

*CU Denver DDC FA LGBTQ+ Committee  
Meeting Minutes November 13, 2020*

Present: Dale Stahl, Mia Fischer, Katherine Mohrman, Ryan Brown, Nicole Beer, Maren Scull, Nate Thompson, Marty Sabo, Jacob McWilliams

**Agenda**

1. Approval of October minutes (coming soon)
2. Discussion of Advising Center's new videos (link on its way)
3. Updates from Faculty Assembly (shared communication protocol and inclusion training)
4. Discussion of Inclusion Training (options and ways forward – CETL and CFDA may be interested in collaborating on pilot)

**Minutes**

1. October minutes approved.
2. Slightly changed order of agenda to address most time-sensitive issues:
3. Dale and Katy with report from Faculty Assembly meeting re purple ink letter and presentation on training for pronoun/gender identity inclusive teaching:
  - a. Purple Ink Letter was approved by FA; convoluted process: first endorsement of the letter's recommendations before the entire letter received approval
  - b. overall positive reception re importance of pronouns and gender identity by FA especially after Daniel Casillas from SGA also spoke up in support
4. Discussion of Inclusion training and paths forward
  - a. resources and collaboration possible with CETEL pros and cons
  - b. faculty in FA also indicated interested in a larger training that encompasses all aspects of diversity, equity, inclusion – yet the question of whether that may dilute efforts and/or make it harder to implement
  - c. guest Jacob McWilliams from Women and Gender Center: DEI work currently exclusively focused on race which is totally understandable and makes sense; DEI leadership has a hard time thinking for intersectionally around issues of equity. So in theory more broad approach is great but probably not practical right now. There have been three prior attempts for trainings but they never materialized.
  - d. Marty mentions possibility of tri-institutional approach; consensus that probably best to start with CU Denver first
  - e. Question about making the training “mandatory” and attaching it directly to merit evaluations
    - i. How do we effectively reach the people who need these the most
    - ii. Drawbacks to making them seem like “punishment”
    - iii. What metrics/outcomes to apply for merit evaluations
    - iv. Integration into existing structures, e.g. CLAS' Improvement of Instruction or Diversity Report
  - f. Types and models of trainings
    - i. Jacob describes implementations at program/department-level at other institutions; emphasizes that its leadership who have to make those

cultural changes rather than those who are less-secure and often don't receive recognition for their work.

- ii. more immediate program-level approach with workshops/training
  - iii. Arrival of new Provost in July 2021 as opportunity to pitch and demand institution-wide implementation
  - g. Summary of three key items the committee will work on: 1) Individual training; 2) Merit-related and program-level efforts; 3) reaching out to other relevant stakeholders
5. Scheduling December meeting to invite Theodosia Cook or Mark Rabideau from CAM
- a. Katy will compile various data/resources into one document
  - b. We will begin collaboration on workshop/training
  - c. Target departments and hold workshops during Spring semester
  - d. Use collected data to present to new Provost in summer 2021