**FA LGBTQ+ Committee Meeting Minutes May 10, 2024**

Attending: Ed C, Katy M, Howard C, Dale S, Lisa J, Ryan B, Mari P, Jill R, Jennifer H from OOE

Elections were held for 2024-25 and Katy was voted in as chair, while Lisa was voted in as secretary. Both votes had a quorum and were unanimous. The following topics were discussed:

1. Announcement from Ed that this fall a ballot initiative, “Protecting the Freedom to Marry” will come before Colorado voters. SCR24-003. Here is language from https://leg.colorado.gov/bills/scr24-003

Submitting to the registered electors of the state of Colorado an amendment to the Colorado constitution removing the ban on same-sex marriage.

SESSION: 2024 Regular Session SUBJECT: Children & Domestic Matters

BILL SUMMARY

The Colorado constitution states that a marriage is valid only if it is between one man and one woman. That provision has been unenforceable since the United States supreme court decision in Obergefell v. Hodges, 576 U.S. 644 (2015). The concurrent resolution repeals the provision.

2. Jennifer H from Office of Equity came in response to some dead naming of students that was brought to the committee’s attention. Jennifer has the highest level Maxient clearance, and explained that the glitch has been fixed. She also reported that she has shared this information with other departments who use Maxient, for best practices purposes.

3. Lisa gave a report about the Gender & LGBTQ+ Pedagogy Trainings that took place in 2023-24. An evaluation report from Ryan follows.

There were three workshops presented in 2023-24: to the Business School in the fall, and to Engineering and School of Public Health in spring. This fall, the committee will reach out and confirm a date early with SEHD, Business, Architecture/Planning, and CLAS (History). Looking for more faculty to co-facilitate with graduate students; please send folks who are interested to Katy. Katy will be conducting a train-the-trainer workshop in early fall.

**Gender & LGBTQ+ Pedagogy Trainings Evaluation submitted by Ryan:**

During the 2023-2024 academic year, the Gender- and LGBT+- Inclusive Pedagogy Training has been administered to over  60 CU-Denver employees across 3 schools (engineering, SPA, business school) including 22 faculty members. Importantly, the individuals who attended the training reported that they interact with over 6,600 students per year, demonstrating the substantial reach this type of instruction can have on the wellbeing of the student body at large.

Moreover, the experiences of these participants at CU Denver provide evidence of the necessity of the training we have provided. Specifically, over 87% of the attendees reported working with students that use pronouns other than she/her or he/him, yet only 17% knew how to provide guidance to these students on how to assign or change their pronouns across all of the CU Denver information systems. By the end of the program, the competency in guiding students to access and fully utilize name and pronoun options across the CU Denver information systems had increased by over 365% to around 62%.

Despite almost universally reported experience interacting with LGBTQ+ students, prior to training less than half felt they could confidently access resources on LGBTQ+ issues or effectively recover from a mistake with regard to LGBTQ+ issue/topic. After the completion of the training, though, 90% of the participants felt they could access LGBTQ+ resources and nearly all participants said they now know how to appropriately react to making a mistake with regard to an LGBTQ+ topic or issue. Overall, ~70% of the workshop participants reported that the information was very useful and 100% indicated that they would recommend the workshop to a colleague.