

*CU Denver DDC FA LGBTQ+ Committee
Meeting Minutes October 9, 2020*

Call to order and attendance, 11:00 AM.

Present: Robert Allan, Rachel Gross, Marty Sabo, Shea Swauger, Ryan Brown, Nathan Thompson, Nicky Beer

Agenda

1. Quick updates/minutes approval
2. Discussion with First-Year Experience staff, Emilie Waggoner and Christy Heaton, and Head of Advising, Nimol Hen, regarding student awareness of pronoun information in university systems and how to encourage from the student and advising side more proactive faculty engagement around gender inclusion.
3. 22 September 2020 [Executive Order](#) dubiously entitled, “Combating Race and Sex Stereotyping”
4. Any other FA updates

Minutes

1. September minutes approved.
2. Discussion with First-Year Experience staff, Emilie Waggoner and Christy Heaton, and Head of Advising, Nimol Hen.
 - a. Introductions regarding FYE and Advising on processes for students to navigate university resources.
 - b. Both FYE and Advising have resources for students and work with them to make sure that they can register their pronouns and preferred name in different systems.
 - i. FYE trains both faculty and PALs on how students can navigate university systems, IDs, etc
 - ii. Advising has monthly and biweekly trainings, so there is room for continued improvement on best practices.
 - c. Do university systems talk to each other?
 - i. Not always – things are supposed to work, but there is a process. Sometimes students have to do multiple steps, a tricky process.
 - d. How do we protect students? The systems should not “out” students; students should be able to change their information.
 - i. Students should have their identities expressed in the systems they use to go to school...BUT these systems can be used to harm people if they are no secure and private and protected.
 - ii. There are multiple levels of concern, from the university administration to the government.
 - iii. Some aspects of this information will not be protected by FERPA; some information is provided during the application process and students are not protected until they enroll.
 - e. Unclear, though, how faculty access and see all of the information. Do faculty know how these things work?

- i. Ideas about potentially offering a faculty training on gender inclusion and how not to inundate faculty...so many things faculty “should” be doing.
 - 1. Do we need to scare them with consequences, legal or otherwise?
 - 2. How do we make people aware of what the experience of being misgendered *feels* like?
 - 3. We might think about this as misidentification on a broad range, not just on gender – mispronouncing names, etc.
 - 4. Other models out there?
 - f. Advising has been working on training videos and will ask its student workers to put together some videos on these issues.
- 3. Executive Order
 - a. How do we fight this? Can we put FA on record rejecting the T**** administration’s framing of the issue? Center critical race theory in ways that show its utility and how it encourages a necessary reckoning with the past and present?
 - i. How do we move some of these ideas outside the classroom, so that our students feel safer and more recognized on our campus?