

CU Denver DDC FA LGBTQ+ Committee
Meeting Minutes September 10, 2021

Present: Dale Stahl, Sean Michael; Ryan Brown; Nate Thompson; Ed Cannon; Shea Swauger; Mia Fischer; Theo Edmonds; Katy Mohrman; Marty Sabo;

Agenda

1. Approval of May '21 minutes
2. Introductions: welcome to new members and guests
3. Logistics: in-person option for fall? and note-taking rotation
4. Updates from Faculty Assembly
5. Updates re OIT and Registrar's Office working towards a centralized place to collect student pronouns that are then dispersed into various CU systems
6. Gender Neutral Restrooms in City Heights
7. Updates about the gender inclusive pilot training for CAM
8. Vice Chair nominations: purpose, role, volunteers

Minutes

1. Introductions
 - a. Katy note-taker today.
2. Meeting Time
 - a. Conflicts for some with second Fridays 11-12
 - i. We will look into third or fourth Fridays as an alternative
 - ii. Mia will send a follow-up email/Doodle poll
 - b. In-person or Zoom → Committee voted 5 to 4 to stay on Zoom
 - c. Note-taking should rotate among members – please volunteer!
3. Mia's Updates
 - a. Faculty Assembly Updates
 - i. Heard from Chancellor, Provost, and VC DEI among others
 - ii. Emphasis was on the strategic plan
 - iii. Farias: filling open DEI positions is ongoing (including WGC director); rethinking mission of CII (unclear is that includes moving WGC and USS into CII); reemphasized that CII is for students, unclear if he wants faculty involvement or not; we discussed if he may have a mistaken impression of what our committee asked of him at the last meeting in the spring when he visited
 1. Mia will email Farias about his advisory committee and if he wants a rep from the LGBTQ FA Committee on there
 - iv. Provost: apparently committed to improved status of IRC faculty (contact Vivian Shyu the president of UCDAI for more information on this);
 - v. Other: complaints about the vacuum left when ODE was moved from CU Denver to system level so there is some movement on this – not clear what exactly
 - b. Other Updates:

- i. Tyrell Allen was hired as director of the tri-institutional LGBTQ+ Student Center and Mia is meeting with her next Tuesday and will invite her to our October meeting so we can discuss how the center might better serve CU Denver students
- ii. Pronouns on Zoom
 1. Mia has been in contact with Kate Miller (Access and Usability Manager at OIT) about turning on the pronoun option for Zoom, but apparently Carrie John in the Registrar's office told Kate they are declining to do this because they say the focus is on launching NameCoach. However, NameCoach and pronouns on Zoom aren't mutually exclusive, plus pronouns in Zoom only require one administrator to turn the correct setting on, so it isn't a hard to-do.
 2. Mia has written a letter to Carrie John and Monique Snowden (Senior Vice Chancellor of Strategic Enrollment and Student Success) telling them who our committee is, a bit about what we do, asking if the Zoom pronoun setting can be turned on and why it is important as well as inviting them to our October meeting.
 - a. Nate expressed appreciation since this issue is important for both teachers and students so we all have access to everyone's accurate name and pronouns.
 - b. Shea suggests adding a mention of the strategic plan's commitment to being an equity serving institution, Mia will add.
 - c. We voted to send the letter (everyone agreed).
 3. Kate did indicate there are ongoing conversations about centralizing all names and pronouns, but that the tech just can't support this yet.
 - a. However, these conversations have been happening for over five years and not clear what movement is any has happened.
 - b. Katy shared the CU Gender and LGBTQ+ Inclusion How-To Guides for Students and Employees that she created for people to use in the meantime:

https://docs.google.com/document/d/1Qz_FcGmSD9nb01u3s9h7pFAyxxhYRzIGnbfaVsyD_yo/edit and <https://docs.google.com/document/d/1AfHmLMnj09MUOCwnsIMmbD5-OZd8pCdZA72EE6kWmk/edit>. These explain how to change names and pronouns in various information systems. Feel free to share with students. They soon will be up on the DEI website and on Office of Equity.
- iii. Gender-Neutral Restrooms at City Heights Dorm
 1. All buildings restrooms are gender neutral!
 2. Unfortunately, the city of Denver for the final building inspection required all the signs to be taken down and replaced with binary gender restroom signs. The university sent an email to residents

explaining the situation, but that all restrooms would still be used in the meantime as gender neutral.

3. Two issues: It can be important to still have some single-stall or gender binary restrooms for those religious people who require sex-segregated facilities.
 - a. Dale will follow up with the Muslim Student Association to see if they are talking about this and facilitate problem-solving.
 - b. Shea: Auraria Library's gender-neutral restroom is no longer card access although AHEC still need to approve it. Shea will contact Karissa Stolen in the Office of Equity to update the gender neutral restroom maps, which can be found here:
<https://www1.ucdenver.edu/offices/equity/support-resources/all-gender-resources>.
 - c. Nate: How can we move the campus toward more/majority gender-neutral restrooms?
 - d. Shea suggests a future agenda item is our group talking to State and Federal offices of government relations (<https://www.cu.edu/office-government-relations>) about how binary gender restrooms are affecting our students.
 - e. Theo suggests we talk to the LGBT chamber of commerce group if we talk to those offices since they are powerful in this area
 - f. Mia will put this on the next agenda and make sure we circle back to in October.
4. Update on LGBTQ+ Trainings with CAM
 - a. Trainings are happening this fall and next spring in CAM! Made a lot of progress this summer and we have three dates set across Nov., Dec., and Jan. Pre-and post-assessments will also be given with trainings (see links here: pre: https://ucdenver.co1.qualtrics.com/jfe/form/SV_cYEEYgB8Oy3KMPEq and post: https://ucdenver.co1.qualtrics.com/jfe/form/SV_bJwZO5HbIsM1wzA) and will be used to give numbers to Farias so he might support this initiative. Idea is to expand trainings other schools in the spring.
 - b. We did have difficulty in getting funding since our small committee can't do this full-time. Rabideau and CAM have stepped up with funding. Money will go to trainers and to those who worked on the training materials and assessments.
 - i. Theo: This data is a good start but isn't really what is needed. It would be a good idea to try and poll students about if this training is working which would be more defensible data. He is working on a project with University of Penn that might be one we streamline with (Dale likes this idea if it works out and can help out).
 - ii. Ryan: Originally we wanted to do more, but didn't get funding to do so – we need money and/or a person to track this data for us.
 - iii. Shea: In his view this project is beyond the data collection issue, its more about convincing the higher ups to institute it school wide and fund it.

- iv. Katy: National data is beyond clear →these practices are needed and do make a difference, if we could collect it about our institution great, but agrees with Shea that at least these pre- and post-surveys may move us toward getting university leadership buy-in and support (which may facilitate collecting the data we already know!)
 - c. Shea and Katy gave a brief overview of the training for new members:
 - i. Shea: Trainings are not about changing hearts and minds, but about harm reduction and have to be part of a larger push by the university.
 - ii. Katy: Ran through the basics of the training including: Why LGBTQ+ Inclusion?; Terminology; UC Denver Information Systems; Names and Pronouns; Mistakes; LGBTQ+ Inclusive Pedagogy; Facial Recognition; Bathrooms; Review: Do's and Don'ts; Resources.
 - 5. Approval of May '21 Minutes
 - a. Motion made to approve May '21 minutes (Dale)
 - b. Motion seconded by Ed Cannon
 - c. Motion passed unanimously.
 - 6. Vice Chair Nominations
 - a. Mia described role of vice chair as important to continuity of the group since vice chair is set up to become the chair after two years. This allows for the smooth transition of agenda items and projects as well as institutional knowledge. Chair is not a bit responsibility other than sets you up to be chair and sometimes you might fill in for chair at Faculty Assembly meetings. Think about if you are interested and we will revisit this in October. We will need to put a VC in place by October or November to be safe.
 - 7. Additions to October Agenda
 - a. Ed: HR did a presentation about gender and sex categories in software and we should discuss this next time.
 - b. Mia will send agenda to everyone a week before our next meeting, but feel free to email her with agenda items you want to add. We may have a visitor from the Register (to talk about Zoom and pronouns) and perhaps Tyrell from the LGBTQ+ Student Center.
- Meeting adjourned 12:00 p.m.

CU Denver DDC FA LGBTQ+ Committee
Meeting Minutes October 8, 2021

Present: Dale Stahl; Ryan Brown; Nate Thompson; Ed Cannon; Shea Swauger; Mia Fischer; Katy Mohrman; Marty Sabo; Rachel Gross; Nicky Beer; Annie Lemberg

Agenda

1. Approval of September minutes
2. Introductions
3. Conversation with Tyrell Allen (she/they) new director of the LGBTQ Student Resource Center (11.05am)
4. Conversation with AVC Carrie John about centralized system for pronouns/names, Zoom feature (11.20am)
5. Slides from HR presentation re non-binary option (Ed Cannon)
6. Time permitting:
7. a. brief updates from FA
8. b. continued discussion re gender inclusive restrooms on campus and building codes

Minutes

1. September minutes approved.
2. Meeting Tyrell Allen, Director of LGBTQ SRC
 - a. Introductions
 - b. Opportunity to connect, learn about the Center
 - i. The center has gone through a lot of transition
 - ii. Rebuilding phase
 - iii. Already meeting with many students, including CU Denver
 - c. Two asks
 - i. Insight and history to build institutional knowledge
 - ii. How is information is shared
 - d. Auraria Campus Pride Initiative (ACPI)
 - i. An auditing, training program to help campus programs change or improve practices
 1. Example: residential life didn't have any solidified practice or policy around gender-inclusive housing options.
 - a. ACPI works to audit language on website and campus communications to make it more inclusive
 2. Example: rec center on campus working to improve communication about program that did not seem particularly inclusive
 - ii. ACPI can help in places where programs don't even know where to begin
 - iii. Kind of like a consulting process for different campus programs
 - e. Next steps
 - i. Meet institutional leadership
 - ii. What institutions are trying to do
 - iii. How SRC can be helpful to the different campuses
 - f. CU Denver related activities already in progress

- i. Student Residential Life work
- 3. Questions for Tyrell
 - a. Menstrual products in bathrooms – Auraria Library is trying to do this.
 - i. Pushback: no one is asking for this
 - ii. Need more of an official request
 - 1. Health Center could perhaps be of assistance
 - b. Administrative engagement, splitting groups off from one another
 - i. Some context going forward about advocacy on campus
 - c. Confidential reporting: resources for students are available
 - i. Tyrell will provide info
- 4. AVC Carrie John
 - a. Pronoun gathering, gender inclusion in university systems
 - i. Covid caused change in focus, but now turning more attention to this information process
 - b. Outside influences have an impact: CO state added “X” value to IDs
 - c. Where we are now
 - i. 2018 first year for students to add pronoun in student self-service
 - ii. Five different pronouns may be added
 - iii. Not directory information – not freely given, but not confidential
 - iv. Displaying on grade and class rosters, advising systems, and LMS
 - d. Students don’t always know how to use these things
 - i. Many are not selecting them
 - ii. Our new gender inclusion guides include info on this and can be distributed to students
 - e. Multiple pronoun selection
 - i. Complexity is in how the pronouns will be received by community and how they are to be used
 - f. Training for the community about pronoun use and gender inclusion
 - i. Need to improve communication
 - ii. Carrie notes that Jacob McWilliams (WGC) was part of conversations of dissemination
 - iii. CAM training materials could help with this
 - iv. NameCoach can help, but communication hasn’t been great
 - g. Why no open choice for pronouns?
 - i. Worries about different campus cultures
 - ii. Concerns and fears about making mistakes
 - iii. Issues around systems talking to one another
 - h. Training and preparedness for people and the making of mistakes
 - i. The problem of contradictory measures and not going deep or wide enough in making change
 - ii. Nicky: we need to normalize the making of mistakes and how to recover from them
 - i. Process – were LGBTQ Centers on all campuses included?
 - i. Yes, in the conversations in 2018
 - ii. Then there were negotiations
 - j. Red flags – gauge a community readiness

- i. Technical systems embody transphobia and cis-gender normativity
 - ii. We should not design systems that reflect those issues to protect people who are already protected while allowing systems to continue hurting those who need help.
- k. Zoom – pronouns
- i. What do people expect? Where does this information go?
 - 1. Official records need to be consistent and good workflow with consistency
 - 2. Info technology says we have to figure it out
 - 3. Organized, consistent, and reliable for students
 - ii. How do employees use Zoom pronouns?
 - 1. The question is often about how constituents decide where and how to change information and where the information appears
 - iii. How do we continue these conversations? How do we move forward?
 - 1. New leadership provides opportunity
 - 2. Continue conversations with our committee
 - 3. There is some urgency about some of these systems because they are causing harm.

CU Denver DDC FA LGBTQ+ Committee
Meeting Minutes November 12, 2021

Present: Dale Stahl; Ryan Brown; Nate Thompson; Theo Edmonds; Shea Swauger; Mia Fischer; Katy Mohrman; Rachel Gross; Nicky Beer; Annie Lemberg

Agenda

1. Approval of October minutes and note-taker
2. Introductions
3. Updates from FA:
 - i. Provost's Research Symposium
 - ii. FA Resolution (see attached document) supporting Faculty Council Resolution on Academic Freedom/CRT
 - iii. Chancellor Marks on hiring of admin leaders and budget
4. Updates re Gender Inclusive Trainings for CAM
5. Oracle updates to HR systems and collection of sex/gender markers (Mia, Ed, Troyann, Dale)
6. List of LGBTQ+ vetted/certified providers in CU Health Plans (Theo and Troyann; please also see information provided by Troyann below)
7. Campus Climate Survey – thoughts/concerns?

Minutes

1. October minutes approved.
2. Discussion of the EDC's "Critical and Emerging Fellowship Proposal"
 - a. Points of discussion:
 - i. How will the applicants be chosen?
 - ii. Will this really include students?
 - iii. Compensation is not high enough
 - b. Vote for committee support; passed
3. Updates from FA
 - a. Provost's Research Symposium
 - i. Some group members have participated and will continue
 - ii. FA Resolution (see attached document) supporting Faculty Council Resolution on Academic Freedom/CRT
 1. Strong support on campus to push back against this
 2. Mia will follow up with FA about this
 - iii. Chancellor Marks explained budget rationale behind hiring of admin leaders
 1. Discussion of investment in faculty positions
 2. Provost has an IRC task force
 - a. Will the budget committee be asking about why focus on administrative positions rather than using funds for faculty positions?
4. Updates re Gender Inclusive Trainings for CAM
 - a. First one is happening soon, in presentation to Dean's office

- b. Dec. 3 is Visual Arts; two more will follow in 2022
- 5. Oracle updates to HR systems and collection of sex/gender markers (Mia, Ed, Troyann, Dale)
 - a. Mia shared screen grabs of proposed new categories: proposed language and categories reveal some misconceptions about sex and gender
 - b. Dale suggested that UCCS and CU Boulder were ahead of CU Denver because of Anschutz's hesitancy around medical issues
- 6. List of LGBTQ+ vetted/certified providers in CU Health Plans (Theo and Troyann; please also see information provided by Troyann below)
 - a. There is reluctance to share information about LGBT certified PCPs, both because a lack of data and because there was a suggestion that Denver "doesn't need" such information.
 - b. Would it make sense to go beyond the university to build this kind of list?
- 7. Campus Climate Survey – thoughts/concerns?
 - a. Farias has been reaching out to get folks to respond, especially students.
 - b. There are concerns about the design and questions in the survey.
 - i. Climate surveys tend to reinforce dominant culture
 - ii. Aggregated data is problematic for not recognizing identities of employees
 - c. Farias is hoping to follow up with another survey in two years.

CU Denver DDC FA LGBTQ+ Committee
Meeting Minutes December 10, 2021

Present: Ed Cannon; Dale Stahl; Ryan Brown; Nate Thompson; Mia Fischer; Katy Mohrman; Nicky Beer; Tyrell Allen (LGBTQ+ Center at Auraria); Chris Hilton (SGA), Steven Burton (LGBTQ+ Hub)

Agenda

1. Approval of November minutes and note-taker (Ed)
2. Introductions
3. Updates from FA: (Mia)
 - i. Merit review cycle shifting: next Merit Review cycle fall 22. FA voted on Tuesday and it was approved.
 - ii. Dis/Ability committee is proposing that we collect dis/ability data on faculty/staff. A resolution was made to collect this at the next climate survey, and in hiring documents, as it was left out of the most recent climate survey.
 - iii. Committee for the Status of Women is making recommendations to the Provost re: Covid's impact on research, specifically for caretakers.
4. Updates re LGBTQ+ and Gender Inclusive Trainings for CAM. These launched last month. Best practices in the classroom, pronouns, etc. Katy ran a workshop to a group of Deans, Advisors and Staff (25 pp). Audience was very engaged. Rachel and Mia had about 27 ppl. In the Visual Arts dept. Working out the kinks, but went well overall. Data collected, in pre-post surveys, in order to support further funding. Many participants had been given incorrect information from HR, so it was helpful in dispelling myths. Katy has created gender inclusion guides, also available on the Women and Gender website. Folx encouraged to share these in Canvas shells. There are a couple more trainings planned for the spring. The plan is to scale the Trainings to other schools and colleges.
5. Chris Hilton, SGA president provided an update.
 - The SGA president resigned last July, making Chris Hilton the president. Main campaign themes: Diversity, engagement and mental wellness.
 - The SGA is working on changing floating holidays (for ex. Changing Columbus day). Examples to be lifted up: Juneteenth and Indigenous Peoples Day.
 - Institutional; Equity Advocacy Council: how can we make DEI our broad goals for the next 10 years. Funded \$4 million and IEAC oversees funding. Next semester, medium sized grants will be launched and could be a good for for the Gender Inclusive trainings. The SGA wants to change to number of sessions at the Counseling Center from 10 per year to 10 per semester.
 - Engagement is another major platform: examples include finding ways to make it simpler for groups to receive funding; The Chancellor and Provost are very supportive.
 - Hilton solicited feedback as a member of the presidential search committee. 38 listening tours around the state, a more diverse committee, also visiting tribal lands. Folx are encouraged to visit the presidential search website.

- Medium EDI grants coming in February. \$4 million total, some has already been allocated to initiatives such as OIT's Name Coach, cluster hiring, more funds to be announced in the coming weeks.
 - Chris reported that the Mental Health of students is not great. Discussions are happening around possibly starting the semester one week earlier, and add a mid-semester break around week 9.
5. Steven Burton from the AMC LGBTQ+ Hub provided an overview. Building from the ground up:
- mission is to create and maintain an inclusive campus environment for LGBTQ+ and allied students, faculty, staff, patients and visitors on campus and within the Aurora community by:
 - Promoting visibility, awareness and a sense of community;
 - Connecting LGBTQ+ students, faculty and staff with peer-to-peer support and community resources;
 - Providing education about the LGBTQ+ community;
 - Establishing a repository for LGBTQ+ health research and competent patient care;
 - Advocating for LGBTQ+ interests, including recruitment and retention; and
 - Creating intentional partnerships to provide direct services to LGBTQ+ people on campus and in the Aurora community.

One spring initiative: creating a referral list for LGBTQ+ affirming providers, including a possible training component.

There was discussion around potential collaborations between our committee and the Hub at AMC.

HR/Oracle update: not optimistic about a January rollout. No follow up from HR. Keep it on our radar for spring to see how it looks and where changes would be needed. Mia will email Flora Montoya and copy Steven.

Tyrell: rainbow stoles are available for graduates to order at the Auraria LGBTQ website, to be picked up at the Resources site.

The meeting adjourned at 12:00pm.

CU Denver DDC FA LGBTQ+ Committee
Meeting Minutes February 11, 2022

Attendance: Tyrell Allen, Dale Stahl, Nathan Thompson, Ed Cannon, Mia Fischer, Annie Lemberg, Katy Mohrman, Alejandro Marquez, Mari Prestigiacomo, Rachel Gross, Theo Edmonds, Nicky Beer, Jill @ WGC, Marty Sabo, Ryan Brown

Agenda

1. Introductions
2. Updates from Faculty Assembly
 - a. Progress towards strategic plan
 - b. Financial stability and student retention
 - c. Regents revising policy 10E that deals with equitable compensation and faculty grievance procedures
3. Gender inclusion training
 - a. New trainings coming up with CETL
 - i. Ed: safe zone training has become brave zone training, doing some work in Anschutz, but should collaborate
 - b. Ryan will be point person for data crunching and work with Theo
 - i. We should collect emails, time after training for questions, what questions people are asking, etc., as part of data collection
 1. Main questions
 - a. How to do it “right” – faculty are interested and want to know more but are not sure how to do right by students
 - b. University information systems
 - c. Theo: research connection – explain what research/studies fed into design of the training and how we can possibly link it up with some of the university’s grand challenges/research goals
 - d. Tyrell: where did the impetus for the trainings coming from?
 - i. Committee pushed this
 - ii. SRC would like to see an Auraria-wide push for these kinds of curriculum and training
4. Women and Gender Center
 - a. Jill: 3 months at CU Denver, hiring student workers
 - i. Call for programs for women’s history month
 - ii. What is already happening on campus (or elsewhere?)
 - b. Building relationships, doing more data collection, learn more about what students are experiencing to meet needs
 - c. Resources: plan b, lactation, menstrual care ←make sure students know these exist
 - d. Ed: University hiring 3 clinicians for counseling so looking for candidates
 - e. Jill’s email: jill.rubin@ucdenver.edu
5. Business school outreach: both Annie and Marty are interested in bringing the gender inclusion program to Business School leadership
 - a. Mia: let’s use data to assess and adjust for the fall and can then look toward scaling up

6. Campus Wellness Survey
 - a. WGC: how do we use this data and go farther?
 - b. Theo is connected to LGBTQ+ state and nationwide survey efforts to learn more about needs more holistically – we should have people coming next month to discuss these efforts.
7. Faculty Council updates and health provider info
 - a. Faculty Council:
 - i. UCCS question about a Canvas shell for gender inclusion training
 1. Katy: It's a Coursera course designed with Jacob McWilliams
 - a. Katy can download videos and share
 - ii. UCCS and Boulder looking toward hosting symposia in Spring 2023 (germ of idea only, keep on radar)
 - iii. Morgan Seamont @ Boulder Center for Inclusion and Social Change has been putting together a list of medical providers, which can be shared
8. Oracle software update re: pronouns, name changes, etc
 - a. HR asked us to provide feedback; not a lot of knowledge in HR at this time on these issues
 - b. Rollout of update did not happen, Mia advocated for this to be a priority
 - c. Farias has said he will update affinity group on progress
9. Are we a “point group?”
 - a. Farias has suggested this committee is the representative group for LGBTQ issues on campus
 - i. What does he mean?
 - ii. What are our responsibilities?
 1. We are a faculty group, for the most part, with a range of responsibilities.
 - iii. What is our mission statement, goals, etc.?
 1. Dale & Ed: has not been revisited for a long time.
 - a. Should be mindful of “lanes” and FA, and how it could both empower or tie our hands
 - b. Tyrell: SRC can be subject matter expertise but has its own roles with student life
 - i. We need ways of getting/staying on the same page and working together
 - ii. Lots of people think that “this group” is supposed to be “that” or “that group” is supposed to be “this”.
 - iii. We need to find ways to carve out spaces and programs so that the lanes are productive and able to push collective visions forward
 - c. Katy: Whoever is tasked with whatever work is done needs to have resources and support
 - i. A lot of this for faculty falls under service, which can be small parts of contract, and we have demands coming from multiple levels and different leaders.
 1. Ed: It is a problem when identity becomes a service commitment!
 - d. Ryan: to what extent is the roadblock or lack of attention because things are “okay” according to leadership or that the tendency is to “prey” upon people who care?
 - i. Nicky: there are studies. would it matter if leadership became more aware?

- ii. Nate: the “free” part is a larger aspect of university work culture in many ways, with the idea that one’s love for a subject or activity should be enough.

10. Committee mission and goals

- a. Theo: bylaws call for goal-setting specificity so that we can measure and justify
- b. Nate: we’re one of the FA committees that gets things done, which may sometimes go underappreciated because there’s a lot to do
- c. Dale: committee has set goals in past for itself and accomplished them, while also often fighting fires that emerge.
 - i. Opportunity emerging at this time to set goals and move forward with a larger group and with a longer-term setting of goals that include measurable steps and benchmarks. These efforts can be one way of making sure leadership understands what we do and the changes we are working toward.
- d. Mia: gender inclusion training has been our primary focus for the past 18+ months, but we have also had to step in on other crises at the same time, such as VC for DEI hire
- e. Katy: one of the first steps in setting goals can be to interface with SRCs so that faculty and centers are working in concert. It would be great if Jill and Tyrell could continue as part of our group as we work in that direction.

Meeting adjourned at 12pm.

CU Denver DDC FA LGBTQ+ Committee
Meeting Minutes February 11, 2022

Attendance: Dale Stahl, Nathan Thompson, Mia Fischer, Katy Mohrman, Alejandro Marquez, Mari Prestigiacomio, Rachel Gross, Theo Edmonds, Nicky Beer, Ryan Brown, Jill Rubin, Martin Sabo, Steven Burton
Guests: EnvisionYou (Steven Hayden, Zak Hyde)

Agenda

1. Introductions
2. EnvisionYou Presentation
 - a. <https://www.envision-you.org/state-of-the-state>
 - b. CO State of the State Behavioral Health Survey Report Out: 2021, Envision:You surveyed nearly 600 LGBTQ+ Coloradans regarding their behavioral health concerns and experiences to inform LGBTQ+ behavioral health priorities for community organizations and state leaders.
 - c. Gallup Report on up trending of LGBTQ+ demographics from 2/17/2022: <https://news.gallup.com/poll/389792/lgbt-identification-ticks-up.aspx>
 - d. Jill R. recommended Dr. Kushmider in Auraria Health as possible introduction to make for Steven/Zak
 - e. steven.haden@envision-you.org | zak.hyde@envision-you.org
 - f. New app being released very soon to connect LGBTQ+ community with vetted care across all disciplines.
 - g. Colorado ranks 51st in nation under access to care for the adult population.
3. Gender Inclusion Trainings
 - a. Center for Teaching Excellence just finished theirs
 - b. Taking a break from trainings to begin collecting and analyzing data
 - c. Possibly report out findings in an Exec Summary format to think about scaling up the work.
4. DE&I Grant Opportunities from CU System
 - a. Considering application as a committee using materials already developed from trainings. Recognition of writing constraints and available time. Rachel G. willing to support if someone else writes. April 6 is deadline for application.
 - b. <https://www.cu.edu/oaa/grants/presidents-diversity-equity-and-inclusion-dei-grants>
 - c. Mia will doodle folx to find time to work on putting something together.
 - d. Repurpose CAM docs for the application.
5. Faculty Assembly Updates
 - a. Nothing to report.
6. Martin Sabo: Can committee ask Deans to contribute (funds, course releases, etc.) to the support of the committees efforts and work.

Meeting adjourned at 12pm.

CU Denver DDC FA LGBTQ+ Committee
Meeting Minutes April 8, 2022

Attendance: Mia Fischer, Katy Mohrman, Alejandro Marquez, Nicky Beer, Nathan Thompson, Ryan Brown, Martin Sabo,

April Agenda

1. Updates
 - a. Annie Lemberg (business school) quit her job and moving to CU Boulder
 - b. Shea isn't doing meetings on Friday
2. Approval of March minutes and note-taker
 - a. Approved
3. Social event: shared Happy Hour with Anti-Racism Advocacy and Action group on Wednesday April 27 at 5pm, location Rhein House – Mia will send out a calendar invite
4. Updates from Faculty Assembly
 - a. Faculty assembly – not a whole lot of news. IRC taskforce report coming out soon- salary equity, employee satisfaction
5. President's DEI grant application
 - a. Grant application submitted
 - b. Mark Rabideau gave a letter of support
6. Gender Inclusions Trainings: data and next steps
 - a. Approaching Business School and/or CLAS?
 - b. Pilot Training with the business school or CLAS- Should we reach out now (strike while the iron is hot) or wait until the grant comes through. Getting compensation from the dean's office or department to pay the trainers.
 - c. Training feedback has been to make these trainings more interactive and with more visuals. We could use grant funding if we get it to hire someone to take photos or informative videos.
 - d. Target training for OIT because they interact with everyone on campus and they are the ones who do name changes on emails
7. Auraria community advisory board meeting today 4/8 at noon– potential construction of a new safety building. A lot of unanswered questions about where the building is going to located and who is being kept safe.
8. Counseling centers on campus are overwhelmed and are not accepting new individuals

Meeting adjourned at 11:45 AM.

CU Denver DDC FA LGBTQ+ Committee
Meeting Minutes May 13, 2022

Attendance: Edward Cannon, Nicky Beer, Katy Mohrman, Dale Stahl, Rachel Gross, Theo Edmonds, Martin Sabo, Nate Thompson, Mari Prestigiacomo, Jill Rubin, Ryan Brown, Alejandro Marquez, Kent Seidel

May agenda

1. Minutes from April & note-taker
 - a. Approved.
2. Updates from Faculty Assembly
 - a. Concerns about how administration does not value shared governance (also evidence: rushed interview process for Associate Vice Chancellor for Faculty Affairs position); will continue to look at this matter in the fall.
 - b. Concerns about increased # of ICR people doing service on faculty committees, looking get more TTF representation, but also trying to get this service treated more equitably.
 - i. Related issue raised: DEI work needing to be more centered in service work.
3. FA end-of-the-year committee report submitted.
4. President's DEI grant application
 - a. Update: no word yet about President's DEI grant application re: training. Mia sent proposal to Farias; he expressed excitement says we will be funded! We can move forward with more training. Plans to approach Business School next. Mia still has further Q's for Farias re budgeting/funding before we can make official moves w/expanding. Dale has a contact in the Business School who has expressed interest. Marty/Mia will be working to get things lined up for fall. Ed says Office of International Affairs has reached out.
 - b. Need to expand pool of people who can do trainings; discussion of potential trainers/additional faculty members expressing interest in being trainers.
5. CU Denver's participation in Pride.
 - a. June 25th/26th, Civic Center Park. CU System is a major sponsor. Looking for booths/parade volunteer help. Zoom planning meeting on 5/18.
6. Faculty Council's LGBTQ+ cmte system-wide symposium planned for Colorado Springs next year. (Spring 2023) "Queer Space" or "Queerness in Our Contemporary Moment" are working titles: research, creative arts. Hopefully inter-campus collaboration. Some funding avail. More info coming in late summer.
7. Concerns about the end of Roe v. Wade coming; asking about what our cmte can do in terms of response/outreach.
 - a. Trans/nb are worried about how rights to privacy in medical care might impact their gender-affirming care. Potential for CO to become a state where people are fleeing to get care. Might relate to connecting with LGBTQ+ friendly physicians/medical care. Acknowledging that these issues will need to be part of our conversations in the fall.

8. Concern about CU Denver's relationship with countries that are hostile towards/criminalize LGBTQ+ communities. CAM is developing relationships with Singapore, Malaysia, & other countries with anti-LGBTQ+ laws. How do we address this? How do we raise the alarm?
 - a. Dale responds re his experience working the Middle East, working in different universities: stance of non-engagement can be more harmful than one of engagement. These extended American university campuses can often be "safe zones" for marginalized people in their home countries.
 - b. Mia affirms this has been the approach for ICB as well; negotiating phase w/country in question can be important, in terms of "asks." Nate expresses concern about how much access he has to these discussions/negotiations.
 - c. Theo shares: was asked to participate in Singapore program and refused, for the reasons Nate named. Says that money flow seems to outweigh anecdotal evidence about LGBTQ treatment in countries. Acknowledges this will be a challenging ongoing conversation. Observes these are often male-dominated hierarchical cultures. What is the impact of future leadership on this campus? This kind of conversation often goes around in circles. What alternatives can we present as a cmte, beyond just saying "We're against this, let's close off this revenue stream,"?
 - d. Mia suggests keeping this on the radar for the fall.
 - e. Theo: Deepening our relationship with domestic private sector companies as an alternative to these international relationships.
 - i. Katy expresses skepticism about this approach, in terms of how this can neglect real concerns about union-busting, other rights abuses/neglect etc. Theo acknowledges validity of these concerns.

Meeting adjourned 12:05pm.