



Faculty Council/LGBTQ+ Committee Annual Report

AY 2020-21

Committee Charge: (as listed in Faculty Council Bylaws)

Lesbian, Gay, Bisexual, Transgender, Queer + (LGBTQ+) Committee considers concerns of gay, lesbian, bisexual and transgender faculty, including:

1. Assessing the cultural climate of the university as it pertains to opportunities of LGBTQ+ faculty for academic advancement, productivity and appropriate compensation;
2. Making recommendations for creating an academic environment that fosters the academic success of LGBTQ+ faculty;
3. Working to assure fairness in the recruitment and retention of LGBTQ+ faculty;
4. Developing support networks and recommending policy to address the needs of LGBTQ+ faculty.

Brief description of the committee's activities for the AY 2019-2020:

Goals related to DEI:

1. **Continue review of policy for the needs of LGBTQ+ Faculty, staff and student retention and recruitment.**
2. **Offer Safe zone trainings for CU departments upon request.**
3. **Meet with Brenda Allen, and members of the Women's and CREE committees.**
4. **Obtain sponsorship funding from CU for the 2020 Denver PrideFest**

Progress of goals related to DEI:

1. **The committee reviewed policy for the needs of LGBTQ+ Faculty, staff and student retention and recruitment.**
2. **The committee met with Human Resource representatives from the CU System to advocate for the inclusion of Gender X for all Human Resource and University demographic platforms/software's. The University has committed to making the changes within the current platforms.**
3. **The committee met with Brenda Allen, and members of the Women's and CREE committees to further EDI efforts within the committee and the University System.**
4. **The committee partnered with the CREE and Women's committees to put out joint statements denouncing discrimination, as well as offered a screening of the film, "Coded bias." (see item 5).**



5. **The committee successfully presented a screening of the documentary “Coded Bias,” including Q&A with the director and other invited panelists from across CU. Over 80 people attended.**
6. **The committee met with the CU System Chief Diversity Officer of DEI to discuss committee concerns and goals for the CU System.**
7. **The committee has started the process of rewriting our committee mission statement, in consultation with Dr. Brenda Allen, to more accurately reflect our committee’s charge.**
8. **The committee met with Dr. Brenda Allen and DEI leaders at CU Anschutz to discuss concerns over non-inclusive language in professional development marketing materials for CU Anschutz Faculty, Staff and Students.**

Brief description of committee meetings: (how many meetings were held, membership, and administrative support)

- 10 meetings were held this AY
- Administrative Support: Dr. Joanne Addison (FC Chair) and Jonelle Henning

Ed Cannon, Co-Chair	CU Denver, Education & Human Development
Troyann Gentile, Co-Chair	CU Denver, Education & Human Development
Carey Candrian	CU Anschutz, Medicine
Sean Iwamoto	CU Anschutz, Medicine
Danielle Loeb	CU Anschutz, Medicine
Sandy Ho	CU Colorado Springs, College of Education
Marie Hoerner	CU Colorado Springs, Geography & Environmental Sciences
Lisa Flores	CU Boulder, Communication



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Conclusion:

The committee identified 4 major goals for the AY and with COVID's impact, added several new goals.. We had a very successful Queer Movie Night. The committee has increased membership from the previous year and has a consistent meeting attendance. Our aspirational goals related to DEI would be to work more with Women's and CREE committees.

Respectfully submitted

Edward Cannon and Troyann Gentile, Co-Chairs

Submission date: 05/11/21