

## Friday, November 14<sup>th</sup> Agenda

Short Agenda:

- 1) Hellos/introductions and housekeeping
- 2) Meet Cheryl Ansaldi!
- 3) Approval of meeting minutes from October
- 4) Elect chair-elect
- 5) Updates
- 6) Letter on CU Denver information systems
- 7) Discussion: Compiling suggestions for administration on supporting LGBTQ folks based on survey results
- 8) Bathroom project next steps

Attendance:

Guest: Cheryl Ansaldi

NAME	Attendance
Katy Mohrman	x
Andy Scahill	x
Omar Swartz	
Martin Sabo	x
Charles Valsechi	x
Kent Seidel	x
Mari Prestigiacomo	x
Christoph Stefes	x
Vacant, CEDC	
Vacant, CAP	
Caroline Bowden, Graduate Student Representative	x
Madeline Miller, Undergraduate Student Representative	x
Tyrell Allen	x
Nicky Beer	x
Ryan Brown	
Ed Cannon	
Howard Cook	
Mia Fischer	x
Troyann Gentile	

Rachel Gross	
Lisa Johansen	
Jill Rubin	
Dale Stahl	
Laurel Schwaebel	x

Agenda Items:

**1) Hellos and housekeeping**

- a) Welcome graduate student rep, Caroline (non-voting member)!
- b) Announcements?
  - i. Nicky: leading a writing class at The Center on Colfax November 22, 10am – 1pm. Informed by LGBTQ+ history.
  - ii. Mia: community talks at the Pearl (used to be Mercury) on queer LGBTQ+ research and making it more accessible, next one on December 2, 6-7pm.
  - iii. Tyrell: The LGBTQ Student Resource Center is hosting our Trans Day of Remembrance event next Thursday, 2-4p, in Tivoli Student Union, 440 - Adirondacks. Open to all, primarily for students, but all are welcome.

**2) Welcome Cheryl Ansaldi (she/her), Administrative Coordinator for Faculty Affairs**

- a) Introductions
- b) Cheryl's statement
  - i. New to CU Denver, started in mid-August. Working for FA and UC Dali, helping with the roster, budget, newsletter, meeting & lunches, updating websites, etc.
- c) Questions?
  - i. Clarification that this committee is mainly faculty but also has students and staff representation.
    - 1. Katy: Some of the sub-committees have bylaws; we have in our bylaws that we can elect undergrad and grad students.
    - 2. Includes ex-officios.
    - 3. Additional reminder for members: make sure to BCC Tyrel on the committee listserv.
  - ii. Any additional things we would like to publicize?

**3) Approval of meeting minutes from October**

- a) Is there a move to approve the minutes? Does someone second? Who votes to approve? (Notetaker please record number of votes for “yay,” “nay,” and “abstain,” or note if vote is unanimous).
  - i. Nicki B approves, Mia seconds.
  - ii. Unanimous “yay” vote.

**4) Elect chair-elect**

- a) Kent has expressed interest in running for chair – is this still the case Kent? Is anyone else interested? Kent, would you like to say anything. Who votes for X?

(Notetaker please record number of votes for “yay,” “nay,” and “abstain,” or note if vote in unanimous).

- i. Kent: More actively involved nationally and locally. Involved in the equity inclusion committee and creating guidelines for developing critical theory based and culturally focused on the higher level. Those in a privileged place need to get louder.
- ii. Marty approves, Andy seconds.
- iii. Unanimous “yay” vote.

## 5) Updates

- a) Faculty Assembly Executive Committee meeting (Katy):
  - i. Nothing of interest.
- b) Faculty Assembly general meeting (Katy and anyone else who attended!):
  - i. Starting new campus in India, pairing with a for-profit company, Emeritus.
    - 1. Go read FA meetings about that.
  - ii. Concern about program viability process – Provost tried to ensure everyone that this isn’t about cutting programs.
    - 1. Again, Katy recommends reading FA meeting notes.
- c) Faculty Council LGBTQ+ Committee meeting (Katy):
  - i. Communicated to Judi Bonacquisti (VP for Collaboration, title used to be head DEI person), who said she would tell President Saliman, that LGBTQ+ folks need more support on all campuses, not just statements in support of academic freedom.
    - 1. Have not heard back yet.
    - 2. Folks conducting LGBTQ+ research facing a lot of barriers to grants and funds. Told to make their studies relevant “to all people.” Need to have a discussion on how this is impacting research. Should we invite someone from the office of human services?
      - 1. Nicky Beer is having a discussion with a member of the Office of Research Services (ORS)
      - 2. Other folks to talk to: Mel Simone & Dumayi Gutierrez
  - ii. CU system Linktree created: <https://linktr.ee/lgbtqresourcescu>.
  - iii. Met with all LGBTQ+ office heads. Tyrell, how was that conversation?
- d) Meeting with Kenny Nelson, interim HR head (Katy):
  - i. Don’t have a Denver campus specific policy related to the equal pay legislation, only systemwide policy that is using gender neutral language.
  - ii. Asked for feedback on a host of other policies being revised and reviewed for approval currently. I gave that feedback.
    - 1. Kenny is going to read them and get back to Katy.
- e) Workshops (Katy, Mari, Lisa, and Ryan):
  - i. Had two Know Your Rights workshops in October and one for TIPS/CFDA Nov 6<sup>th</sup>.
  - ii. Upcoming workshops include:
    - 1. FYE scheduled for May and August (orientation)
  - iii. Working on scheduling with:
    - 1. Core comp (Mari) – update?
      - 1. No updates. Will send another email.
    - 2. Affinity groups (Mari) – update?

1. So far, Latinx and AAPI AGs reached out. AAPI will probably be in February, still deciding on the exact date. Mari will make another announcement at the next AG leads meeting.
3. OIT (Katy) – sent three emails to Christopher Smith and Ann Sherman and only just heard back, working on meeting with them.
  1. Shit time trying to get a response and have not received a response from schedulers.
4. SEHD (Kent) – update?
  1. Yes and no. Equity diversity committee is interested, and they want to talk about this being a larger initiative. Still in talks.
  5. Others we should try and schedule?
- iv. Trained two new grad facilitators. Send me suggestions for grad student facilitators and I will reach out to them!
  1. Now three grad facilitators in total!

6) **Letter on CU Denver information systems**

- a) Met with Women's Committee, and they would like to sign on.
- b) Here is the letter, need to share with them once we agree on content. Once both our committees sign it, it will go to Executive Committee, then whole of FA, then to administration.
  - i. Open to include other administrators and revisions.
  - ii. Summary: Two big areas of concern in existing systems, and those systems don't talk to each other very well. This is harmful in various ways and linked to self-respect and survival. Will need to have a conversation between stakeholders, and guides provide only a band aid to structural problems. These goals conflict with the stated strategic plan goals. Ended with asks.
  - iii. Thoughts & questions?
    1. Feedback deadline? By 10am on Tuesday, 11/18 (changed to **Monday, 11/17 at 5pm**)
    2. Madeline can provide screenshots of friend's experiences (if they are comfortable with sharing) that relate directly to this issue.

7) **Discussion: Compiling suggestions for administration on supporting LGBTQ folks based on survey results**

- a) After reviewing the results from the survey what did people note? What suggestions can we take to administration about supporting LGBTQ community members at this time?
  - i. Lack of support in specific research and funds are evaporating. Barriers to funding. Lack of trust in administration to share experiences from the community.
  - ii. Wish leadership was more vocal. "Heads down" approach, vague support to "community members" but not specifically to the LGBTQ+ community.
  - iii. Morale is fucked.
  - iv. Most of the tri-institutions have MOUs; haven't discussed since pre-pandemic. Experience CU as a very chaotic and disjointed situation where no one is leading this work and being accountable.
    1. Already implicitly said in the letter, but we can make it more explicit.

- v. Suggestion to send an email to everyone who participated in the survey – don't have any emails or contact information because wanted to make it anonymous.
  - 1. Could ask folks if they want to submit an anonymous narrative based off the survey results.

8) **Bathroom project next steps**

- a) Did people update the document?
- b) What is left to update in the document, Martin?
  - i. We can continue to make suggestions i.e. Media Center has two single stalls.
  - ii. Any time you're in the building, please look for bathrooms and think of potential suggestions.
  - iii. Aerospace engineering, Boulder Creek building, CCD building near Cherry Creek building (when it's built), CCD Confluence building, Central Classroom.
    - 1. Martin will update us.
- c) Next steps once document is updated fully? Martin, have you spoken with Tyrell yet? If not, that should be first!
  - i. Deadline wants to walk through buildings: December 5<sup>th</sup>
    - 1. The chart to be filled out as much as possible
  - ii. Have we gone through all the CU buildings?
    - 1. Wellness Center