**CU Denver DDC FA LGBTQ+ Committee**

*Meeting Minutes Friday, April 14, 2023*

Attendance: Mia Fischer, Dale Stahl, Nicky Beer, Katy Mohrman, Mari Prestigiacomo, Alejandro Marquez, Marty Sabo

**April agenda**

1. Approval of Dec and March minutes (thanks Lisa!) and note-taker
   1. Minutes approved unanimously
2. Brief Updates from Faculty Assembly (Mia)
   1. Lavender graduation
      1. This will be happening this year – let students know
   2. AVC Kayaoglu: standardizing IRC promotion compensation; faculty awards celebration; salary grievance policies and committee
      1. This can be retroactive but will have to go through the grievance committee
   3. FCQ mining
      1. FA and upper administration are both concerned about legality and the implications of this process
   4. Chancellor Marks’ updates on budget
      1. First round of cuts have been finalized
   5. AAA letter (Katy)
      1. Meeting with chancellor and higher administration was similar to other discussions where there has been little commitment to changes advocated
   6. New FA Chair
      1. Stephanie Santorico will be the next chair
   7. New committee chair
      1. Ed will be stepping into that role
3. Conclusion of LGBTQ+ inclusive pedagogy workshops  (10min)
   1. Officially closed out this year with workshops in English and Integrated Biology
   2. Generating final data report and letter to Farias
      1. Mia and Ryan will put together a report and advocate for additional funding and infrastructure
   3. Out of funding
      1. Use the language Farias has used as benchmarks and provide a model for sustainable continuation of the workshops
      2. Frame the harms that these workshops can avoid and the social and political contexts affecting LGBT faculty and students
      3. Point out lack of funding and infrastructure for LGBT issues on campus
4. Discussion with teri engelke, AVC for HR on progress towards making HCM more inclusive for LGBTQ+ employees (joins at 11.20am; ~30min)
   1. New HR office for CU Denver
      1. Full team now
         1. Assistant director for payroll, compensation, etc.
         2. Another AD for recruitment, enrollment,
         3. Two talent acquisition specialists
         4. Payroll specialists
         5. Employee relations specialist
      2. Compensation questions
         1. CCC – comprehensive compensation collaborative
         2. Guidelines, frameworks for how we get paid, and set adjustments
         3. More transparency around career levels, career families, salary levels compared to industry, market data, etc.
         4. June 2024 live date
         5. Deep compression analysis and equity issues
      3. Supervisor network – support for those who are leading people
         1. Community of practice
   2. Points to raise – others?
      1. Persistent lack and inconsistency of gender/pronoun selections/options in various HR systems that don’t talk to each other: lack of consistent engagement with experts on campus about how to update these/what needs to be done
         1. Teri: conversations have appeared circular with HCM, and there are trickle-down effects
            1. Preferred name has been turned on
            2. Next step is pronouns and gender id

Boulder and UCCS are interested in building out and need to understand the effects downstream especially around Benefits

Felicity, CHRO, trying to work with health insurance as if there is not a field matchup for gender, then the default is “male”

Teri: we want people to have agency around making changes and avoid harm

We need to partner with different groups, including student government, and also avoid Big Brother issue of doing harm by collecting information

What about training on this subject? How can we be in contact and regularly consulted?

Teri: we need to avoid the cyclical problem of going nowhere. Teri has seen the impacts when these HR issues are not addressed.

* + 1. Availability of resources specifically relevant for LGBTQ+ employees on central HR website: benefits, health care, etc.
       1. Hard to find LGBTQ+-relevant health information
       2. Teri: happy to ask benefits about offering more information
    2. Competency and sensitivity re LGBTQ+ issues among HR staff: trainings?
    3. Interface with HR at system level and Anschutz
       1. We do have greater autonomy now with some things, but HCM is controlled in part by the system. The system is willing to do what we want, and we obtain greater leverage by working with other campuses.
       2. We also have autonomy in thinking through additional software fixes
    4. Next steps
       1. Connect with Antonio and with campus CHRO
       2. What do we want those gender designations to be? 🡨it’s important that there is an expert in the room to share in these efforts
       3. Katy offered LGBTQ workshop for HR staff

1. Marty: Business School now has availability of all-gender bathrooms and signage
2. May meeting: wrapup, report to Farias, and close out discussion
3. Meeting adjourned at 12:01pm