

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

Present: Katy Mohrman, Dale Stahl, Nicky Beer, Nate Thompson, Shea Swauger, Rachel Gross, Ryan Brown, Mia Fischer, Marti Sabo

Agenda

1. Approval of Dec Minutes (attached)
2. Updates from Faculty Assembly
3. Discussion of CAM pilot of gender inclusion training

Minutes

1. Approved minutes
2. Updates from Faculty Assembly:
 - a. Chancellor reports hire for VCDI is moving forward; our letter for Jacob and the Women and Gender Center was acknowledged by current interim VCDI Viveiros, she punted to the new hire for status of Women and Gender Center;
 - b. Technology issues with proctoring software and concerns about inequities, each college seems to be doing its own thing. Shea: Business School moving ahead with ODE but since ODE is now system-wide question of what happens directly on our campus; unclear what responsibility is at the system versus individual campus level and how that impacts costs for various services/software programs. Mia: CLAS Dean has brought concerns about Proctorio to other deans in various meetings. Dale: Once the new person is hired invite to one our meetings to have conversation about our concerns
 - c. Budget is not a total disaster and furloughs are ending March 1
3. CAM gender inclusion training
 - a. Dale update: CAM wants to work with us on the trainings, some concerns around whether to make it mandatory; current timeplan is to offer a pilot program for them starting Fall 2021. Question of labor, time, and effort.
 - b. Discussion about format and to what extent it can be made mandatory
 - i. Shea: is this training different in terms of impact from other implicit bias or anti-racism trainings? We won't change someone's views who is homophobic/ transphobic. Focus on practices rather than changing views
Mia: echo Shea, giving them tools
Katy: focus on practices and not trans- and homophobia 101
Nate: question of legal liability?
Rachel: bringing us back to format, in the proposal outline why it matters in terms of pressure points
Ryan: Chair responsibility and make it clear to them why it matters; here at the expectations
 - c. Importance of framing it around student success and retention – all agreed that this is key and needs to be emphasized
 - i. Get someone from SGA and/or CAM student rep to support this initiative

- d. Accountability
 - i. different accountability levels at classroom, program, and college
 - ii. creating a grievance procedure as part of accountability
 - iii. multi-checklist that allows for pre- and post-assessment
 - Nate: generally might be at a good time to do this right now because there is more attention on student needs due to COVID
 - Shea: assessment at the end of the semester and creating a public document that shows what has been accomplished concerning DEI
- e. Questions of where/how to best address the grievance process: outside the department? Anecdotally students report of not feeling supported by HR or Office of Equity. Could the Ombuds Office be an alternative? Agreement that we may need to come back to accountability at a later point.
- f. Katy is asking us to review the gender inclusion guide to see if we notice anything that's missing, doesn't make sense etc.

Here is what the committee agreed to in terms of moving forward with the pilot:

Division of Labor

- Trainings: Katy, Shea, Marti
- Proposal: Dale, Ryan, Mia
- Nate: will check-in with Katie Leonard, Rabideau, CAM student rep
- Mia: will try to reach out to Daniel Cassilas, SGA pres again

Suggestions for what to address in the proposal

- proposed format: 1) utilize both the CAM-wide meeting at the beginning of the Fall semester for a primer on why/how this is important regarding student retention success (ask student rep to be present); then 2) present practical materials and guides at the department-wide meetings after (CAM only has three different departments)

We agreed to have **draft documents ready** for committee review by **March 5, 2021** to discuss in March 12, 2021 meeting.

Meeting adjourned 12.00pm.