**February Minutes**

1. Updates from Faculty Assembly (Mia) – this happened first

- Mia: updates from Provost and Sobanet – update on budget crisis. They wanted feedback on if faculty were involved in budget cut decision making across college. SPA faculty felt no involvement, CLAS felt better. People raised concerns that cuts were going to disproportionately impact IRC faculty. Relatedly, the regents meet yesterday and the union (UCW) delivered a petition with other 1000 signatures about working conditions, salaries, etc. The other half of the FA meeting was spent discussing Chat GPT (more campus wide guidance on what instructors can do and put in their policies about the app; can students use it or not; is the student conduct policy adequate in relation to the app). There was nothing concrete at this point, more like a brainstorming session.

- Howard: How do you know if something came from ChatGPT?

- Mia: Creator of app created a checker to see if essay was generated through the app, but that tech is still young and not well developed.

- Mia: Katie Linder had an update on TIPS and CETL. Director of CETL position will go back to an internal search with at 1.5 FTE. In other words, it’s going back to the position Lindsey Hamilton had. They are working on job description. Concerns were raised about wasted search (money and time) and how much work Lindsey had to do with 1.5 and if that’s fair for the new person. There is also a potential push from FA in conjunction with Antonio’s office about how to infuse questions of DEI in tenure and merit promotion policies/processes. FA is currently considering resolution and may convene committee over summer to create guidelines that departments can use to see how to incorporate DEI considerations into their by-laws around tenure and promotion. If folks are interested on serving on this working group over the summer (unclear timeline, and supposedly being paid, but not clear how much) let Mia know.

- Katy: Was the CLAS summer working group (from last summer) consulted? They produced guidance and resources for how to integrate DEI considerations into tenure and promotion.

- Mia: No.

- Katy: I suggest telling them about it.

- Mia: Will do.

2. Updates from Affinity Group Network (Mia & Katy)

- Mia and Katy: not a lot happened – TIAA DEI mixer explanation took 30 minutes. Affinity group comes off as very stilted and people don’t share a lot. Questions?

- Marty: Colorado Springs Symposium still happening?

- Mia: Yes, we will cover at the end!

3. Updates LGBTQ+-inclusive pedagogy workshops

- Mia: We have the budget for two or three more. One workshop this past week with the Math Department, apparently it was “interesting” and generated push back among a couple vocal faculty members.

- Katy: Erica and Bryn (the grad students who facilitated the workshop this time) explained that pushback was divided in the room – a group was supported and engaged. Another was not and challenged Erica and Bryn. After reviewing who attended it appears the division reflected department power dynamics and divisions. Pushback seemed to be more about some attendees feeling guilted into by their chair and resentment at being there, but it was directed at trainers rather than the chair. The good that came out of this was that it gave us opportunity to brainstorm and discuss strategies for dealing with attendees who are skeptical or pushback.

- Mia: Ryan and Kathryn can you please separate the Math survey feedback from the rest and take a look at it?

- Katy: Next time we train more trainers or just review the training as a group we’ll discuss strategies for dealing with pushback.

- Mia: Survey data will help with this. We are currently setting up a training for Biology and a second workshop for English. This brings us to the point that we can apply for second year of funding from President’s DEI grant and the deadline is March 9th (we’ll highlight how we have used the money efficiently and what our successes were).

- Ed: Offers to help on proposal.

- Mia: First, we need to decide our leadership before deciding if we reapply for the grant. What happens with the committee next year? I am stepping down as president. No one has volunteered to take it over. One person already turned the presidency down. Can we sustain ourselves next year? One solution is to perhaps share duties with attending FA meetings and other responsibilities. However, DEI burnout is real. We are all doing a lot of service work so it’s okay to let our group go quiet for a while. What do you all think?

- Howard: How do you feel our representation within these other committees is being received? Do other committee members feel this is important? This speaks to the efficacy of the committee within the larger role of faculty governance.

- Mia: We’ve been quite effective as a committee. If questions of how to infuse DEI at a policy level continues, then we need to have representation. Don’t know if other’s feel differently. Maintaining a seat at the table is important.

- Ed: Echoes Mia. Representation is so important. Community that has built here is so special. As a young faculty member it meant a lot to me. Ed throws his name in to lead. But I would like to hear others.

- Mia: Agrees. Sharing duties will make everyone’s life a lot easier. Encourages newer folks to consider sharing duties. There will be new people in September after faculty assembly elections. In CLAS elections aren’t until April. Ed, I really appreciate your willingness to step in.

- Howard: I’m totally down with sharing duties of going to the meetings. For me as a white cis male it wouldn’t be good for me, appropriate for me to lead. I’m an ally, but I feel inauthentic sometimes in that representation, right? I’m much more willing to represent at faculty assembly, but not leadership of the group.

- Mia: I appreciate that self-reflection and willingness to go to FA meetings.

- Howard: Affirms.

- Dale: As someone who has been chair, sharing the duties will help a lot. It will be good for us to be represented at FA – need to hold FA accountable. We shouldn’t just show up when we have a problem but be consistently involved. Over the course of the year, it's about a month of productive time is devoted to committee work. It isn’t hard, but it is time. Dale would be willing to take some of that as a committee role. We’ve made good progress over the last six years because we’ve had good leadership. One thing I’m concerned about is in applying for the grant it’s not the typical role of FA committee to rule DEI training – it’s not part of our job descriptions. Farias gives monologues but were actually the ones in the department doing this work. Maybe we need another year to prove that this is worth it. We aren’t paid to do this – it needs to be handed off to those who are paid to do this.

- Katy: My perception of university is that they won’t do this. They’ve proven this to me time and again. Our decision is do we have the bandwidth to do this or not.

- Ed: Wants to volunteer Theo lol. Where has he been?

- Lisa: I can help with some of these responsibilities.

- Ryan: Thinks we can do the grant and should do the workshops. Sympathetic to what Mia, Dale, and Katy said.

- Mia: Can you continue on (to Ryan)?

- Ryan: Maybe.

- Katy includes list of chair responsibilities in the chat and those who volunteer to help with them next year:

1. Organizing meetings (agendas and emails) - ED

2. running meetings - ED

3. attending FA general – HOWARD, DALE, ALEJANDRO, AND LAUREL

4. attending affinity - KATY

5. representative that emails and communicates on the committee’s behalf – KATY and LISA

6. letter/application writing and submissions – MIA, RYAN, HOWARD

7. attending FA executive committee - ED

- Howard – Can we engage in something like the IRC report? Call out university’s performative aspect of its DEI work? Can we file a report and get that to the Provost?

- Laurel: Agrees in chat.

- Katy: Maybe instead of Provost since he often kicks things back to Farias, we could do a public statement or an FA statement?

- Howard: Agreed – that’s what I was thinking.

- Ed: Symposium update – CU system. Opportunity to say something, maybe we be on a panel? Regents and Todd will be there – let’s consider it!

- Martin: Is putting business panel together for the symposium!

- Ryan: Should be bring Antonio back to one of our meetings? We have data that he asked for and used as an excuse for not helping with our work? Hold his feet to the fire. Then if he doesn’t support we challenge the university in a statement.

- Dale: (in chat) The group also produces a final report for FA. That’s another place to say we shouldn’t be doing this and the university should be properly funding the work!

- Ryan: Tell Farias to fund it now since he offered to fund it when we originally applied rather than going through the grant process first.

- Mia: I will send an email summing all this up and confirming people’s commitments. Mia will also start on the data with Ryan, send to Farias and then if that doesn’t work we’ll apply for the grant. She will also advertise the symposium and send flyers for upcoming events through the LGBTQ+ Student Resource Center.