EXECUTIVE DIRECTOR - AVCASA-SA CU DENVERWELLNESSCTR) and Victoria Watson (ASST DIRECTOR HEALTH PROMOTION) as the primary contact for Loving Lynx, with questions.
    - [franklin.harrison@ucdenver.edu](mailto:franklin.harrison@ucdenver.edu)
    - VICTORIA.2.WATSON@UCDENVER.EDU



- Website revisions and updates (Katy)
  - Katy has emailed Sam Kim as our guides on the website are not locked, meaning anyone can edit them.
  - Tyrell emailed Sam Kim and has received no response regarding the Tri Institution website update.
- Student experience: An LGBTQ+ graduate student shared their experiences dealing with harassment from a group of students and shared the lack of response by the University. This student has spoken to their department chair, Dean of students, Pride Center, CARE team, and Office of Equal Opportunity, and yet nothing has been done to identify and take action against these harassers.
- Meeting adjourned at 12:00 pm

## Overall meeting summary for February 9, 2024

Attending: Katy M, Lisa J, Howard C, Martin S, Dale, Nicky S, Mari P, Ed C

The group discussed budget cuts and their impact on the university, particularly in regards to the library's cancellations and the need for advocacy. L expressed desire to adapting workshops for and Antonio, while R showed interest in the cabinet and deans' workshop. Speakers raised concerns about data mining and retaliation, and Speaker discussed the low response rate in the campus and workplace culture survey. Additionally, Speaker proposed organizing an event focused on LGBTQ issues, and Speaker inquired about the best way to advocate for keeping certain databases despite vendor concerns. The group also discussed the transformative potential of storytelling and performance art for fostering empathy and understanding towards marginalized communities, including a potential Modus theater event featuring autobiographical monologues from formerly incarcerated and undocumented individuals.

### Action Items

- Send student stories email template to committee members to collect stories
- Follow up with Faculty Council about partnering for Motus Theatre event funding.
- Contact Nate Thompson about Motus Theatre event funding.
- Contact Ethnic Studies about Motus Theatre event funding.
- Contact Women and Gender Studies about Motus Theatre event funding.
- Contact Joel Rubin about Motus Theatre event funding.
- Meet with Motus Theatre to discuss event details and budget
- Contact Antwan Jefferson about scheduling LGBTQ+ workshop for SEHD.

Lisa Johansen is going to attend the FA meeting on 2/27.

Howard Cook is going to attend the FA meeting on 3/5.

We would like to start the next LGBTQ+ FA meeting with discussing action items with respect to the lack of action on system updates. Are we collecting student stories....what can we do.



The following items were discussed at the April 12, 2024 FA LGBTQ+ Meeting

In attendance: Katy M, Edward C, Jeffery Shrader (guest), Lisa J, Howard C, Nicky S

FA updates

LGBTQ+ pedagogy workshops updates

Auraria LGTBQ Center meet ups google sheet below

Office of Equity deadnaming s student (again) -visit 11:25 from J

Strategies for more information from the higher ups about changes to the university information systems and encouraging them to put experts in the room for these conversations

From Tyrell

You are receiving this email I know you have been involved in the work of supporting LGBTQ students at Auraria and/or your perspective on the successes and challenges of that work are very valuable. I would greatly appreciate it if you could find time between now and next Friday to capture that perspective via [this Google form](#), and help shape not only the future of the LGBTQ Student Resource Center, but how LGBTQ students at Auraria are served in general.

### **Inclusive Self-Reported Demographics Project**

Your input is needed! We are conducting an evaluation of our data systems to ensure that the diverse and varied identities of our campus community are accurately reflected in our online systems in an effort to reduce harm and invisibility. You can view the current state of our data systems and some initial recommendations from the CU System about how they could be changed then submit your feedback and recommendations. How to contribute:

- Attend the Focus Group Feedback session Wednesday, April 17 2:00 pm – 3:00 pm – Student Commons Room 1401. Please RSVP
- Submit your feedback and recommendations for improvement through the following survey: Inclusive Self-Reported Demographics Criteria at CU Denver Campus Community Input Survey

### **Affinity group social May 1**

CU Denver LGBTQ+ Faculty and Staff Affinity Group invites you to join us for a casual meetup at the Tivoli Brewing CO Taphouse. Come enjoy a relaxed atmosphere, connect with colleagues, and meet new faculty and staff members. We look forward to seeing you there!

Please share this with your network. Here is a calendar link to

share: <https://calendar.ucdenver.edu/event/lgbtq-social-tivoli-brewing-co-tap-house>

Date: Wednesday, May 1, 2024

Time: 4:30pm to 6:00pm

## **FA LGBTQ+ Committee Meeting Minutes May 10, 2024**

Attending: Ed C, Katy M, Howard C, Dale S, Lisa J, Ryan B, Mari P, Jill R, Jennifer H from OOE

Elections were held for 2024-25 and Katy was voted in as chair, while Lisa was voted in as secretary. Both votes had a quorum and were unanimous. The following topics were discussed:

1. Announcement from Ed that this fall a ballot initiative, "Protecting the Freedom to Marry" will come before Colorado voters. SCR24-003. Here is language from <https://leg.colorado.gov/bills/scr24-003>

Submitting to the registered electors of the state of Colorado an amendment to the Colorado constitution removing the ban on same-sex marriage.

SESSION: 2024 Regular Session SUBJECT: Children & Domestic Matters

### **BILL SUMMARY**

The Colorado constitution states that a marriage is valid only if it is between one man and one woman. That provision has been unenforceable since the United States supreme court decision in Obergefell v. Hodges, 576 U.S. 644 (2015). The concurrent resolution repeals the provision.

2. Jennifer H from Office of Equity came in response to some dead naming of students that was brought to the committee's attention. Jennifer has the highest level Maxient clearance, and explained that the glitch has been fixed. She also reported that she has shared this information with other departments who use Maxient, for best practices purposes.

3. Lisa gave a report about the Gender & LGBTQ+ Pedagogy Trainings that took place in 2023-24. An evaluation report from Ryan follows.

There were three workshops presented in 2023-24: to the Business School in the fall, and to Engineering and School of Public Health in spring. This fall, the committee will reach out and confirm a date early with SEHD, Business, Architecture/Planning, and CLAS (History). Looking for more faculty to co-facilitate with graduate students; please send folks who are interested to Katy. Katy will be conducting a train-the-trainer workshop in early fall.

### **Gender & LGBTQ+ Pedagogy Trainings Evaluation submitted by Ryan:**

During the 2023-2024 academic year, the Gender- and LGBT+- Inclusive Pedagogy Training has been administered to over 60 CU-Denver employees across 3 schools (engineering, SPA, business school) including 22 faculty members. Importantly, the individuals who attended the training reported that they interact with over 6,600 students per year, demonstrating the substantial reach this type of instruction can have on the wellbeing of the student body at large.

Moreover, the experiences of these participants at CU Denver provide evidence of the necessity of the training we have provided. Specifically, over 87% of the attendees reported working with students that use pronouns other than she/her or he/him, yet only 17% knew how to provide guidance to these students on how to assign or change their pronouns across all of the CU Denver information systems. By the end of the program, the competency in guiding students to access and fully utilize name and pronoun options across the CU Denver information systems had increased by over 365% to around 62%.

Despite almost universally reported experience interacting with LGBTQ+ students, prior to training less than half felt they could confidently access resources on LGBTQ+ issues or effectively recover from a mistake with regard to LGBTQ+ issue/topic. After the completion of the training, though, 90% of the participants felt they could access LGBTQ+ resources and nearly all participants said they now know how to appropriately react to making a mistake with regard to an LGBTQ+ topic or issue. Overall, ~70% of the workshop participants reported that the information was very useful and 100% indicated that they would recommend the workshop to a colleague.