

FA LGBTQ+ Committee Meeting Minutes September 13, 2024

Attending: Katy Mohrman, Lisa Johansen, Ryan Brown, Mia Fischer, Mari Prestigiacomo, Martin Sabo, Andy Scahill, and Chris Weible

Introductions were made and new members Andy and Chris were welcomed.

Katy posted links to the committee's official description and the FA Bylaws and Constitution.

The minutes from May's meeting were approved. Lisa made the motion, Mia seconded. Unanimous approval.

Marty Sobo mentioned an Out and Authentic Leadership Institute in October. It is being held in the Seattle area <https://www.lgbtqleaders.net/2024-leadership-institute>

The need for a chair-elect was discussed. The expectations and duties of the chair were explained as the chair-elect would be the next chair once Katy's term is over at the end of the 25-26 AY. No one stepped up (we had a small group). We agreed to let everyone think about it and have nominations and a vote at our October meeting.

We decided to invite graduate and undergraduate students to “apply” to be an official member of the committee. We will be choosing 1 graduate and 1 undergraduate. Katy is writing up a description of the student rep role and a Google form application for us to distribute to our students. We ask that students are part of the LGBTQ+ community and we are interested in students who are involved in other LGBTQ+ campus and community activities. We will vote on applicants at the October meeting.

Katy provided an update from FA Executive Committee meeting, FA meeting, and Faculty Council LGBTQ+ Committee meetings.

- She shared that the chancellor search is on a short timeline and provided a SurveyMonkey link for input on the search.
<https://www.surveymonkey.com/r/UniversityofColoradoDenverChancellor>
- Katy shared the guide for scholarship and safety when posting on social media
- There is a need to fill a few open FC committees (the Personnel and Benefit Committee)
- SB 2311 passed
- FA is still working on the FCQ data mining issue
- CU Denver is switching back to Navigate for the early alert system
- AVC Kocet has taken over PhD funding and set a \$7K 1 year contract limit

We discussed labor distribution for this semester and the following people volunteered to attend the FA meetings and report to the group

10/1 Mia

11/5 Lisa

12/3 Ryan

2/4 Mari

3 /4 Andy

4/1 open (Ryan? Or I can cover)

5/6 Chris

Update on our LGBTQ+ inclusion workshops. We have the following scheduled for this Fall:

September 24 – COMM

November 1 - CLAS History

November 8 – Auraria Library

November 12 – CAP

Announced there will be training for new facilitators both faculty and graduate students.

Looking for more help on the Workshop subcommittee (scheduling next year, facilitators)

Goals for 2024-2025 were discussed.

- Brainstorm other departments, schools, and colleges to reach out to for future workshops.
- We would like to invite Tyrell back to a meeting so that she can tell us about the external evaluation that her LGBTQ+ Student Resource Center went through in the Spring. A goal would be to get UCD on the homepage for that Resource Center so that it is clear it is a tri institutional center.
- Still looking at the CU Denver information systems (students preferred pronouns and names)
- We want more student voices – what do LGBTQ+ students need / want at UCD. Hopefully, student representatives on the committee will provide us with some insight.
- Marty also stated that the operational team is trying to get a membership to the Campus Pride Index (National Listing of LGBTQ-Friendly Colleges & Universities) <https://campusprideindex.org/>
(side note – I just looked this up – we are on the listing with a 3.5/5 stars – see last page – UCD definitely has work to do to improve this score)

DEX SCORE

★★★★★ 3.5 of 5

My Bookbag 0

University of Colorado Denver LGBTQ-friendly break-down by inclusion factors

Sexual Orientation Score

★★★★★ 4 of 5

Gender Identity/Expression Score

★★★★★ 3.5 of 5

≡ LGBTQ Policy Inclusion

★★★★★ 4.5 of 5

❑ LGBTQ Support & Institutional Commitment

★★★★★ 4.5 of 5

➲ LGBTQ Academic Life

★★★★★ 3.5 of 5

➲ LGBTQ Student Life

★★★★★ 4.5 of 5

➲ LGBTQ Housing & Residence Life

★★★★★ 1.5 of 5

➲ LGBTQ Campus Safety

★★★★★ 4 of 5

➲ LGBTQ Counseling & Health

★★★★★ 4 of 5

☒ LGBTQ Recruitment & Retention Efforts

★★★★★ 3.5 of 5

Sections greyed out mean the campus does not offer those services

Friday, October 11th Agenda

Attendance:

NAME	ATTENDED?
K. Mohrman, Chair, CLAS	Yes
Lisa Johansen, Secretary, CLAS	No
Andy Scahill, CLAS	Yes
Martin Sabo, Business	Yes
Howard Cook, CAM	Yes
Kent Seidel, SEHD	Yes
Laurel Schwaebel, Auraria Library	Yes
Mariana Prestigiacomo, Auraria Library	Yes
Chris Weible, SPA	Yes
Vacant, CEDC	-
Vacant, CAP	-
Tyrell Allen, LGBTQ+ Student Resource Center Director, Ex-Officio	Yes
Nicole Beer, CLAS, Ex-Officio, CLAS	No
Ryan Brown, Ex-Officio, CLAS	Yes
Ed Cannon, Ex-Officio, SEHD	No
Mia Fischer, Ex-Officio, CLAS	Yes
Troyann Gentile, Ex-Officio, SEHD	No
Rachel Gross, Ex-Officio, CLAS	No
Jill Rubin, Women and Gender Center Director, Ex-Officio	No
Dale Stahl, Ex-Officio, CLAS	No
Karissa Stolen, Ex-Officio, Office of Equity	No
Catherine Gamez, Office of Equity	Yes (but only for the beginning of the meeting; since not regular meeting)

Catherine Gamez from Office of Equity showed up and I politely asked her to leave (Karissa Stolen had sent her the invite without asking). Also asked about the restroom map and other resources.

Agenda Items:

1) Hellos and housekeeping

- a) Catherine Gamez from Office of Equity hopped on, Katy briefly asked about their housing of gender-identity resources and gender-inclusive restroom map and whether those are updated or who is in charge
- b) Introductions
- c) Katy needs someone to start the Nov 8 meeting due to overlapping workshop (Lisa will likely be able to do it) and we need another note-taker for Dec 13 (Mari volunteered)

2) Approval of meeting minutes from September

- a) Motion to approve meeting minutes from September approved

3) Elect a Chair-elect

- a) Katy: Answers to stipend questions: Chair receives \$1500; Chair-elect receives \$250, and Secretary receives \$250. Would be starting in Fall 2026-Spring 2028. Mari potentially interested.

4) Elect student reps

- a) Discussed applications. Both candidates for undergraduate and graduate student reps were unanimously approved and voted in.
- b) Katy will email new reps, get them on the listserv, and send them meeting invites.
- c) Make sure to ask them to think about issues, goals, etc.

5) Updates: Committees

- a) Faculty Assembly Executive Committee meeting (Katy and Lisa): not much except
 - i. Faculty Council is still seeking representatives for FC at large: 2 reps needed; FC Personnel and Benefits: 1 rep needed; FC Communications: 2 reps needed; and FC Budget: 2 reps needed who are not from CLAS. Anyone interested? Contact FA Chair Sasha Breger Bush.
 - ii. Provost said Kocet's decision on grad funding paused until further review is undertaken (PhD program support restored for 2025-2026). Can forward you his memo if interested.
- b) Faculty Assembly general meeting (Mia): Chancellor Search updates, AHEC Public Safety Building, Campus enrollments, and the Academic Transformation working groups; census data came in, not so bad that budget cuts will happen (likely), not sure if merit will happen this year
- c) Faculty Council LGBTQ+ Committee meeting (Katy): Juli Bonaquisti updates on changes to gender/sex markers in HR systems
- d) LGBTQ+ Operational Team meeting (Martin and Mari): Kocet working on getting us listed on the Campus Pride Index, checklist of what our campus specifically needs to work on, specific areas that require attention. Mari and Marty will share document.

6) Updates on LGBTQ+ SRC Review Results and Restroom Initiative Status

(Tyrell/Katy)

- a) Tyrell summarizes external review process of the LGBTQ+ Student Center from last May; report's release coincided with encampments so not as much attention; the higher ups at all three schools decided this summer that the center will remain tri-institutional. They are currently working on a memorandum of understanding with key points from review, students asks/needs, codifying what the Center is actually supposed to do/offer. Areas of need identified: offering more STEM focused programming; outgrowing physical space at Tivoli; website design should communicate more effectively tri-institutionality. Specific request for "trans and gender-expansive" at Auraria page.
- b) Genia Herndon CUD, Tina Garcia – CCD, Tyrell's boss MSU
- c) External reviewers noting that tri-institutional model is difficult under current conditions: lack of funding, different campuses with different needs, lack of communication across campuses' leadership
- d) Restroom project – listening sessions wrapped last year. Goal of project is to communicate where all restrooms are and how to access them. Tyrell is currently working to do an audit of existing restroom information from all entities (universities

and AHEC) and get access to all restrooms. Findings of her listening sessions can be used by schools to better implement restrooms.

- i. Challenges include lack of consistent information, lack of information in the entities themselves, Tyrell's lack of access to all buildings, card access limits access for everyone.

7) Updates on LGBTQ+ Inclusion workshops (Katy, Lisa, Ryan)

- a) Facilitator trainings completed – if you are interested contact me and we can set up a time to get you trained individually.
- b) Getting funding up and going again.
- c) Schedule
 - i. History Nov. 1st (Katy and Caitlyn)
 - ii. Library Nov. 8th (Laurel and Katy)
 - iii. CAP Nov. 12th (Katy, Lisa, who else?)
 - iv. Modern Lang. Feb. 7th (?)
 - v. SEHD TBD
- d) Other entities interested? Maybe HR or OIT
- e) Coverage of our workshops in CU Denver pros and cons: attention could be good, recognition of hard work; but also call for sustainability and lack of institutional support – we don't want this to be just a puff-piece. Katy might approach Antonio in a one-on-one about this first to feel things out.

8) Goals for 2024-2025

- a) All gender restrooms – contacting Office of Equity about maps and updating them
- b) Pressure re: information systems – next steps?
- c) How work with/support operational team? How to establish better communication and bridging various stakeholders

Friday, December 13th Agenda

Short Agenda:

- 1) Hellos and housekeeping
- 2) Approval of meeting minutes from November
- 3) Welcome and hear from our new student reps
- 4) Committee/administration updates
- 5) Marty application
- 6) LGBTQ+ inclusion workshops updates
- 7) Goals for spring
- 8) Elect a chair-elect

Attendance:

NAME	ATTENDED?
K. Mohrman, Chair, CLAS	Yes
Lisa Johansen, Secretary, CLAS	No
Andy Scahill, CLAS	Yes
Martin Sabo, Business	Yes
Howard Cook, CAM	No
Kent Seidel, SEHD	No
Laurel Schwaebe, Auraria Library	Yes
Mariana Prestigiacomo, Auraria Library	Yes
Chris Weible, SPA	No
Vacant, CEDC	-
Vacant, CAP	-
Sylvie Peebles, graduate student representative	No
Eli Fine, undergraduate student representative	No
Tyrell Allen, LGBTQ+ Student Resource Center Director, Ex-Officio	No
Nicole Beer, CLAS, Ex-Officio, CLAS	No
Ryan Brown, Ex-Officio, CLAS	No
Ed Cannon, Ex-Officio, SEHD	No
Mia Fischer, Ex-Officio, CLAS	Yes
Troyann Gentile, Ex-Officio, SEHD	No
Rachel Gross, Ex-Officio, CLAS	No
Jill Rubin, Women and Gender Center Director, Ex-Officio	No
Dale Stahl, Ex-Officio, CLAS	No
Karissa Stolen, Ex-Officio, Office of Equity	No

Agenda Items:

- 1) **Hellos and housekeeping**
 - a) Did not do introductions for new student reps because student reps were not present.
- 2) **Approval of meeting minutes from November**
 - a) November meeting was cancelled due to snow day.

3) **Welcome and hear from our new student reps**

a) What issues do you think need to be addressed on campus?

i. Sylvie:

1. "I'm fairly certain it will likely come up in the meeting, but I wanted to mention the presidential election's results and how it is going to affect our student population. Even though I teach one section, I had three students email me the day after saying they just did not have the mental capacity to attend class. This along with seeing other statistics like the massive rise of calls to The Trevor Project's hotline really worry me for the future of our LGBTQ+ community, particularly those of transgender and gender-expansive identities. Unfortunately, I have no doubt that these trends will continue with any sort of law and consistent attacks on our community likely to occur over the next four years. Even though I am only a few years older than them, I can still tell that I am looked towards for support with these issues as a queer elder. I think discussing our role in this capacity would make for a great talking point and bring about some ideas to show these students, particularly those who are just learning their identities, that we can and will persist."

1. How can we respond? How can we support students?

4) **Committee/administration updates**

a) Faculty Assembly Executive Committee meeting (Katy): Associate Vice Chancellor for Student Affairs, Genia Herndon, sent FA Exec Comm the annual report for 2023-2024. No mentions of LGBTQ+ in the report. There was no ex. comm. meeting in December.

b) Faculty Assembly general meeting (Lisa and Ryan):

i. No updates at the moment.

c) Faculty Council LGBTQ+ Committee meeting (Katy): Sex and gender designations in information systems happened in early November.

i. CU Resources tab – my Info and Pay – Gender Identity tab

1. Not working for Katy, Mari, Laurel, or Andy.

ii. Katy will report problems to Antonio and HR so they can troubleshoot the problems. Please check if it works for you and report to OIT if it doesn't!

d) LGBTQ+ Operational Team meeting (Martin and Mari):

i. Met with some folks for the affinity group for a potential collaboration.

ii. Discussed scholarship for LGBTQ+ students.

iii. Discussed volunteering for community groups, like One CO and Gay 4 Good, to prepare for new presidency.

iv. Discussed how the affinity group is for faculty and staff support, while operational team is for pilots, programs, and supporting the overall campus.

e) Katy's meeting/emails with Antonio and Cathy Gamez from OE:

i. Antonio:

1. To maintain better communication, chair and Antonio can meet regularly once at beginning and end of the year, or he can come to our meetings regularly (we just have to request), or both. What is our preference? Other ideas.

1. Discussed -- would it be effective to invite Antonio? Last meeting was discouraging.
 1. Will discuss and decide in February meeting with more committee folks.
2. He also suggested we might meet regularly with Michael Kocet as LGBTQ+ Operational Team lead and the Leo Darnell as LGBTQ+ Affinity Group lead.
 1. Discussed inviting Michael to a meeting or attending the operational team meetings.
 3. He was open to providing funding for our workshops for a course release for someone to run administer them. We can revisit this when our current funding from his office runs out after next year.
 4. Updates to sex and gender designations happened. Here are the new gender options (**SHARE IN CHAT**).
 - Agender
 - Bigender
 - Gender expansive
 - Genderfluid
 - Man
 - Non-Binary
 - Prefer not to say
 - Prefer to self-describe
 - Third Gender
 - Two Spirit
 - Woman

Notably there is no category for transgender which is a problem. Katy let him, Judi Boniquisti, and the COMMS person who came to FC LGBTQ+ meeting know about needing to train HR people around LGBTQ+ inclusion for sex change process (same line is this is HR's role, but no clear answer if it is actually happening). He also sent an email thanking our committee for pushing work on the information systems.

5. Let him know about the LGBTQ+ SRC report and encouraged him to read it. He indicated he and Sam had been steering clear so as to not crowd Genia Herndon in her role as Tyrell's boss at CU Denver.
6. I asked him what other LGBTQ initiatives his office is working on or has planned, and he said "none," that he hasn't heard of any yet from Michael, which sounds like he is relying on the LGBTQ+ Operational Team to lead in this area (Campus Pride Index was only thing he'd approved). That team owes Antonio clear fundable objectives by end of semester or year, not sure which.

1. Mari – budget requests and report is due end of year.

- ii. Emailed and met with Cathy Gamez from OE (she is relatively new) to talk about the all gender resources page on OE's website:
<https://www.ucdenver.edu/offices/equity/support-resources/all-gender-resources>
 1. "I was able to get some clarification, and our office shares information on our website regarding all gender restrooms/resources,

but we aren't responsible for making updates to documentation. Instead, we ask campus partners to keep us apprised when updates are necessary to the documentation we advertise, like campus maps. From my understanding, facilities folks are typically responsible for updating spaces/maps. My predecessor let me know that if there are updates to make, we can contact DC Facilities Dispatch and provide them with the necessary information to make the changes. Once Facilities sends us back the updated map, our team can update our website."

5) **Marty Application**

- a) Marty: sending a proposal to 2025 LGBTQ+ Social Justice & Leadership Conference
 - i. Looking at court cases that affect LGBTQ+ communities.
 - ii. If anyone has any comments (email of proposal sent by Katy through FA LGBTQ+ listserv), please reach out to Marty.

6) **Updates on LGBTQ+ Inclusion workshops (Katy, Lisa, Ryan)**

- a) Schedule
 - i. History Nov. 1st (Katy and Caitlyn) – done!
 - ii. CAP Nov. 12th (Katy and Lisa) – done!
 - iii. Library Dec. 6th (Laurel and Katy) – done!
 - iv. Modern Lang. Feb. 7th (TBD)
 - v. SEHD (TBD)
 - 1. Hasn't gotten a clear response yet
- b) Other entities interested?
 - i. HR, OIT. Any and all departments are welcome.

7) **Goals for 2024-2025**

- a) Workshops
- b) All gender restrooms
 - i. Talking to Tyrell, but how can we be supportive?
- c) Pressure re: information systems – next steps? Tyrell, Katy, and Jennifer Taylor in SEHD working on this with help of Consortium of Higher Education LGBT Resources Professionals Report on "Promising Policies and Practices for Supporting Trans and Nonbinary People in Postsecondary Education" – contacted Michael Kocet as well.
 - i. Someone to gather data on this, update guides, talk to Registrar, Sam Kim, etc.
 - ii. Reach out to Antonio and saying it's not working.
 - iii. How can we make more concrete ways to navigate this?
 - 1. Working with Tyrell and Jennifer.
- d) How do we work with/support operational team?
 - i. Communicating and connecting with operational team and affinity group.
- e) What else?
 - i. It would be helpful to have some of our student reps to speak about campus issues.
 - 1. Gender affirming care- what's available?
 - 1. Talk to Health centers.

- ii. Safe spaces on campus
 - 1. Discuss with operational team?
 - 2. Discuss with Antonio.
 - 3. Discuss with Tyrell & Jill.

8) **Elect a Chair-elect**

- a) Anyone considered this?

9) **Action items**

- a) Katy is going to reach out to a ton of folks (Michael Kocet, Antonio F, Leo D, Tyrell, etc.).
- b) Everyone is tasked with reading the document “Promising Policies and Practices for Supporting Trans and Nonbinary People in Postsecondary Education” so we can discuss it and potential actions items in our February meeting.

Friday, February 14th 2025 Meeting Minutes

Attendance:

NAME	ATTENDED?
K. Mohrman, Chair, CLAS	Yes
Lisa Johansen, Secretary, CLAS	Yes
Andy Scahill, CLAS	Yes
Martin Sabo, Business	Yes
Howard Cook, CAM	Yes
Kent Seidel, SEHD	No
Laurel Schwaebel, Auraria Library	Yes
Mariana Prestigiacomo, Auraria Library	Yes
Chris Weible, SPA	Yes
Vacant, CEDC	-
Vacant, CAP	-
Sylvie Peebles, graduate student representative	Yes
Eli Fine, undergraduate student representative	Yes
Tyrell Allen, LGBTQ+ Student Resource Center Director, Ex-Officio	Yes
Nicole Beer, CLAS, Ex-Officio, CLAS	No
Ryan Brown, Ex-Officio, CLAS	No
Ed Cannon, Ex-Officio, SEHD	No
Mia Fischer, Ex-Officio, CLAS	Yes
Troyann Gentile, Ex-Officio, SEHD	No
Rachel Gross, Ex-Officio, CLAS	No
Jill Rubin, Women and Gender Center Director, Ex-Officio	No
Dale Stahl, Ex-Officio, CLAS	No
Karissa Stolen, Ex-Officio, Office of Equity	No

Agenda Items:

- 1) **Hellos and housekeeping**
 - a) Introductions for new student reps! Please say your name, **pronouns**, role, and time on committee.
 - b) Lisa has a course scheduling conflict for the next 2 meetings.
 - i. Chris has volunteered to take notes at the March meeting
 - ii. Andy has volunteered to take notes at the April meeting.
- 2) **Approval of meeting minutes from December**
 - a) Mia motioned to approve. Laurel seconded.
- 3) **Welcome and hear from our new student reps**
 - a) What issues do you think need to be addressed on campus?

- i. Eli: The need to get information to the student population about the awesome healthcare on campus for trans students and how current legislation may affect trans healthcare and insurance.
- ii. Sylvie: The need to make faculty and staff aware to be understanding of our LGBTQ+ students, especially now due to current legislation and executive orders.

4) **Committee/administration/event updates**

- a) Events organized by Sara Walpole (executive assistant in CAM)
 - i. The LGBTQ+ Affinity Group is hosting a restorative circle for the LGBTQ+ community on campus co-facilitated by Tyler Keyworth and Sara Walpole – join for support and connection. Student, staff, and faculty are welcome. Student Common 2107 on 2/20/25 from 2:00-3:30pm
 - ii. Bringing [TRANSformative Stories](#) by Motus Theater to campus around Trans Visibility Day (April 1, 2025). I am seeking financial support from the LGBTQ Affinity Group, Operational Team, CAM and an Inclusive Excellence grant. I have been in communication with Tyrell / not asking her for money but I wanted to make sure the date doesn't conflict with any of the Student Resource programming. I've seen this program, and it is so powerful! The vision is to bring this group for a production followed by an interactive sharing circle with the artists and the community and follow up with food and community building.
- b) Request from Carey Candrian at Anschutz:
 - i. We have a grant from the Center for Women's Health at the University of Colorado School of Medicine to understand the impacts stress plays on the health of LGBTQ women (50+) in Colorado, and to do something about it. We have 100 survey responses and are hoping for 40 more before we move onto the qualitative phase. To be eligible: folks must 1) identify as LGBTQ+, 2) live in Colorado, and 3) be over 50 years of age. Would you be willing to please share with any of your networks, and ideally outside Denver/Boulder area if possible? Survey takes about 10-12 minutes. Study flyer is attached and link to complete the survey is here:
<https://redcap.ucdenver.edu/surveys/?s=839Y7HD7JHKX7YA8>.
- c) Faculty Assembly Executive Committee meeting (Katy):
 - i. FA elections (looking for chair) – forwarded email via our listserv
 - ii. Meeting with Antonio – contentious, defensive, pushing back on messaging, and explaining DEI changes as what they were going to do anyway (IEN – reinforced this messaging)
 - iii. Dennis Debay of the Faculty Assembly Executive Committee and the Equitable FCQ Working Group are requesting assistance in identifying faculty members for our upcoming focus group study on Faculty Course Questionnaires (FCQs) at CU Denver. Our working group is conducting a comprehensive analysis of potential biases in the FCQ system. We are organizing three distinct focus groups centered around the following faculty populations:
 - Faculty Appointment Types: Including both tenure-track

and IRC faculty

- Identity and Expression: Representing diverse abilities, gender identities and experiences.
- Global and Cultural Identity: Including BIPOC faculty and international scholars

Given your leadership role with LGBTQ+ Committee, we would greatly value your recommendations for potential participants who could speak to these experiences. We are seeking 8 faculty members per group who could provide valuable perspectives on:

- Experiences with the current FCQ system
- Observed patterns of bias or inequity
- Ideas for improving teaching evaluation processes
- Potential alternative assessment approaches

The insights gathered will directly inform our recommendations for institutional policy reform.

Could you please recommend faculty members from your network who might be interested in participating? We are particularly interested in ensuring representation across different colleges, career stages, and teaching modalities within each focus group.

If you could share your recommendations by next Friday, February 14th, it would help us move forward with our timeline. Once we obtain your recommendations, we plan to contact via email the recommended faculty and request consent to participate. Feel free to reach out if you have any questions about the project or selection criteria.

- d) Faculty Assembly general meeting (Katy and Mari):
 - i. Passed resolution and FA homepage being used for resources
 - ii. New Chancellor
- e) Faculty Council LGBTQ+ Committee meeting (Katy):
- f) LGBTQ+ Operational Team meeting (Martin and Mari): All Operational teams being sunset.

5) Ongoing Initiatives for 2024-2025

- a) Workshop updates (Katy, Lisa, Ryan)
 - i. Modern Lang. Feb. 7th (Caitlyn, Jem, and Mari)
 - ii. No others planned – time's ripe to get these on the books, need everyone here to do some stepping!
 - iii. Blurb on our FA webpage now up: <https://www.ucdenver.edu/faculty-staff/faculty-assembly/denver-campus/denver-campus-committees/faculty-assembly-committees/lgbtq-faculty-assembly-committee>

We will be contacting GES and teri engelke regarding potential workshops for the spring.

- b) All gender restrooms?? **Working with Tyrell and LGBTQ+ SRC.**
- c) Pressure re: information systems – next steps? Tyrell, Katy, and Jennifer Taylor in SEHD working on this with help of Consortium of Higher Education LGBT Resources Professionals Report on "Promising Policies and Practices for Supporting

Trans and Nonbinary People in Postsecondary Education" – contacted Michael Kocet as well. **We did not get to this discussion.**

- i. Did everyone read this and do their homework?
- ii. Areas we can pressure given everything with the federal presidential transition?
- iii. Someone to gather data on this, update guides, talk to Registrar, Sam Kim, etc.

6) **Brainstormed ideas to focus on for Spring semester.**

- a) **Reaching out to Anschutz faculty for collaboration (Katy, Mia, Chris)**
- b) **Work on a flyer re: LGBTQ+ (focus on trans) healthcare resources and challenges (Laurel, Sylvie)**
- c) **Set up additional workshops (Lisa, Katy)**
- d) **Work on an open / blended workshop for anyone to attend (Lisa)**

7) **Elect a Chair-elect**

- a) Anyone considered this (Mari and Kent)? **(no volunteers yet)**

Friday, March 15th Agenda

Short Agenda:

- 1) Hellos and housekeeping
- 2) Approval of meeting minutes from February
- 3) Committee/administration updates
- 4) Ongoing initiatives
- 5) Elect a chair-elect

Attendance:

NAME	ATTENDED?
K. Mohrman, Chair, CLAS	
Lisa Johansen, Secretary, CLAS	
Andy Scahill, CLAS	
Martin Sabo, Business	
Howard Cook, CAM	
Kent Seidel, SEHD	
Laurel Schwaebe, Auraria Library	
Mariana Prestigiacomo, Auraria Library	
Chris Weible, SPA	
Vacant, CEDC	-
Vacant, CAP	-
Sylvie Peeples, graduate student representative	
Eli Fine, undergraduate student representative	
Tyrell Allen, LGBTQ+ Student Resource Center Director, Ex-Officio	
Nicole Beer, CLAS, Ex-Officio, CLAS	
Ryan Brown, Ex-Officio, CLAS	
Ed Cannon, Ex-Officio, SEHD	
Mia Fischer, Ex-Officio, CLAS	
Troyann Gentile, Ex-Officio, SEHD	
Rachel Gross, Ex-Officio, CLAS	
Jill Rubin, Women and Gender Center Director, Ex-Officio	
Dale Stahl, Ex-Officio, CLAS	
Karissa Stolen, Ex-Officio, Office of Equity	

Agenda Items:

- 1) **Hellos and housekeeping**
 - a) Announcements?
- 2) **Approval of meeting minutes from February**
 - a) Someone needs to move to approve and then someone needs to second. Chris records vote.

3) **Committee/administration/event updates**

- a) Faculty Assembly Executive Committee meeting (Katy):
 - i. Nothing of note.
 - ii. Any questions or things you want me to bring to FA exec. comm.?
- b) Faculty Assembly general meeting (Katy and Mari):
 - i. FA elections coming up next month including a new chair. Katy forwarded email via our listserv about this, please nominate yourselves or others with their permission. Katy bringing up issue of who votes for chair and other officers at next FA exec meeting
 - ii. Chloe East in Economics gave a presentation on state of campus related to resources for undocumented folks – Katy forwarded the PPT from that.
- c) Faculty Council LGBTQ+ Committee meeting (Lisa):
 - i. Campus updates are grim, especially at UCCS which is seeing lots of complaints filed against faculty teaching LGBTQ+ topics; Boulder is hearing nothing from higher ups; this case at Boulder:
<https://www.westword.com/news/trump-law-firm-targets-cu-boulder-in-dei-free-speech-lawsuit-23611237>; they asked about what Mia and Chris are spearheading and how might this be expanded to all campuses to create solidarity during these times; apparently Bryn Harris indicated that there are faculty on our campus not sure how to respond to LGBTQ+ type situations --> can reach out to her about our workshops and for more info;

4) **Ongoing Initiatives for 2024-2025**

- a) Workshop updates (Katy, Lisa, Ryan)
 - i. Getting two workshops scheduled with HR (5/20 and one in September) and one with GES (April).
 - ii. Another scheduled with library that is open (4/25).
 - iii. Blurb on our FA webpage now up: <https://www.ucdenver.edu/faculty-staff/faculty-assembly/denver-campus/denver-campus-committees/faculty-assembly-committees/lgbtq-faculty-assembly-committee>
 - iv. Other units to approach for these workshops?
- b) Flyers (Katy, Laurel, Sylvie)
 - i. Was sent out via our listserv – please send suggestions for other resources to be added to Linktree
 - ii. Other thoughts about distribution?
- c) Pressure re: information systems – next steps? Tyrell, Katy, and Jennifer Taylor in SEHD working on this with help of Consortium of Higher Education LGBT Resources Professionals Report on “Promising Policies and Practices for Supporting Trans and Nonbinary People in Postsecondary Education.”
 - i. Did everyone read this?
 - ii. Areas we can pressure given everything with the federal presidential transition?
 - iii. Someone to gather data on this, update guides, talk to Registrar, Sam Kim, etc.
- d) Other ideas or issues that need to be addressed?

5) **Elect a Chair-elect**

a) Anyone considered this (Mari and Kent)? Someone other than Katy run voting.

Friday, April 11th Agenda

Short Agenda:

- 1) Hellos and housekeeping
- 2) Approval of meeting minutes from March
- 3) Committee/administration updates
- 4) Workshops
- 5) Homework
- 6) Elect a chair-elect

Attendance:

NAME	ATTENDED?
K. Mohrman, Chair, CLAS	X
Lisa Johansen, Secretary, CLAS	
Andy Scahill, CLAS	X
Martin Sabo, Business	X
Howard Cook, CAM	
Kent Seidel, SEHD	
Laurel Schwaebe, Auraria Library	X
Mariana Prestigiacomo, Auraria Library	
Chris Weible, SPA	
Vacant, CEDC	-
Vacant, CAP	-
Sylvie Peeples, graduate student representative	X
Eli Fine, undergraduate student representative	
Tyrell Allen, LGBTQ+ Student Resource Center Director, Ex-Officio	
Nicole Beer, CLAS, Ex-Officio, CLAS	
Ryan Brown, Ex-Officio, CLAS	
Ed Cannon, Ex-Officio, SEHD	
Mia Fischer, Ex-Officio, CLAS	
Troyann Gentile, Ex-Officio, SEHD	
Rachel Gross, Ex-Officio, CLAS	
Jill Rubin, Women and Gender Center Director, Ex-Officio	
Dale Stahl, Ex-Officio, CLAS	
Karissa Stolen, Ex-Officio, Office of Equity	

Agenda Items:

2. Housekeeping & Approval of Minutes

- **Housekeeping:** None.
- **Approval of March Minutes:** Approved.

3. Committee & Admin Updates

- **Faculty Assembly Executive Committee:** No new meeting since the last report (Katy).
- **Faculty Assembly General Meeting:** Wendy Bolyard (SPA) elected next Faculty Assembly Chair.
- **Faculty Council LGBTQ+ Committee:** Katy unable to attend – updates to come.
- **Other Updates:**
 - Provost search is ongoing.
 - Regents meeting notes (Laurel):
 - Public comments mostly in support of Wanda James.
 - Concerns raised about cost of living for faculty/staff.
 - Calls for UCD to become a sanctuary campus.
 - Library now offers library cards to undocumented students (Laurel).

4. Workshops

- Two spring workshops scheduled:
 - April 22: with GES.
 - April 25: Open workshop at Auraria Library.
- Two workshops already scheduled for fall with HR.
- **Call for more departments to host fall workshops** — members asked to suggest units and contacts.
- Help needed:
 - Promotion support.
 - Facilitators with relevant expertise (email Katy).
- Workshop blurb now live on Faculty Assembly webpage:
<https://www.ucdenver.edu/faculty-staff/faculty-assembly/denver-campus/denver-campus-committees/faculty-assembly-committees/lgbtq-faculty-assembly-committee>.

5. Homework Discussion

Reading: *Promising Policies and Practices for Supporting Trans and Nonbinary People in Postsecondary Education*

- Preface highlights:
 - Growing number of trans and nonbinary college students.
 - Need for action beyond compliance models.
 - Shift from “best” to “promising” practices based on evolving needs and contexts.

Discussion: Top Priorities & Stakeholders

Quick Wins (Short-Term):

- Stop asking for non-essential gender/sex information (Laurel).
- Improve signage for gender-inclusive bathrooms.
- Standardize use of gender-inclusive language (e.g., “alumnx” instead of “alumnus”).

Long-Term Priorities:

- Map and increase availability of gender-neutral bathrooms (Tyrell).
- Coordinate with building managers (Martin).
- Address architecture and signage challenges (Martin).
- Apply for funding to support LGBTQ+ advocacy and course releases.
- Consider creating a full-time position to support tri-institutional LGBTQ+ student needs.

Outreach & Engagement Ideas:

- Combine social events and education in workshops.
- Create consistent student spaces (e.g., Discord group).

- Collaborate with local LGBTQ+ orgs for sustained programming.
- Plan student-centered events like movie nights or meditation groups.

Systemic Improvements:

- Develop a one-page guide for navigating LGBTQ+ policies at CU Denver.
- Address system challenges: syncing names/pronouns across platforms.
- Reframe as a broader problem (e.g., “Why is changing your married name still hard?”).

Faculty Support:

- Connect with Mia and Chris (Faculty Professional Development) about mentoring programs through CFDA.

6. Chair-Elect Election

- Call for nominations: no volunteers.
- Mari and Kent were suggested.
- Need someone other than Katy to run the election.

7. Next Steps & Action Items

Task	Owner
Send workshop ideas or facilitators to Katy	All Members
Help promote spring workshops	All Members
Identify departments to host fall workshops	All Members
Follow up on bathroom mapping effort	Tyrell, Marty
Reconnect with CFDA re: mentoring programs	Andy
Elect a Chair-elect	Pending

Friday, May 9th Agenda

Short Agenda:

- 1) Hellos and housekeeping
- 2) Approval of meeting minutes from April
- 3) Committee/administration updates
- 4) Workshops
- 5) Checking in on to-dos
- 6) Elect secretary and chair-elect

Attendance:

NAME	ATTENDED?
K. Mohrman, Chair, CLAS	X
Lisa Johansen, Secretary, CLAS	X
Andy Scahill, CLAS	
Martin Sabo, Business	X
Howard Cook, CAM	
Kent Seidel, SEHD	X
Laurel Schwaebe, Auraria Library	X
Mariana Prestigiacomo, Auraria Library	X
Chris Weible, SPA	X
Vacant, CEDC	-
Vacant, CAP	-
Sylvie Peeples, graduate student representative	X
Eli Fine, undergraduate student representative	
Tyrell Allen, LGBTQ+ Student Resource Center Director, Ex-Officio	
Nicole Beer, CLAS, Ex-Officio, CLAS	
Ryan Brown, Ex-Officio, CLAS	
Ed Cannon, Ex-Officio, SEHD	
Mia Fischer, Ex-Officio, CLAS	
Troyann Gentile, Ex-Officio, SEHD	
Rachel Gross, Ex-Officio, CLAS	
Jill Rubin, Women and Gender Center Director, Ex-Officio	
Dale Stahl, Ex-Officio, CLAS	
Karissa Stolen, Ex-Officio, Office of Equity	

Agenda Items:

- 1) **Hellos and housekeeping**
 - a) Announcements? - No
 - b) Agenda items for fall?
 - i. list of updated events and resources for the linkt.ree
<https://linktr.ee/lgbtqresourcesdenver>

2) **Approval of meeting minutes from April**

- a) Someone needs to move to approve, then someone needs to second, then everyone needs to vote. Lisa records vote.

Lisa motioned, Mari seconded, unanimous approval

3) **Committee/administration/event updates**

- a) Faculty Assembly Executive Committee meeting (Katy):

- i. I volunteered to reach out to Chris Pucket and Antonio Farias about how the school is dealing with the Equal Pay for Equal Work Act in terms of if the processes being drafted are restricted to compliance with the law or if they will be broader so gender nonbinary and trans people can access the process. Can someone help with this? **Mari and Kent will help Katy. Legal has not answered questions.**

- b) Faculty Assembly general meeting (Katy):

- i. Search for next coordinator (replacing Leigh Ann) is active, hope to conclude it in June for August 1 start.
 - ii. FA memo in support of SGA resolution re: faculty will abide by university policy and law when it comes to immigrant and undocumented students **Upper administration refused to sign the SGA resolution without explanation.**
 - iii. University mutual defense pact **Todd Saliman refuted to support. FA assembly wants to know why because faculty are in support.**
 - iv. Presentation by Cary Weatherford

- c) Faculty Council LGBTQ+ Committee meeting (could not attend).

- d) Katy meeting with Antonio Farias and Michael Kocet re: LGBTQ+ operational team.
Katy could not get an answer to whether this operational team is sundowning or not. She will be meeting with Antonio and Michael and ask for further information and how we (FA LGBTQ+) can work with this group if it remains.

4) **Workshops (Lisa and Katy)**

- a) Two workshops, one with GES on April 22nd and an open version at Auraria Library on April 25th completed.
- b) Two workshops scheduled for May/June with HR. One also scheduled in fall for HR. Need to approach other units for Fall – need ideas from everyone on this!

Marty will reach out to Business

Kent will contact SEHD

Katy will ask Michael Kocet about reaching out to graduate students

Katy will contact Marjorie Levine-Clark about CLAS

Who should we contact about new faculty orientation – Lisa will email CFDA

- c) General Know Your Rights presentation for the fall? Yes but try a M-R date
- d) Need to recruit more graduate student facilitators **Katy has an email with information you can send to your graduate students to see if there is interest.**
- e) Blurb on our FA webpage now up: <https://www.ucdenver.edu/faculty-staff/faculty-assembly/denver-campus/denver-campus-committees/faculty-assembly-committees/lgbtq-faculty-assembly-committee>.

5) **To Dos from “Promising Policies and Practices for Supporting Trans and Nonbinary People in Postsecondary Education” document discussion (everyone)**

- i. Katy: CU Denver information systems – talked to Women's committee and they seemed interested, can talk to other committees/FA in fall
- ii. Martin: facilities?
 - Marty is putting together a spreadsheet for each building – what they have and where and suggestions for including Gender Neutral bathrooms.**
 - Everyone has been tasked with checking out the building they work or teach in and providing more information to Marty.**
- iii. Other to dos I forgot?

6) **Elect Secretary and Chair-elect**

- a) Anyone considering these positions? This year is Lisa's last and next year is Katy's last. Someone other than Katy run voting.
 - Mari was unanimously voted in as Secretary for the 25-26 AY**
 - Others are waiting on their college/school elections to see who will be on the LGBTQ+ FA next year**

Committee members to do for the August 2025 meeting

- 1) Gather information to update linktr.ee site (resources, events)
- 2) Go through your building and provide Marty with bathroom information – location, options (separate sex, gender neutral)
- 3) Think of groups/schools/colleges/departments for 25-26 AY workshops