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

1. November minutes were approved
2. Updates from Faculty Assembly (Dale and Mia)
3. CU Denver budget shortfall – report and discussion
   * cuts coming
   * question: why are we not pushing for more administrative cuts?
   * upper administration wouldn’t agree to not take pay raises over the next couple of years
   * there has been a big rise in administrative costs but very little cuts there
   * costs of instruction have remained level
4. Integrating and “measuring” DEI in merit evals and promotions
   * still in discussion
   * something of note: Joanne Addison notes that the FCQ office (Boulder) has been mining FCQs for trigger words, resulting in investigations and letters put into faculty personnel files. In addition, the Office of Equity can track down the students and ask about the situation. THEREFORE, THESE REPORTS ARE NOT ANONYMOUS and students do not know that! Also, hate speech comments from students are removed without you seeing them. No one knows who authorized this data mining.
5. Other items
6. Presentation of key data from Fall 2022 LGBTQ+-inclusive pedagogy workshops (Kathryn Yazgulian, Project RA)
   * important websites to share:
   * <https://www.ucdenver.edu/offices/diversity-and-inclusion/resources/current-students>
   * <https://www.ucdenver.edu/offices/diversity-and-inclusion/resources/faculty-staff>
7. New business and other relevant updates?
   * Four Campus LGBTQ Symposium (Ed)
     + Save the Date: May 22, 2023 @ UCCS
     + students encouraged to present
     + <https://connections.cu.edu/stories/faculty-council-announces-queer-futures-lgbtq-conference-set-may-22>