**CU Denver DDC FA LGBTQ+ Committee**

Meeting Minutes November 12, 2022

Attendance: Mia Fischer, Dale Stahl, Lisa Johansen, Katy Mohrman, Mari Prestigiacomo, Martin Sabo, Howard Cook, Ryan Brown, Ed Cannon

**November Agenda**

1. Approval of October minutes and note-taker
   1. October 2022 meeting minutes approved by committee
2. Updates from Faculty Assembly (Howard)
   1. Joann Addison brought up the issue of upper administration’s salaries being redacted from public information but salaries of faculty are not redacted. All salaries are to be publicly disclosed. Provost stated he will get back to us regarding this issue. The issue is lack of transparency at all levels.
3. Updates LGBTQ+-inclusive pedagogy workshops
   1. Trainings concluded in BUS; one more workshop with Engl. Dept. this semester; planning outreach for spring?
   2. Mia has been trying to get the College of Engineering to commit to training dates. So far, no luck.
   3. Thinking about other departments/programs in CLAS and possibly combining smaller departments into one training workshop.
   4. We still have budget $$ for grad students to run the workshops.
   5. Ryan Brown and Katherine Yazgulian will be analyzing data collected from faculty and staff survey responses and present at our December meeting.
   6. Ryan stated Katherine could work on the guides – cleaning them up / streamlining the information.
   7. Ryan asked about obtaining CAM syllabi from pre and post workshops to see if there are changes in practice (Hoping to see more inclusive information included in syllabi post workshop). Howard provided contact information: Sean Koto and Michelle Carpenter from Visual Arts.
   8. Katy asked about sending another survey to staff and non-faculty attendees to ask for self-reporting of using information learned from the workshops.
   9. Dale asked if there was a way to pay IRC faculty that don’t have service in their contract to attend workshops. Right now many are doing it for free. Will we get more attendance if there is some kind of compensation? Pay would be better than Professional Development funds. For example, many lecturers in English teach so many students but are they going to attend without compensation? If the University wants this training done, we need to find ways to compensate. Katy stated that she would bring this issue to the Union as well.
4. Updates from Farias’ Affinity Group Network
   1. Teri Engelke (HR) stated that her group was looking into UCD policies and issues regarding workload, compensation, salary equity and compression, parental leave. There is a 3C committee to look at these issues.
   2. Turan Kayaoglu (AVC FA) brought up the issue of diverse representation in FA. And commented on the fact that FA opposed the FAR DEI data collection for 2021 merit evaluation. Stated that faculty doing DEI work and faculty of color were upset by the retraction of the work in FAR and merit evaluations. There are some feelings by these two groups that other faculty don’t care about DEI, and some had put a lot of work into the DEI FAR evaluations. Context is that FA opposed the inclusion of this information for merit because it was implemented without faculty consultation and more of an administration decision, hence the opposition.
   3. Katy brought up the issue that for other departments / colleges, except Business, DEI is not part of merit (via by-laws). Does this work count for anything for the faculty or is it just to help make the University look good? Lots of work here to define what DEI work means and to get resources to implement DEI work / department plans / change culture / climate in some departments.
5. Updates re implementation of college and department level DEI plans
   1. Resource: <https://clas.ucdenver.edu/inclusive-excellence-strategic-plan>
6. Ed Cannon – LGBTQ Faculty Council
   1. CU LGBTQ+ Symposium on May 22, 2023 at UCCS
   2. Queer Futures and Higher Education in the Rocky Mountain West
   3. Resource: [https://docs.google.com/document/d/1Kzkb57bgGKhxjpO-G2ZlB0azPofrWdy5B2O6VW65w2A/edit#](https://docs.google.com/document/d/1Kzkb57bgGKhxjpO-G2ZlB0azPofrWdy5B2O6VW65w2A/edit) (document just for this group – not published)
   4. Open to students and faculty – would love to have students present work
   5. Hoping to have a Published Proceedings, panelists, presenters, training session
   6. Look for a blurb in CU Connections and call for proposals coming
7. FC LGBTQ
   1. Asking Regent Leslie Smith to come to next meeting and see if she will bring up the issue at a Regent meeting of Regent Heidi Ganahl and her anti-Trans statements (housing “issue” at UC Boulder). Ganahl was clearing in violation of Regent law by the statements made and this is NOT representative of UCD.
8. New Business:
   1. Dale: There is a movement by students / student government to find better prayer spaces for Muslim students. More rooms are needed. Needs faculty support. Farias stated they are trying to find space in the Student Commons Building.
   2. Katy stated FC LGBTQ is also trying to get an HR rep to come to their meeting / perhaps have Teri Engelke come to our meeting so we can bring up issues too
9. Look ahead: final meeting of the semester is on Fr Dec 9
   1. RA Kathryn Yazgulian will present key findings from workshop surveys – December 9, 2022