

## **CU Denver DDC FA GLBTI Committee Meeting Agenda – February 13, 2015**

Call to order and attendance, 11:00 AM.

### **NAME TERM School / College**

Rosemary Evetts	2012 - 2015	Library
<del>David Bondelevitch</del>	<del>2014 - 2015</del>	<del>CAM (Vice Chair) Sabbatical</del>
<del>Bryan Wee</del>	<del>2011 - 2014</del>	<del>CLAS Sabbatical</del>
Maren Scull	2014 - 2017	CLAS
Brian Ott	2014 - 2017	CLAS
Troyann Gentile	2013 - 2015	SEHD (CHAIR) X
Joanne Addison (Ex-Officio)		FA Chair
Ed Cannon		SEHD
Robert Allen		SEHD
John Ruquillo		SPA
Merrily Kautt	-	Business
OPEN	-	CAP
OPEN	-	CEAS

### 1. Faculty Assembly GLBTI Spring 2015 GOALS

- “Diversity” Training
  - Safe Zone Training for FA members (March 13<sup>th</sup> 11-12:30)
- Others?
  - Start Pride Index- Refer to Scarlet’s copies. Discuss in February
  - Name Change- National groups use LGBTQ.
  - Symposium:

#### Next Year

- Theme
- Full day vs half day
- Space – S. Denver or UCCS campus
- More time for discussion/Q&A/Networking
- Suggested 1<sup>st</sup> or 2<sup>nd</sup> Friday in Nov.
- Registration Fee
- Case against 8, with discussion/film makers

- ### 2. Review of Committee Name-“there is a national debate regarding the issue of combining sexual orientation with gender issues. Maybe as an educational institution we need to respond to a national concern by separating out gender issues from sexual orientation. APA has already separated sexual orientation and gender concerns, please see: <http://www.apa.org/pi/lgbt/resources/guidelines.aspx>, and the attached document. Also the National Center for Transgender Equality has expressed concerns about the issue.”

3. ACPA Trans Article (attached)
4. Adjournment. **Motion**

Update: FC designated sub-committee to work with Jill Pollock to draft and send out a State of Health Equity and other equity issues at CU.

Joanne-Holding Pattern?

## **New Business**

### **Upcoming Events**

**Bridge Speaker & Rachel B. Noel Distinguished Visiting Professorship: Janet Mock**

TIVOLI TURNHALLE

February 26, 2015 | 11am

**Love Is A Drag/Day of Drag**

TIVOLI TURNHALLE

February 12, 2015 | 12pm

**Transgender Day of Visibility**

TIVOLI TURNHALLE

March 31, 2015 | 10am

**Women's Leadership Conference**

TIVOLI 320ABC

March 5, 2015 | 12pm

**Working it Out**

TIVOLI 440

March 5, 2015 | 10am

Day of Silence (April 17<sup>th</sup>)

May 17<sup>th</sup> IDAHO Day (Intl Day Against Homophobia)

Adjournment. **Motion**

## ***CU Denver DDC FA GLBTI Committee Meeting Agenda – February 13, 2015***

Call to order and attendance, 11:00 AM.

### **Members Present:**

#### **NAME TERM School / College**

Maren Scull	2014 - 2017	CLAS
Brian Ott	2014 - 2017	CLAS
Troyann Gentile	2013 - 2015	SEHD (CHAIR)
Joanne Addison (Ex-Officio)		FA Chair
Robert Allen		SEHD

#### 1. Faculty Assembly GLBTI Spring 2015 GOALS

- “Diversity” Training
  - Safe Zone Training for FA members (March 13<sup>th</sup> 11-12:30)
- **Would the committee want to encourage individual departments to schedule their own safe zone training?**
- Others?
  - Start Pride Index- Refer to Scarlet’s copies. Discuss in February:
    - **We want to get started: Start to get prepared for next cycle: Send out Scarlet’s info.**
  - Name Change- National groups use LGBTQ.
  - **ED’s job-**  
**Ed is looking for what’s being used around the nation. Do we want to separate out Sexual Orientation and Gender Identity- Coming up with a name that would bring greater understanding to the differences among/between gender and sexual orientation?**

Review of Committee Name-“there is a national debate regarding the issue of combining sexual orientation with gender issues. Maybe as an educational institution we need to respond to a national concern by separating out gender issues from sexual orientation. APA has already separated sexual orientation and gender concerns, please see: <http://www.apa.org/pi/lgbt/resources/guidelines.aspx>, and the attached document. Also the National Center for Transgender Equality has expressed concerns about the issue.”

- **Goal: Contact Staff Council- Would there be folks interested in getting together- Troyann will contact Desire Fisk. Have a meeting with staff council to see how to collaborate**
- **Do we want to have a social component to our committee? History- Faculty and Staff integrated across campus.**
- **Goal: Pride Fest- Does committee want to represent at Pride Fest? Raul Cardenas- request for the University of Colorado Denver- Robert will request meeting from Joanne and Robert.**

- Troyann will contact Scarlet to see how CU Boulder had a presence at Pride Fest
- 

## 2. Symposium:

### Next Year

1. Theme
2. Full day vs half day
3. Space – S. Denver or UCCS campus
4. More time for discussion/Q&A/Networking
5. Suggested 1<sup>st</sup> or 2<sup>nd</sup> Friday in Nov.
6. Registration Fee
7. Case against 8, with discussion/film makers  
CU Denver South- Bring in Film maker and do something different.  
Art Show?  
Possible Themes:
  - Images and Representations
  - Queer Studies- Thinking QueerGuest Speaker: Dylan Scholinski- Last Time I wore A Dress (LOCAL)- Art Therapy social Session? Partnering with youth

3. ACPA Trans Article (attached)
4. Adjournment. **Motion**

Update: FC designated sub-committee to work with Jill Pollock to draft and send out a State of Health Equity and other equity issues at CU.

Joanne-Holding Pattern?

## **New Business**

## **Discuss Elections for New Officers-**

## Upcoming Events

### Bridge Speaker & Rachel B. Noel Distinguished Visiting Professorship: Janet Mock

TIVOLI TURNHALLE

February 26, 2015 | 11am

### Love Is A Drag/Day of Drag

TIVOLI TURNHALLE

February 12, 2015 | 12pm

### Transgender Day of Visibility

TIVOLI TURNHALLE

March 31, 2015 | 10am

### Women's Leadership Conference

TIVOLI 320ABC

March 5, 2015 | 12pm

### Working it Out

TIVOLI 440

March 5, 2015 | 10am

Day of Silence (April 17<sup>th</sup>)

May 17<sup>th</sup> IDAHO Day (Intl Day Against Homophobia)

Adjournment. **Motion**

**CU Denver DDC FA GLBTI Committee  
Meeting Agenda – April 10, 2015**

Call to order and attendance, 11:00 AM.

**NAME TERM School / College**

Rosemary Evetts	2012 - 2015	Library
<del>David Bondelevitch</del>	<del>2014 - 2015</del>	<del>CAM (Vice Chair) Sabbatical</del>
<del>Bryan Wee</del>	<del>2011 - 2014</del>	<del>CLAS Sabbatical</del>
Maren Scull	2014 - 2017	CLAS
Brian Ott	2014 - 2017	CLAS
Troyann Gentile	2013 - 2015	SEHD (CHAIR) X
Joanne Addison (Ex-Officio)		FA Chair
Ed Cannon		SEHD
Robert Allen		SEHD
John Ruquillo		SPA
Merrily Kautt	-	Business
OPEN	-	CAP
OPEN	-	CEAS

1. DDC FA Safe Zone Training- Report
2. Pride Fest Meeting with Raul Report- Robert
3. Elections for Committee Officer Positions
4. 4<sup>th</sup> Annual CU GLBTI Symposium- November 13, 2015 (UCCS)
  - a. Possible Themes-
  - b. Format
  - c. Registration Fee? \$25.00
  - d. Case Against 8, with discussion/film makers (Friday after symposium)?
  
5. Faculty Assembly GLBTI Spring 2015 GOALS
  - “Diversity” Training
    - Safe Zone Training for FA members (March 13<sup>th</sup> 11-12:30) DONE
  - Goal: Contact Staff Council- Would there be folks interested in getting together- Troyann will contact Desire Fisk. Have a meeting with staff council to see how to collaborate
  - Do we want to have a social component to our committee? History- Faculty and Staff integrated across campus.
  - Goal: Pride Fest- Does committee want to represent at Pride Fest? Raul Cardenas- request for the University of Colorado Denver- Robert will request meeting from Joanne and Robert.

- Troyann will contact Scarlet to see how CU Boulder had a presence at Pride Fest  
DONE

## **New Business**

## **Upcoming Events**

Day of Silence (April 17<sup>th</sup>)

May 17<sup>th</sup> IDAHO Day (Intl Day Against Homophobia)

Adjournment. **Motion**

**CU Denver DDC FA GLBTI Committee  
Meeting Minutes – April 10, 2015**

Call to order and attendance, 11:00 AM.

**NAME TERM School / College**

<del>Rosemary Evetts</del>	<del>2012 - 2015</del>	<del>Library</del>
<del>David Bondelevitch</del>	<del>2014 - 2015</del>	<del>CAM (Vice Chair) Sabbatical</del>
<del>Bryan Wee</del>	<del>2011 - 2014</del>	<del>CLAS Sabbatical</del>
Maren Scull	2014 - 2017	CLAS
Brian Ott	2014 - 2017	CLAS
Troyann Gentile	2013 - 2015	SEHD (CHAIR) X
Joanne Addison (Ex-Officio)		FA Chair
<del>Ed Cannon</del>		<del>SEHD</del>
<del>Robert Allen</del>		<del>SEHD</del>
<del>John Ruquillo</del>		<del>SPA</del>
<del>Merrily Kautt</del>		<del>Business</del>
OPEN	-	CAP
OPEN	-	CEAS

1. DDC FA Safe Zone Training- Report
2. Pride Fest Meeting with Raul Report- Robert
3. Elections for Committee Officer Positions- Ed Cannon as Vice Chair- Troyann Gentile as Chair
4. 4<sup>th</sup> Annual CU GLBTI Symposium- November 13, 2015 (UCCS)
  - a. Possible Themes-
    - i. Art show?
    - ii. State of Marriage Equality Nationally and In Colorado
    - iii. History of LGBTQ Rights- Art show...
    - iv. Here and Now—Then & There (Historical Sub-theme)
  - b. Format
  - c. Registration Fee? \$25.00
  - d. Case Against 8, with discussion/film makers (Friday after symposium)?
5. Faculty Assembly GLBTI Spring 2015 GOALS
  - “Diversity” Training”
    - Safe Zone Training for FA members (March 13<sup>th</sup> 11-12:30) DONE
      - 15 attendees- most were from SEHD
      - Proper terminology
      - Handout
      - Aware of diff groups
      - Safe Zone Anny handouts provided to post.
    - Would like to have a committee action item- Spring each year. Talk to Steve about an annual commitment.



Goal: Contact Staff Council- Would there be folks interested in getting together- Troyann will contact Desire Fisk. Have a meeting with staff council to see how to collaborate

- Do we want to have a social component to our committee? History- Faculty and Staff integrated across campus.
  - Reaching out to Brenda Allan's Office- How CU Denver GLBTI Committee can start an initiative to bring the wider community together (Faculty /Staff etc...) Ideally every other month or Quarterly. Ed will reach out to Brenda to get going for Fall (Visibility thing too)
- Goal: Pride Fest- Does committee wants to represent at Pride Fest? Raul Cardenas-request for the University of Colorado Denver- Robert will request meeting from Joanne and Robert. IN PROGRESS
- Troyann will contact Scarlet to see how CU Boulder had a presence at Pride Fest DONE- Sent to Robert
- Committee Name Change- Bylaws changed in May 2015- Do we want to change our name?
  - Resistance- important to have visibility as Gay. Lesbian etc.. The assimilation could make us invisible. Makes it easier for people not to say that words (gay, lesbian)
  - Important societal and political stance to claim an identity.
  - LGBTQ seems to be a national standard or LGBT+ (Ed's research on Universities revealed this.
  - Consider a poll for the symposium on name change...
  - How do we honor Sexual identity and Gender Diversity (Sexual Orientation and Gender Diversity)
  - HOLD ON DECISION

#### 150-4. Committee on Sexual Orientation and Gender Diversity

---

**150-4.1** There shall be a Committee on Sexual Orientation and Gender Diversity whose mission shall be to: (a) study and evaluate on an ongoing basis how the issues and concerns of sexual orientation and gender diverse (e.g., Lesbian, Gay, Bisexual, Transgender and Queer [LGBTQ]) psychologists can best be dealt with; (b) encourage objective and unbiased research in areas relevant to sexual orientation and gender diverse (e.g., LGBTQ) adults and youths and the social impact of such research; (c) examine the consequences of inaccurate information and stereotypes about sexual orientation and gender diverse (e.g., LGBTQ) adults and youth in clinical practice; (d) develop educational materials for distribution to psychologists and others; and (e) make recommendations regarding the integration of these issues into the APA's activities to further the cause of human rights of sexual orientation and gender diverse (e.g., LGBTQ) individuals and communities.

The Committee shall consist of six members to be appointed for staggered terms of three years. At least one of its members shall be an early career psychologist. It shall report to Council through the Board for the Advancement of Psychology in the Public Interest.

## New Business

## **Upcoming Events**

Day of Silence (April 17<sup>th</sup>)

May 17<sup>th</sup> IDAHO Day (Intl Day Against Homophobia)

Next Committee Meeting May 8<sup>th</sup>, 2015

Adjournment. **Motion**

**CU Denver DDC FA GLBTI Committee  
Meeting AGENDA – May 8, 2015**

Call to order and attendance, 11:00 AM.

**NAME TERM School / College**

Rosemary Evetts	2012 - 2015	Library
<del>David Bondelevitch</del>	<del>2014 - 2015</del>	<del>CAM (Vice Chair) Sabbatical</del>
<del>Bryan Wee</del>	<del>2011 - 2014</del>	<del>CLAS Sabbatical</del>
Maren Scull	2014 - 2017	CLAS
<del>Brian Ott</del>	<del>2014 - 2017</del>	<del>CLAS</del>
Troyann Gentile	2013 - 2015	SEHD (CHAIR) X
Joanne Addison (Ex-Officio)		FA Chair
Ed Cannon		SEHD
Robert Allen		SEHD
John Ruquillo		SPA
Merrily Kautt	-	Business
OPEN	-	CAP
OPEN	-	CEAS

1. Pride Fest Meeting with Raul Report- Robert
2. Elections for Committee Officer Positions- Ed Cannon as Vice Chair- Troyann Gentile as Chair
3. Ed Will report on his meeting with Brenda Allen
  - Notes from last meeting: Do we want to have a social component to our committee? History- Faculty and Staff integrated across campus.
    - Reaching out to Brenda Allan's Office- How CU Denver GLBTI Committee can start an initiative to bring the wider community together (Faculty /Staff etc...) Ideally every other month or Quarterly. Ed will reach out to Brenda to get going for Fall (Visibility thing too)
  - Goal: Pride Fest- Does committee wants to represent at Pride Fest? Raul Cardenas- request for the University of Colorado Denver- Robert will request meeting from Joanne and Robert. IN PROGRESS
  - Troyann will contact Scarlet to see how CU Boulder had a presence at Pride Fest DONE- Sent to Robert
  - Tabled: Committee Name Change- Bylaws changed in May 2015- Do we want to change our name?

**150-4. Committee on Sexual Orientation and Gender Diversity**

**150-4.1** There shall be a Committee on Sexual Orientation and Gender Diversity whose mission shall be to: (a) study and evaluate on an ongoing basis how the issues and concerns of sexual orientation and gender diverse (e.g.,

Lesbian, Gay, Bisexual, Transgender and Queer [LGBTQ] psychologists can best be dealt with; (b) encourage objective and unbiased research in areas relevant to sexual orientation and gender diverse (e.g., LGBTQ) adults and youths and the social impact of such research; (c) examine the consequences of inaccurate information and stereotypes about sexual orientation and gender diverse (e.g., LGBTQ) adults and youth in clinical practice; (d) develop educational materials for distribution to psychologists and others; and (e) make recommendations regarding the integration of these issues into the APA's activities to further the cause of human rights of sexual orientation and gender diverse (e.g., LGBTQ) individuals and communities.

The Committee shall consist of six members to be appointed for staggered terms of three years. At least one of its members shall be an early career psychologist. It shall report to Council through the Board for the Advancement of Psychology in the Public Interest.

## **New Business**

## **Upcoming Events**

Summer!!!

Adjournment. **Motion**

## **CU Denver DDC FA GLBTI Committee Meeting Minutes – May 8, 2015**

Call to order and attendance, 11:00 AM.

### **NAME TERM School / College**

<del>Rosemary Evetts</del>	<del>2012 - 2015</del>	<del>Library</del>
<del>David Bondelevitch</del>	<del>2014 - 2015</del>	<del>CAM (Vice Chair) Sabbatical</del>
<del>Bryan Wee</del>	<del>2011 - 2014</del>	<del>CLAS Sabbatical</del>
<del>Maren Scull</del>	<del>2014 - 2017</del>	<del>CLAS</del>
<del>Brian Ott</del>	<del>2014 - 2017</del>	<del>CLAS</del>
Troyann Gentile	2013 - 2015	SEHD (CHAIR) X
Joanne Addison (Ex-Officio)		FA Chair
Ed Cannon		SEHD
Robert Allen		SEHD
John Ruquillo		SPA
<del>Merrily Kautt</del>	<del>-</del>	<del>Business</del>
OPEN	-	CAP
OPEN	-	CEAS

1. Pride Fest Meeting with Raul Report- Robert
  - a. Robert spoke with Raul- Raul on board with why CU Denver would be more involved in Pride Fest. Seemed like the sponsorship timeline was tight for this year. Timing didn't work this year- hard to get all financial decision in line. Next year we will be a major sponsor. This year CU Denver will have a booth. Robert will follow up with committee as a whole to seek volunteers for CU Denver booth at Pridefest.
2. Elections for Committee Officer Positions- Ed Cannon as Vice Chair- Troyann Gentile as Chair
3. Ed Will report on his meeting with Brenda Allen:
  - a. There seems to be a dearth of opportunities for LGBT faculty to meet. We would like to have a social/affinity group for LGBT and allies (faculty/staff)/
    - i. Potential launch in Fall (back to school night) Name- "Something Queer"
    - ii. Ed will work with Office of Diversity & Inclusion for funds
    - iii. 2- 3 events/year (beginning of Fall, Spring and Summer.
  - b. Networking and Visibility Opportunities
    - Notes from last meeting: Do we want to have a social component to our committee? History- Faculty and Staff integrated across campus.
      - Reaching out to Brenda Allan's Office- How CU Denver GLBTI Committee can start an initiative to bring the wider community together (Faculty /Staff etc...) Ideally every other month or Quarterly. Ed will reach out to Brenda to get going for Fall (Visibility thing too)
    - Goal: Pride Fest- Does committee wants to represent at Pride Fest? Raul Cardenas- request for the University of Colorado Denver- Robert will request meeting from Joanne and Robert. IN PROGRESS

- Troyann will contact Scarlet to see how CU Boulder had a presence at Pride Fest  
DONE- Sent to Robert
- Tabled: Committee Name Change- Bylaws changed in May 2015- Do we want to change our name? Continued Table
- Kaitlyn Ryan- Family Acceptance Project- Possible ally oriented speaker

#### 150-4. Committee on Sexual Orientation and Gender Diversity

---

**150-4.1** There shall be a Committee on Sexual Orientation and Gender Diversity whose mission shall be to: (a) study and evaluate on an ongoing basis how the issues and concerns of sexual orientation and gender diverse (e.g., Lesbian, Gay, Bisexual, Transgender and Queer [LGBTQ]) psychologists can best be dealt with; (b) encourage objective and unbiased research in areas relevant to sexual orientation and gender diverse (e.g., LGBTQ) adults and youths and the social impact of such research; (c) examine the consequences of inaccurate information and stereotypes about sexual orientation and gender diverse (e.g., LGBTQ) adults and youth in clinical practice; (d) develop educational materials for distribution to psychologists and others; and (e) make recommendations regarding the integration of these issues into the APA's activities to further the cause of human rights of sexual orientation and gender diverse (e.g., LGBTQ) individuals and communities.

The Committee shall consist of six members to be appointed for staggered terms of three years. At least one of its members shall be an early career psychologist. It shall report to Council through the Board for the Advancement of Psychology in the Public Interest.

## New Business

## Upcoming Events

Summer!!!

Adjournment. **Motion 11.45am**

**CU Denver DDC FA GLBTI Committee  
Meeting Agenda- September 11, 2015**

Call to order and attendance, 11:00 AM.

<b>Name</b>	<b>School / College</b>	<b>Term</b>
<b>Jeffrey Beall</b>	Auraria Library	2015 - 2018
<b>OPEN</b>	Business	TBD
<b>David Bondelevitch</b>	CAM	2014 - 2017
<b>OPEN</b>	CAP	TBD
<b>OPEN</b>	CEAS	TBD
<b>Maren Scull</b>	CLAS	2014 - 2017
<b>Sarah Horton</b>	CLAS	2015 - 2018
<b>Ryan Brown</b>	CLAS	2015 - 2018
<b>Dale Stahl</b>	CLAS	2015 - 2018
<b>Troyann Gentile - CHAIR</b>	SEHD	2013 - 2016
<b>Edward Cannon- Vice Chair</b>	SEHD	2013 - 2016
<b>John Ronquillo</b>	SPA	2014 - 2017
<b>Robert Allan</b>	SEHD	?

1. Pride Fest Meeting with Raul Report- Robert
2. Ed's Update on his meeting with Brenda Allen about LGBT Social/affinity group for Faculty/Staff
3. CU System FC GLBTI 4<sup>th</sup> Annual GLBTI Symposium Update-Troyann/Ed
4. Committee Goals for 2015-2016 AY
  - Pride Fest 2016- Robert?
  - Tabled: Committee Name Change- Bylaws changed in May 2015- Do we want to change our name? Continued Table
  - Kaitlyn Ryan- Family Acceptance Project- Possible ally oriented speaker
  - Others?

## **New Business**

## **Upcoming Events**

November 4<sup>th</sup> UCCS CU System FC GLBTI Symposium

Adjournment.



**CU Denver DDC FA GLBTI Committee  
Meeting Agenda- September 11, 2015**

Call to order and attendance, 11:00 AM.

**Present attendees:**

<b>Name</b>	<b>School / College</b>	<b>Term</b>
<b>Jeffrey Beall</b>	Auraria Library	2015 - 2018
<b>David Bondelevitch</b>	CAM	2014 - 2017
<b>Maren Scull</b>	CLAS	2014 - 2017
<b>Sarah Horton</b>	CLAS	2015 - 2018
<b>Troyann Gentile - CHAIR</b>	SEHD	2013 - 2016
<b>Edward Cannon- Vice Chair</b>	SEHD	2013 - 2016
<b>John Ronquillo</b>	SPA	2014 - 2017

1. Minutes approval-
- 2.
3. Pride Fest Meeting with Raul Report- Robert (Check in with Robert to see if he has an update)
4. Ed's Update on his meeting with Brenda Allen about LGBT Social/affinity group for Faculty/Staff
  - a. Ed will speakwith Brenda Allen
5. CU System FC GLBTI 4<sup>th</sup> Annual GLBTI Symposium Update-Troyann/Ed
6. Committee Goals for 2015-2016 AY
  - Pride Fest 2016- Robert?
  - Social Gathering for LGBT Faculty/Staff & Allies-
    - Ed will meet with Brenda Allen to discuss co-sponsorship-
    - January/February
    - LGBTQ- Nationally standard.
  - Tabled: Committee Name Change- Bylaws changed in May 2015- Do we want to change our name? Continued Table
  - SAFE Zone Training on CU Denver Campus for Faculty/Staff

- Oct Meeting-Safe Zone training
  - How can the department incentivize attending a training (Brenda Allen)
- Policy reviews- Troyann will follow up with Joanne about what policies are up for review (Parental Leave).

## **New Business**

## **Upcoming Events**

**FA GLBTI Committee Safe Zone Training Oct 9<sup>th</sup> LSC320 (Ed Cannon)**

November 4<sup>th</sup> UCCS CU System FC GLBTI Symposium

Adjournment. Motion-11:45am

**CU Denver DDC FA GLBTI Committee  
Meeting Agenda- December 11, 2015**

Call to order and attendance, 11:00 AM.

<b>Name</b>	<b>School / College</b>	<b>Term</b>
<b>Jeffrey Beall</b>	Auraria Library	2015 - 2018
<b>OPEN</b>	Business	TBD
<b>David Bondelevitch</b>	CAM	2014 - 2017
<b>OPEN</b>	CAP	TBD
<b>OPEN</b>	CEAS	TBD
<b>Maren Scull</b>	CLAS	2014 - 2017
<b>Sarah Horton</b>	CLAS	2015 - 2018
<b>Ryan Brown</b>	CLAS	2015 - 2018
<b>Dale Stahl</b>	CLAS	2015 - 2018
<b>Troyann Gentile - CHAIR</b>	SEHD	2013 - 2016
<b>Edward Cannon- Vice Chair</b>	SEHD	2013 - 2016
<b>John Ronquillo</b>	SPA	2014 - 2017
<b>Robert Allan</b>	SEHD	?

1. Ed's Update on LGBT Social/affinity group for Faculty/Staff
2. CU System FC GLBTI 4<sup>th</sup> Annual GLBTI Symposium Update- Troyann
  - a. Please see attached Evaluation feedback
3. Committee Goals for 2015-2016 AY
  - Pride Fest 2016- Robert?
  - Tabled: Committee Name Change- Bylaws changed in May 2015- Do we want to change our name? Continued Table
  - Safe Zone Training in October- Report- Ed

## **New Business**

**Meeting with Regent Griego about support for LGBTQ Faculty RTP and Hiring Processes.**

**Research Ideas-Robert**

## **Upcoming Events**

Winter Break!

Adjournment.

**CU Denver DDC FA GLBTI Committee  
Meeting Agenda- December 11, 2015**

Call to order and attendance, 11:00 AM.

<b>Name</b>	<b>School / College</b>	<b>Term</b>
<b>David Bondelevitch</b>	CAM	2014 - 2017
<b>Maren Scull</b>	CLAS	2014 - 2017
<b>Sarah Horton</b>	CLAS	2015 - 2018
<b>Troyann Gentile - CHAIR</b>	SEHD	2013 - 2016
<b>Edward Cannon- Vice Chair</b>	SEHD	2013 - 2016
<b>Robert Allan</b>	SEHD	?

1. Ed's Update on LGBT Social/affinity group for Faculty/Staff-
  - a. Beginning of Spring and Fall (once a year)- "Something Queer"
  - b. Sarah can mention to Brenda about this in same email about the safe zone training.
  
2. CU System FC GLBTI 4<sup>th</sup> Annual GLBTI Symposium Update- Troyann
  - a. How to target faculty interest?
  - b. Thoughts about joining with other committees (EMAC; Women's committee for intersectionality).
  - c. Discussion of how attendance at the Symposium would be awarded at the review level (Troyann will send the brochures Scarlet sent on Implicit bias)
    - i. Training vs/ symposium- to add more depth (day long)...
  - d. Please see attached Evaluation feedback- Discussion of how symposium was successful and positive.
  - e.
  
3. Committee Goals for 2015-2016 AY
  - Pride Fest 2016- Robert- Raul's Student Affairs Staff will organize the Booth

- This needs to be bigger and clearer- CU as a sponsor( Talk to FC, chair- John McDowell send Robert's original Email with fiscal rationale)
- Tabled: Committee Name Change- Bylaws changed in May 2015- Do we want to change our name? Continue Table
- Safe Zone Training in October- Report- Ed
  - Committee discussed the way to go about offering the safe zone training- Sarah will email Brenda Allen to see if she would be a support
  - Follow up with the Symposium folks who expressed interest in safe zone training

## **New Business**

**Meeting with Regent Griego about support for LGBTQ Faculty RTP and Hiring Processes.**

## **Research Ideas-Robert**

**What are the LGBTQ issues on this campus. Research needs to be done. What types of money are available through Office of Diversity and inclusion and FC GLBTI committee? Mixed Methods with students/faculty/staff on campus. How would we recruit?**

**Next meeting February 12<sup>th</sup> 2016-  
Sub-committee-Meet at 10:00 February 12<sup>th</sup> to discuss RSCH for committee**

## **Upcoming Events**

Winter Break!

Adjournment. 12:00pm

4<sup>TH</sup> ANNUAL

■ ■ ■ ■ ■ GLBTI FACULTY COUNCIL SYMPOSIUM ■ ■ ■ ■ ■

# CONVERSATIONS THAT MATTER

4<sup>th</sup> Annual GLBTI Faculty Council Symposium Report

November 13, 2015

University of Colorado - Colorado Springs



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

**Table of Contents**

Symposium Data ..... 3

    Institutional Affiliation ..... 3

    Academic Appointment ..... 4

    Other Specified Appointment ..... 5

SafeZone Training Interest ..... 5

Symposium Experience Ratings ..... 6

Open Comments about the Speakers ..... 7

What were your hopes and were they realized? What was most helpful and what would you change? ... 7

Top three challenges/issues facing the GLBTI population at CU? What can the Faculty Council GLBTI Committee do to help? ..... 8

Topics for Next Year ..... 8

Appendix A: Open Comments about the Speakers ..... 9

Appendix B: What were your hopes and were they realized? What was helpful and what would you change? ..... 10

Appendix C: What are the top three challenges/issues facing the GLBTI population at CU? What can the Faculty Council GLBTI Committee do to help?..... 12

Appendix D: What topics concerning the GLBTI community at CU would you like to see at the Symposium next year? ..... 14

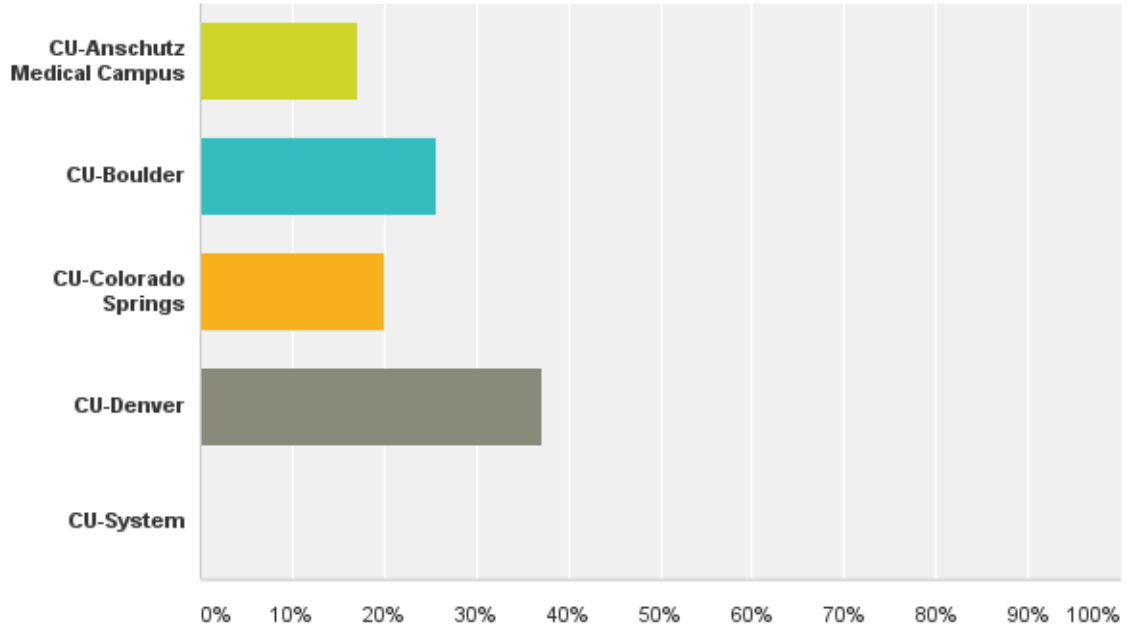
Appendix E: Follow-up information for SafeZone Training ..... 17



# Symposium Data

## Institutional Affiliation

Answered: 35 Skipped: 3

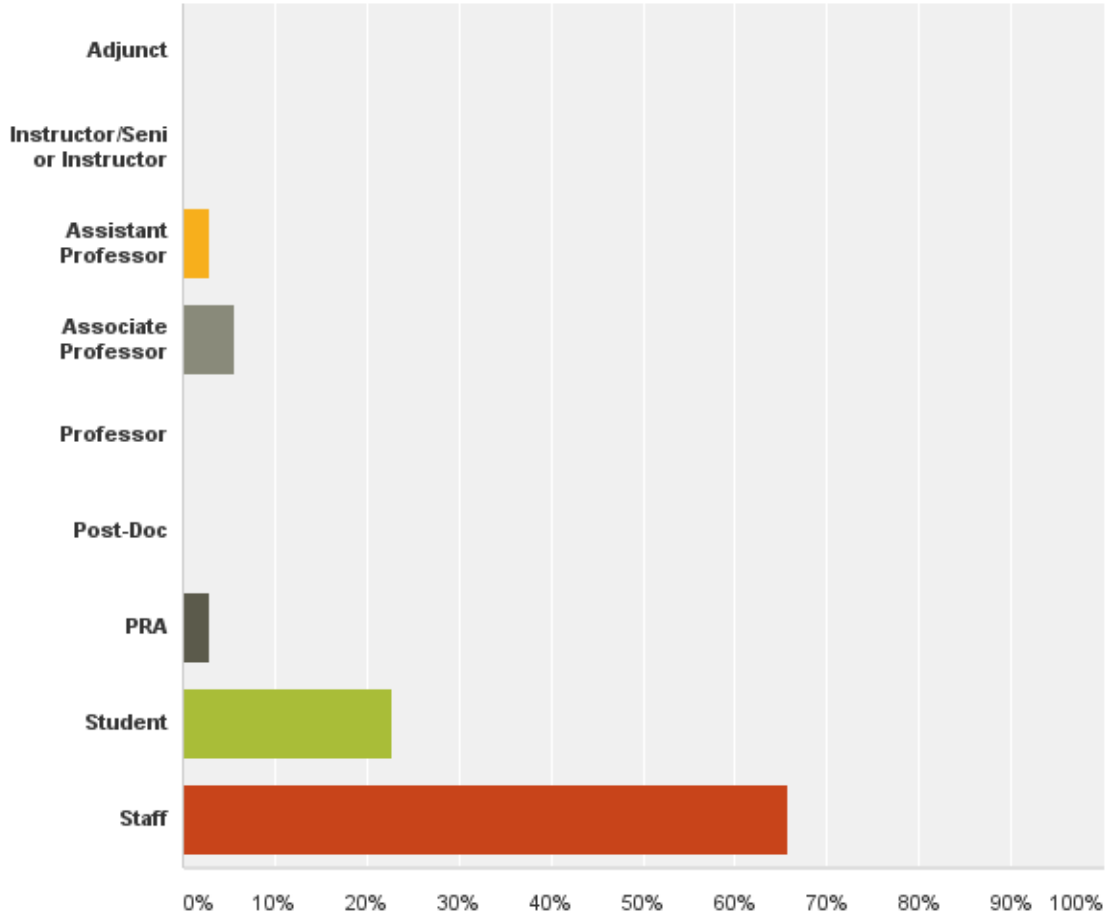


Answer Choices	Responses
CU-Anschutz Medical Campus	17.14% 6
CU-Boulder	25.71% 9
CU-Colorado Springs	20.00% 7
CU-Denver	37.14% 13
CU-System	0.00% 0
Total	35

# Symposium Data

## Academic Appointment

Answered: 35 Skipped: 3



Answer Choices	Responses
Adjunct	0.00% 0
Instructor/Senior Instructor	0.00% 0
Assistant Professor	2.86% 1
Associate Professor	5.71% 2
Professor	0.00% 0
Post-Doc	0.00% 0
PRA	2.86% 1
Student	22.86% 8
Staff	65.71% 23
Total	35

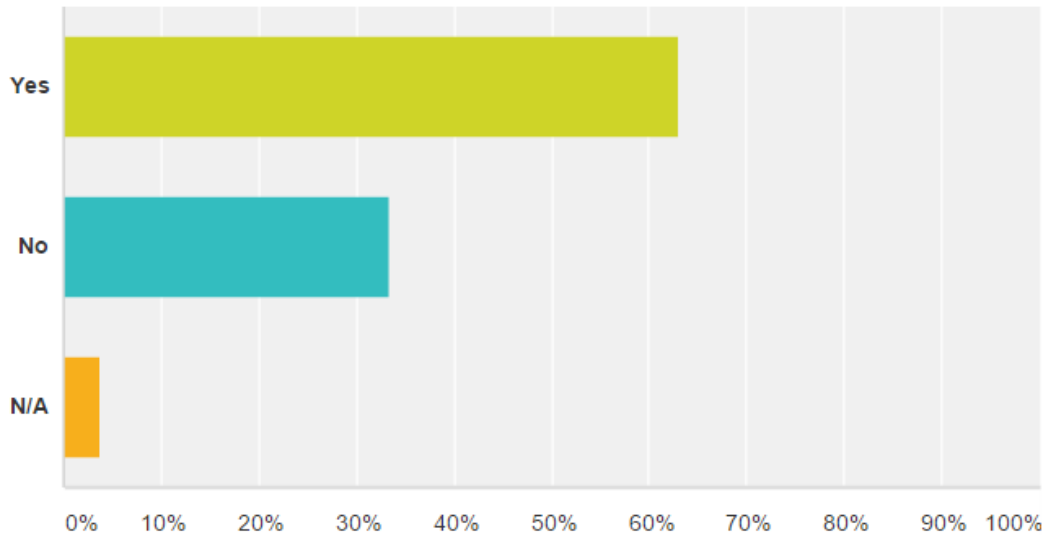
## Symposium Data

### Other Specified Appointment

- Psychotherapist at UCCS Aging Center
- Fellow – Child and adolescent psychiatry
- Administration
- Family Medicine Physician
- Faculty/Admin
- Local Therapist

### SafeZone Training Interest

Answered: 27 Skipped: 11

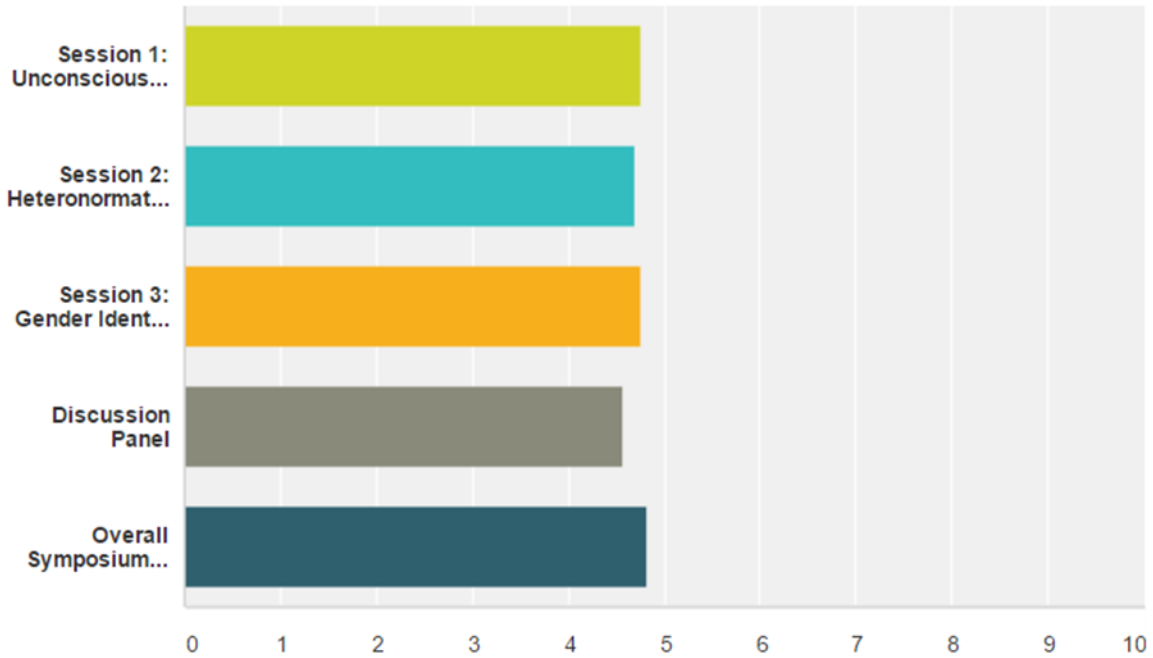


Answer Choices	Responses
Yes	62.96% 17
No	33.33% 9
N/A	3.70% 1
Total	27

**\*Refer to Appendix E for list of full responses/emails.**

## Symposium Experience Ratings

Answered: 38 Skipped: 0



	Unsatisfactory				Satisfactory	N/A	Total	Weighted Average
Session 1: Unconscious Bias	0.00% 0	0.00% 0	5.26% 2	13.16% 5	78.95% 30	2.63% 1	38	4.76
Session 2: Heteronormativity and Assumptions	0.00% 0	0.00% 0	2.63% 1	23.68% 9	71.05% 27	2.63% 1	38	4.70
Session 3: Gender Identity and Sexual Orientation	0.00% 0	0.00% 0	5.26% 2	13.16% 5	76.32% 29	5.26% 2	38	4.75
Discussion Panel	0.00% 0	0.00% 0	5.88% 2	20.59% 7	50.00% 17	23.53% 8	34	4.58
Overall Symposium Experience	0.00% 0	0.00% 0	0.00% 0	17.65% 6	79.41% 27	2.94% 1	34	4.82

## Open Comments about the Speakers

- Dr. Allen brought engagement and meaning to her presentation.
- General need for more discussion to be available.
- Knowledgeable speakers about the specific topics.
- Being more time conscientious with the speakers.
- Speakers were interesting and “amazing.”
- Some topics seemed basic or “preaching to the choir.”

\*Refer to Appendix A for full list of responses.

## What were your hopes and were they realized? What was most helpful and what would you change?

- Hopes
  - Learn new language and skills to utilize when broaching cultural differences.
  - Discussion on GLBTI issues.
  - Gain knowledge about GLBTI issues and how to begin addressing them.
  - Connect and network with others who are engaged in this topic.
- Were they realized?
  - An overwhelming response of “yes” although some wanted more discussion.
- Most Helpful
  - Gaining knowledge and new language to be more aware and inclusive.
  - The discussions were thoughtful and engaging.
  - Interaction and dialogue between people involved.
  - Awareness of what is happening across campuses on GLBTI issues.
  - Discussion about unconscious bias.
- What would you change?
  - Provide more points and time for discussion to raise personal awareness about GLBTI issues.
  - More diversity to be present on the panel.
  - Increased participation by students at such events.
  - More tools to move the conversation forward.

\*Refer to Appendix B for full list of responses.

## Top three challenges/issues facing the GLBTI population at CU? What can the Faculty Council GLBTI Committee do to help?

- Top challenges/issues
  - Awareness and visibility of the GLBTI population at CU.
  - Using appropriate language to convey inclusivity.
  - No easily accessible information on trans issues.
  - Lack of education around GLBTI issues.
- What can the Faculty Council GLBTI Committee do to help
  - Building alliances with other campus resources.
  - Continuing more awareness through dialogue.
  - Educating/training students/staff/faculty on GLBTI issues.
  - Increase mentorship and allies for GLBTI students and staff with more networking and professional development.

\*Refer to Appendix C for full list of responses.

## Topics for Next Year

- Ideas on how to create a more inclusive and aware community.
- Leaders and mentorship within the GLBTI community and at CU at all levels.
- Conversation around sexual minorities and their experiences.
- Ideas on how to make systemic change / policy change happen and how to bring those people in that are not “willingly at the table.”
- Intersectionality discussions.
- Bringing in people from the GLBTI community to speak and create visibility/awareness through dialogue.

\*Refer to Append E for full list of responses.

## Appendix A: Open Comments about the Speakers

Answered: 19 Skipped: 19

#	Response
1	Speakers need to be more interactive and facilitate the conversations that need to happen for people to begin exchanging ideas and being more aware around LGBTI experiences.
2	The speakers were all knowledgeable -led thoughtful discussions
3	Excellent!
4	Love Dana!
5	Would have been nice to have break protection. First two speakers went over which is a huge pet peeve of mine. Brenda seemed somewhat disoriented as compared to the last time I heard her speak.
6	They were all great! I thoroughly enjoyed listening and talking.
7	Dr. Allen is incredible! Very good with research component. Dr. Samuels videos were a good way to break up ppts. Dana had good info but needed less slides.
8	Dr. Allen was amazing!
9	They were all great! I thoroughly enjoyed listening and talking.
10	All good and interesting.
11	Great selection of speakers across professional and academic discipline spectrum.
12	Although I appreciate the speakers' discussions, I couldn't help but notice there were no people of color on the panel (how does this work against de-constructing the dominant narrative?)
13	Largely white panel may have left out some voices. Giving the panelists some questions to prepare ahead of time- they seemed unprepared. Building in more buffer time. Action planning (the meat!) got cut short. Intersectionality could have been discussed more overtly.
14	Uniformly great!
15	Please watch the time. Two speakers went over time and had an impact on the rest of the day.
16	Dr. Brenda Allen is a rockstar- I learn every time she speaks
17	I really enjoyed it, however, I would love more discussion on the media.
18	Seemed to only scratch the surface. I like "unconscious bias 101" "heteronormativity 101" Session 3 rocked. Still basic thought.
19	Dr. Allen mentioned sexual orientation but not transgender- not sure if she thinks gender fits under sexual orientation.

## Appendix B: What were your hopes and were they realized? What was helpful and what would you change?

Answered: 34 Skipped: 4

1. More conversation around barriers that exist for us that keep us from being visible as an LGBTI community. There was a little bit of discussion around that but there could definitely have been more.
2. Discussion of LGBTQ issues. Yes. The talk on unconscious bias was most helpful and I believe is very important in raising awareness around.
3. -Language to articulate my thoughts -Yes -I think that Dara's presentation would have been good for the beginning to help set the stage.
4. It would be nice to talk more about victims of sexual violence as well as smaller sexual minorities such as master/slave couples and other people who were totally invisible in today's discussion.
5. More info to include in workshops I facilitate, everything was helpful, and I made connections.
6. Knowledge, some. Enjoyed Dana. Would have liked more diversity of topics from Diversity Forum held in Denver.
7. Learn something I didn't know- Yes, I love hearing Dr. Allen. I enjoyed Dana - learned a lot from her talk.
8. I was hoping to expand my knowledge and get a perspective of how the university expands others' knowledge.
9. Hoping to connect with others interested and passionate about this and learn strategies or tools for promoting inclusivity and stopping/interrupting discrimination/ inequalities. Yes, I got this, most helpful were the interactions and dialogues.
10. Hoping to connect with others interested and passionate about this and learn strategies or tools for promoting inclusivity and stopping/interrupting discrimination/ inequalities. Yes, I got this, most helpful were the interactions and dialogues.
11. Networking, learning about how to nurture an inclusive campus. I was hoping for more attendance by more students and faculty. Could participation be encouraged more for students?
12. -Unconscious bias work -Terminology provided in Dana's presentation.
13. A bit basic in terms of bystander; the subtleties of microaggressions
14. I was hoping to get more information and I definitely got it. Dr. Allen's presentation was wonderful.
15. Yes
16. I wanted to stay on top of rapidly changing terminology pertaining to LGBTQ identities. Indeed I did get to learn more about terminology pertaining to gender expression and identity.
17. I was hoping to learn how to be more inclusive not only as a future counselor



but also as a graduate assistant. I do believe I got some of that but most of it, I had heard before in my classes.
18. -Sharing ideas, networking, learning more about CU system culture (new to CO and CU system). -Yes. -Most helpful: learning new language, helping with action plans.
19. Totally helped to be more attuned to where different department cultures stand.
20. I wanted to gain greater understanding of the bias encountered in the LGBTQI community and I think that the symposium did a great job with this.
21. Dialogue, Keeping up on new information and research seeing what other campuses are doing. Yes, got all of this!
22. Talking points, more in-depth conversations on the topics. Yes- I got it.
23. Action steps for change and ideas for inclusion. Yes, got good ideas.
24. Yes
25. I am still getting familiar as an ally.
26. I was hoping to learn more about GLBTI issues, and I did. I would have liked more discussion about intolerance inside the community.
27. Yes! Knowledge is a different perspective.
28. To broaden my awareness Learn more about the pronouns and I did receive this information.
29. I've attended the last two years. Appreciate outside perspective from Dr. Samuels.
30. I was hoping to get the language to speak in an inclusive way. I feel like this symposium was a great venue for this. It also inspired me to educate others within my peer group.
31. I wanted to learn about LGBTQ issues in the CU system and network. I didn't learn as much as I was hoping since the sessions seemed geared towards those who know nothing about sexuality or gender or biases etc.
32. The audience of these events (more than likely) has this knowledge and it's almost "preaching to the choir." Can we create more action in our lives and in the lives of others?
33. More tools to move the conversation forward
34. Great way to see where we are across campuses

**Appendix C: What are the top three challenges/issues facing the GLBTI population at CU? What can the Faculty Council GLBTI Committee do to help?**

Answered: 25 Skipped: 13

1. -Making ourselves visible as students to the faculty and staff, and even, to other heteronormative students. I think that we are hyperaware of when it is ok to out oneself and when it is absolutely not- and that is a valid experience but when we do not have enough GLBTI leaders/advocates to step up and say, "hey, it's ok to be authentic because I am authentic too" and showing it rather than just saying it, we can begin to create a paradigm shift in making the invisible, visible. In addition, I think faculty who are a part of the GLBTI community may not feel completely safe to be authentic about their experience and by the faculty/staff keeping that to themselves (which are also valid reasons as tenure and other factors are also on the line) is not helpful for GLBTI students to feel safe enough to speak up, to be advocates, or to even be authentic in the CU environment.
2. Awareness and inclusiveness for them to know they have a voice and are validated people.
3. More visible representation
4. We need faculty to stop being afraid of talking to us! Hang out with us and get to know us! Less heteronormative curricula in Biological Anthropology and other science courses.
5. -Consistency in awareness (peers, staff, faculty) -Consistency in support - Consistency in inclusivity
6. Lack of gender neutral bathrooms, even where single stalls are an option.
7. To be supported change policies
8. -Lack of education/awareness by incoming students/faculty/staff - Heteronormativity and gender normativity among CU leadership. Faculty and staff- heteronormativity and gender normativity.
9. -Lack of education/awareness by incoming students/faculty/staff - Heteronormativity and gender normativity among CU leadership. Faculty and staff- heteronormativity and gender normativity.
10. Increase mentorship of GLBTIQ students and staff with more networking and professional development. Openly support a more inclusive campus that genuinely supports the GLBTIQ community.
11. I think a big challenge is awareness- it's something I would love to see more discussion on.
12. 1) Visibility 2) Gender inclusive restrooms 3) Gender inclusive housing I think the faculty council can build alliances with campus resource centers ( women's R.C., disability services, etc.) in order to meet these challenges and support our students.
13. -Language, awareness, and inclusivity -Perhaps offering gay specific, lesbian-specific, trans-specific inclusivity training for campuses.

14. -"red tape" -Name Change -Hidden curriculum (Maybe too new to have a read on this [issues facing the GLBTI population at CU])
15. -Communication across faculty, staff, and students.
16. I think the biggest move is educating people and training support staff in how to support students and patients more effectively.
17. Lack of: Having well-educated/trained staff/faculty that can provide support and resources.
18. I believe: 1. broad acceptance by staff. 2. Personal and professional acceptance.
19. I would say health insurance and housing are the biggest challenges.
20. Continue more awareness.
21. I work at Denver Health: Our challenges include educating staff on engaging LGBTQ patients in an effective and safe manner; changing paperwork to be more inclusive and generally public relations to make Denver Health well known as an LGBTQ-friendly institution within the community.
22. -No community outside of the CU system -no easily accessible info on trans issues (like possible counselors, where to pee on campus, insurance info)
23. Creating safespace on campus in all areas, especially in administration.
24. Campus-wide training on diversities. Inclusive benefits.
25. Self-identity HR and admissions unconscious bias training

## Appendix D: What topics concerning the GLBTI community at CU would you like to see at the Symposium next year?

Answered: 28 Skipped: 10

<p>1. More conversation time, activities to foster that. How do we support GLBTI faculty/staff in their experience working at CU and how some have been great advocates for gay students. Mentorship with allies and LGBTI community members. Fostering an enriching environment not just at Denver, Boulder and CS but also how to translate it to Anschutz. Topics around leadership More GLBTI speakers/facilitators to speak to our experience *create a space for faculty and staff to discuss bias and microaggressions that they experience on campus. -- open and confidential space to talk about how we are impacted --space to talk about how to support students when we don't feel supported ourselves.</p>
<p>2. LGBTQ people of color- they live and have very different experiences than those of the white, male, "mainstream" gay community. Not A gay community, but gay communities.</p>
<p>3. Conscientious Objection</p>
<p>4. Not a particular topic, but, it would be great to have breakout sessions where we can work in small groups.</p>
<p>5. Sexual minorities such as escorts, porn actors, and male victims of sexual violence. *Introducing yourself with pronouns-&gt;especially the presenters and speakers. *Resource and Information tables *Better advertising at all four campuses and to faculty, staff, and students. For example, I would really have loved to see some of my professors here.</p>
<p>6. -Topics connected to experiences within the community with interpersonal violence. -Stress on intersectionality</p>
<p>7. More on what resources are available to LGBTQI students. Room was freezing! Temperature couldn't be raised. This seems to be a UCCS events theme. Everyone at my table wore their winter coat all day. A lot of microaggressions in the audience when non-UC faculty was speaking. I found that shameful.</p>
<p>8. Start committees that deal with the GLBTA community. Have them look at policies that are needed and are important. Have the communities be represented of all levels faculty/staff/student.</p>
<p>9. How the community collaborates with the cis community at large on the topic.</p>
<p>10. -More about GLBTI recruitment to faculty and staff positions on campuses. -- How are we focusing on this? -What more can we do? --Forms should be inclusive.</p>
<p>11. -More about GLBTI recruitment to faculty and staff positions on campuses. -- How are we focusing on this? -What more can we do? --Forms should be inclusive.</p>
<p>12. -Being open is not "coming out" and shouldn't be shocking or offensive -Creating a more inclusive program/event/environment (real ways/actions) - Marginalization of GLBTIQ culture in media -Moving beyond inclusivity talk -&gt;</p>

"walk the walk" -outreach to displaced GLBTQIA youth. How do we recruit more diverse student populations. *need more coffee
13. Social action impacting research and social policy change.
14. Open relationships GLBTI discrimination in recruiting and at work!
15. GLBTI Veterans / DADT Repeal Art display was good.
16. How to create meaningful and engaging programming that supports with the retention of LGBTQ students or how to take pre-existing programming and make it more inclusive for students from any non-dominant group of identity.
17. *What if there was a session that focused specifically on counseling transgender people? The literature exists, but it would be great to hear from practitioners. *Also, it would be great to hear from people who identify as LGBTQ so that we can connect faces with issues (stories stay close to the heard).
18. Belonging Hidden Curriculum Mental Health Support Intersectionality
19. Much of the presentations and our table discussions centered on awareness of language. I would like to have seen/heard dialogue about how to translate this vocabulary outside of the academy, among those who perhaps are not as open-minded, or willingly "at-the-table."
20. I'd like to hear more about sub-campus initiative to help students in the community to deal with stressors or mental illness / suicide prevention.
21. Suggestion: An interactive session using social justice theater!!! Affinity Arts Consulting (formerly the Interactive Theater Project @ CU Boulder until funding was tragically cut) has been doing this work for 15+ years and creating truly safe spaces for genuine dialogue, skills building and generating new ideas on GLBTI+ / Intersectionality and all kinds of social justice issues! Would be an AMAZING way to engage the audience!!! Webaffinityartconsulting.com email: rebecca@affinityartsconsulting.com   trent@affinityartsconsulting.com Ideas of trainings, conversations, etc. -Having facilitated conversations that give space for people to work on skills to positively confront bias, prejudice, etc. Could do this through social justice, theater (the art of the oppressed).
22. The biases within the community, "you aren't gay enough," "she is too gay," etc.This day really geared towards awareness to the heterosexual community but what if we already are a part of this community? How do we deal, approach, discuss discrimination on and within the GLBTI community? *Implement awareness to our faculty/staff. Bring speakers in to speak on the various implicit BIAS.
23. Ideas on how to make systemic change happen.
24. Broad campus awareness by campus staff and other groups. What's the next step to this?
25. Not entirely sure.
26. Would be great to spend time learning about achievements each campus has made in the past year. This way initiatives can be somewhat clones on different campuses. Saves us from having to reinvent the wheel. *graduate school application gender language and name preferences *gender neutral restrooms

\*housing options

27. \*Intersectionality discussions! -LGBTQ and POC/Disabled/religious/etc -Bring some trans\* people to talk \*Other Feedback: -Have discussion topics @ lunch. One per table or so. This would foster discussion and networking. -Schedule longer breaks because we went off schedule. Longer breaks would provide room for presenters to go over time but would still give attendees a break. -Offer different sessions people can choose from. I personally had very little take away from Session 1 and 2 since they were so basic. I'd have loved to have an "advanced track" to dive deeper.

28. \*Next year, instead of "preferred pronouns" just have "pronouns." My pronoun is not a preference, but mandatory.

## Appendix E: Follow-up information for SafeZone Training

Answered: 21 Skipped: 17

1. brendon.atkins@ucdenver.edu
2. aydan.harris@ucdenver.edu
3. roger.oberdier@ucdenver.edu
4. Already done it!
5. trans specific - mshaws@uccs.edu
6. I've already been through it
7. eguzman2@uccs.edu
8. alice.bradley@uccs.edu
9. shruti.poulsen@ucdenver.edu
10. Maybe in the future
11. I'll just contact Jesse Perez
12. We've already had this training at my office!
13. Already have one scheduled :)
14. And we have one scheduled!
15. christine.hoff@ucdenver.edu
16. Not sure if we already had it- I'll check.
17. We already have it. :)
18. ida.lambert@ucdenver.edu
19. sarah.c.kelly@ucdenver.edu
20. kplazek@uccs.edu
21. I am not in a position to set up a training for my department. I'd love to attend a random SafeZone training though. Katy.hardy@colorado.edu







**Gay, Lesbian, Bisexual, Transgender Student Services at Auraria**

**Tivoli Student Union 213  
(303) 556-6333**

## **BECAUSE**

Gay men, lesbians, bisexuals, and transgender people are discriminated against in housing and employment and because how they act is more important than who they are and if they get harassed it's their problem and if they get attacked they provoked it and if they raise their voices they're flaunting themselves and if they enjoy sex they're perverts and if they get AIDS they deserve it and if they march with pride they're recruiting children and if they stand up for their rights they're overstepping their boundaries and because they're forced to constantly question their worth as a human being and if they don't have a relationship with someone of the opposite sex they haven't given it a chance and if they have a relationship with someone of the same sex it is not recognized and they are told that their love is not "real" and if they come out of the closet they're just going through a phase and because Gay, Lesbian, Bisexual, and Transgender history is virtually absent from literature and because homophobia is sanctioned by the government of the United States and... for lots of other reasons,

**I AM PART OF THE GAY, LESBIAN, BISEXUAL, AND TRANSGENDER  
LIBERATION MOVEMENT.**

Adapted by Jodi Berman

## Imagine Statements

**Try to imagine what it would be like to have the following experiences:**

- Imagine sharing a home with your life partner and hiding that from your neighbors and even your family. When people ask about your living arrangement you respond with the term roommate or housemate out of fear of how they might respond.
- Imagine being invited home for a family event knowing that your siblings will be bringing their current romantic partners or spouses. You, however, cannot bring your partner even though your relationship is as central to your life as theirs for them.
- Imagine not being able to have a picture up at work of you and your partner when many of your co-workers have pictures up of themselves with their opposite sex partners.
- Imagine not being able to tell anyone about your relationship with your partner. In many ways you lead a double life and you and your partner are isolated in most work and social situations.
- Imagine not being able to take time off from your job to take care of your very sick partner without lying about why you need the time off.
- Imagine feeling like the only time you can be affectionate with the person you love is when you are in your own home or the homes of a few close friends.
- Imagine being with people to whom you are not out and having to change pronouns when talking about your activities and your life.
- Imagine worrying that your children will be harassed at school because of your love for your partner.
- Imagine hiding your sexual orientation because you are afraid of losing custody of your children.
- Imagine not having your relationship validated by society—no one thinks of you as a real couple or your family as a real family.
- Imagine not having community resources available to assist you with your needs because institutions assume everyone is heterosexual – and you don't dare let on that you're not.
- Imagine filling out forms that ask you to mark "married" or "single" - when neither of those is true.

Adapted from GLBT Student Services at Colorado State University.

## LGBTQI Terminology

A note about these definitions: Each of these definitions has been carefully researched and closely analyzed from theoretical and practical perspectives for cultural sensitivity, common usage, and general appropriateness. We have done our best to represent the most popular uses of the terms listed; however there may be some variation in definitions depending on location. Please note that each person who uses any or all of these terms does so in a unique way (especially terms that is used in the context of an identity label). If you do not understand the context in which a person is using one of these terms, it is always appropriate to ask. This is especially recommended when using terms that we have noted that can have a derogatory connotation.

**Agendered** – Person is internally ungendered.

**Ally** – Someone who confronts heterosexism, homophobia, biphobia, transphobia, heterosexual and genderstraight privilege in themselves and others; a concern for the well-being of lesbian, gay, bisexual, trans, and intersex people; and a belief that heterosexism, homophobia, biphobia and transphobia are social justice issues.

**Androgyne** – Person appearing and/or identifying as neither man nor woman, presenting a gender either mixed or neutral.

**Asexual** – Person who is not sexually attracted to anyone or does not have a sexual orientation.

**Bicurious** – A curiosity about having sexual relations with a same gender/sex person.

**Bigendered** - A person whose gender identity is a combination of male/man and female/woman.

**Binding** – The process of flattening one’s breasts to have a more masculine or flat appearing chest.

**Biphobia** - The fear of, discrimination against, or hatred of bisexuals, which is often times related to the current binary standard. Biphobia can be seen within the LGBTQI community, as well as in general society.

**Bisexual** – A person emotionally, physically, and/or sexually attracted to males/men and females/women. This attraction does not have to be equally split between genders and there may be a preference for one gender over others.

**Coming Out** – May refer to the process by which one accepts one’s own sexuality, gender identity, or status as an intersexed person (to “come out” to oneself). May also refer to the process by which one shares one’s sexuality, gender identity, or intersexed status with others (to “come out” to friends, etc.). This can be a continual, life-long process for homosexual, bisexual, transgendered, and intersexed individuals.

**Cross-dresser** – Someone who wears clothes of another gender/sex.

**Discrimination** – Prejudice + power. It occurs when members of a more powerful social group behave unjustly or cruelly to members of a less powerful social group. Discrimination can take many forms, including both individual acts of hatred or injustice and institutional denials of privileges normally accorded to other groups. Ongoing discrimination creates a climate of oppression for the affected group.

**Drag** - The performance of one or multiple genders theatrically.

**Drag King** – A person who performs masculinity theatrically.

**Drag Queen** – A person who performs femininity theatrically.

**Dyke** – Derogatory term referring to a masculine lesbian. Sometimes adopted affirmatively by lesbians (not necessarily masculine ones) to refer to themselves.

**Femme** – Feminine identified person of any gender/sex.

**FTM / F2M** - Abbreviation for female-to-male transgender or transsexual person.

**Gay – 1.** Term used in some cultural settings to represent males who are attracted to males in a romantic, erotic and/or emotional sense. Not all men who engage in “homosexual behavior” identify as gay, and as such this label should be used with caution. **2.** Term used to refer to the LGBTQI community as a whole, or as an individual identity label for anyone who does not identify as heterosexual.

**Gender Binary** – The idea that there are only two genders – male/female or man/woman and that a person must be strictly gendered as either/or.

**Gender Cues** – What human beings use to attempt to tell the gender/sex of another person. Examples include hairstyle, gait, vocal inflection, body shape, facial hair, etc. Cues vary by culture.

**Gender Identity** – A person’s sense of being masculine, feminine, or other gendered.

**Gender Normative** – A person who by nature or by choice conforms to gender based expectations of society.

**Gender Variant** – A person who either by nature or by choice does not conform to gender-based expectations of society (e.g. transgender, transsexual, intersex, genderqueer, cross-dresser, etc.).

**Genderfuck** – The idea of playing with ‘gender cues’ to purposely confuse “standard” or stereotypical gender expressions, usually through clothing.

**Genderqueer** – A gender variant person whose gender identity is neither male nor female, is between or beyond genders, or is some combination of genders. Often includes a political agenda to challenge gender stereotypes and the gender binary system.

**Hermaphrodite**—An out-of-date and offensive term for an intersexed person, very offensive.

**Hetero-normativity**—The assumption, in individuals or in institutions, that everyone is heterosexual, and that heterosexuality is superior to homosexuality and bisexuality.

**Heterosexism** – Prejudice against individuals and groups who display non-heterosexual behaviors or identities, combined with the majority power to impose such prejudice. Usually used to the advantage of the group in power. Any attitude, action, or practice – backed by institutional power – that subordinates people because of their sexual orientation.

**Heterosexual Privilege** –Those benefits derived automatically by being heterosexual that are denied to homosexuals and bisexuals. Also, the benefits homosexuals and bisexuals receive as a result of claiming heterosexual identity or denying homosexual or bisexual identity.

**HIV-phobia** – The irrational fear or hatred of persons living with HIV/AIDS.

**Homophobia** – The irrational fear or hatred of homosexuals, homosexuality, or any behavior or belief that does not conform to rigid sex role stereotypes. It is this fear that enforces sexism as well as heterosexism.

**Homosexual** – A person primarily emotionally, physically, and/or sexually attracted to members of the same sex.

**In the Closet** – Refers to a homosexual, bisexual, transperson or intersex person who will not or cannot disclose their sex, sexuality, sexual orientation or gender identity to their friends, family, co-workers, or society. An intersex person may be closeted due to ignorance about their status since standard medical practice is to “correct,” whenever possible, intersex conditions early in childhood and to hide the medical history from the patient. There are varying degrees of being “in the closet”; for example, a person can be out in their social life, but in the closet at work, or with their family. Also known as

**Institutional Oppression** – Arrangements of a society used to benefit one group at the expense of another through the use of language, media, education, religion, economics, etc.

**Internalized Oppression** – The process by which a member of an oppressed group comes to accept and live out the inaccurate stereotypes applied to the oppressed group.

**Intersexed Person**—Someone whose sex a doctor has a difficult time categorizing as either male or female. A person whose combination of chromosomes, gonads, hormones, internal sex organs, gonads, and/or genitals differs from one of the two expected patterns.

**Lesbian** – Term used to describe female-identified people attracted romantically, erotically, and/or emotionally to other female-identified people. The term lesbian is derived from the name of the Greek island of Lesbos and as such is sometimes considered a Eurocentric category that does not necessarily represent the identities of African-Americans and other non-European ethnic groups. This being said, individual female-identified people from diverse ethnic groups, including African-Americans, embrace the term ‘lesbian’ as an identity label.

**LGBTQI** – A common abbreviation for lesbian, gay, bisexual, transgender, queer and intersexed community.

**MTF / M2F** – Abbreviation for male-to-female transgender or transsexual person.

**Oppression** – The systematic subjugation of a group of people by another group with access to social power, the result of which benefits one group over the other and is maintained by social beliefs and practices.

**Outing** – Involuntary disclosure of one’s sexual orientation, gender identity, or intersex status.

**Pansexual** – A person who is sexually attracted to all or many gender expressions.

**Passing** – Describes a person's ability to be accepted as their preferred gender/sex or race/ethnic identity or to be seen as heterosexual.

**Prejudice** – A conscious or unconscious negative belief about a whole group of people and its individual members.

**Queer** – **1.** An umbrella term which embraces a matrix of sexual preferences, orientations, and habits of the not-exclusively- heterosexual-and-monogamous majority. Queer includes lesbians, gay men, bisexuals, transpeople, intersex persons, the radical sex communities, and many other sexually transgressive (underworld) explorers. **2.** This term is sometimes used as a sexual orientation label instead of ‘bisexual’ as a way of acknowledging that there are more than two genders to be attracted to, or as a way of stating a non-heterosexual orientation without having to state who they are attracted to. **3.** A reclaimed word that was formerly used solely as a slur but that has been semantically overturned by members of the maligned group, who use it as a term of defiant pride. ‘Queer’ is an example of a word undergoing this process. For decades ‘queer’ was used solely as a derogatory adjective for gays and lesbians, but in the 1980s the term began to be used by gay and lesbian activists as a term of self-identification. Eventually, it came to be used as an umbrella term that included gay men, lesbians, bisexuals, and transgendered people. Nevertheless, a sizable percentage of people to whom this term might apply still hold ‘queer’ to be a hateful insult, and its use by heterosexuals is often considered offensive. Similarly, other reclaimed words are usually offensive to the in-group when used by outsiders, so extreme caution must be taken concerning their use when one is not a member of the group.

**Sex** - A medical term designating a certain combination of gonads, chromosomes, external gender organs, secondary sex characteristics and hormonal balances. Because usually subdivided into ‘male’ and ‘female’, this category does not recognize the existence of intersexed bodies.

**Sex Identity** – How a person identifies physically: female, male, in between, beyond, or neither.

**Sexual Orientation** – The desire for intimate emotional and/or sexual relationships with people of the same gender/sex, another gender/sex, or multiple genders/sexes.

**Sexual Reassignment Surgery (SRS)** – A term used by some medical professionals to refer to a group of surgical options that alter a person’s “sex”. In most states, one or multiple surgeries are required to achieve legal recognition of gender variance.

**Sexuality** – A person’s exploration of sexual acts, sexual orientation, sexual pleasure, and desire.

**Transhate** – The irrational hatred of those who are gender variant, usually expressed through violent and often deadly means.

**Transition** – This term is primarily used to refer to the process a gender variant person undergoes when changing their bodily appearance either to be more congruent with the gender/sex they feel themselves to be and/or to be in harmony with their preferred gender expression.

**Transphobia** – The irrational fear of those who are gender variant and/or the inability to deal with gender ambiguity.

**Transsexual** – A person who identifies psychologically as a gender/sex other than the one to which they were assigned at birth. Transsexuals often wish to transform their bodies hormonally and surgically to match their inner sense of gender/sex.

**Two-Spirited** – Native persons who have attributes of both genders, have distinct gender and social roles in their tribes, and are often involved with mystical rituals (shamans). Their dress is usually mixture of male and female articles and they are seen as a separate or third gender. The term ‘two-spirit’ is usually considered to specific to the Zuni tribe. Similar identity labels vary by tribe and include ‘one-spirit’ and ‘wintke’.

**Ze / Hir** – Alternate pronouns that are gender neutral and preferred by some gender variant persons. Pronounced /zee/ and /here, / they replace “he”/”she” and “his”/”hers” respectively.

This terminology sheet was created by Eli R. Green (eli@trans-academics.org) and Eric N. Peterson at the LGBT Resource Center at UC Riverside “2003-2004, with many kind people who helped use create and revise these definitions. This sheet is always a work in progress so please be sure to check the Instructional Materials section of Trans-Academics.org for updated versions. Please feel free to alter, use or pass on as needed but be sure to give credit to the original creators. Any updates or corrections can be submitted to eli@trans-academics.org. Thank you.

# Homophobia

In the clinical sense, homophobia is defined as an intense, irrational fear of same sex relationships that become overwhelming to the person. In common usage, homophobia is the fear of intimate relationships with persons of the same sex.

Below are listed four homophobic and four positive levels of attitudes toward GLBT people. They were developed by Dr. Dorothy Riddle, a psychologist from Tucson, Arizona.

## Homophobic Levels of Attitudes

**Repulsion:** Homosexuality is seen as a “crime against nature”. Gays are sick, crazy, immoral, sinful, wicked, etc. and anything is justified to change them (e.g., prison, hospitalization, negative behavior therapy including electric shock).

**Pity:** Heterosexual chauvinism. Heterosexuality is more mature and certainly to be preferred. Any possibility of becoming straight should be reinforced and those who seem to be born “that way” should be pitied, “the poor dears”.

**Tolerance:** Homosexuality is just a phase of development that many people go through and most people “grow out of”. Thus, gays are less mature than straights and should be treated with protectiveness and indulgence one uses with a child. GLBT people should not be given positions of authority (because they haven’t yet fully matured).

**Acceptance:** Still implies there is something to accept, characterized by such statements as “you’re not a gay to me, you’re a person”. “What you do in bed is your own business”, “That’s fine as long as you don’t flaunt it”.

- Denies social and legal realities. 84% of people believe being gay is obscene and vulgar and 70% still believe it is wrong even between consenting adults.

- Ignores the pain of invisibility and stress of closet behavior. “Flaunt” usually means say or do anything that makes other people aware—it also usually refers to behaviors that heterosexual people do without facing criticism.

## Positive Levels of Attitude

**Support:** Basic ACLU approach. Work to safeguard the rights of GLBT people. Such people may be uncomfortable themselves, but they are aware of the climate and the irrational unfairness.

**Admiration:** Acknowledges that being GLBT in our society takes strength. Such people are willing to truly look at themselves and work on their own homophobic attitudes.

**Appreciation:** Value the diversity of people and see GLBT people as a valid part of that diversity. These people are willing to combat homophobia in themselves and in others.

**Nurturance:** Assume that GLBT people, like other groups, are indispensable in our society. View GLBT people with genuine affection and delight and are willing to be allies and advocates.



## What is Homophobia?

Homophobia takes many different forms. Sometimes it takes the form of physical acts of hate violence, verbal assault or vandalism or blatant discrimination such as firing an employee, evicting someone from their housing or denying them access to public accommodations. There are many other kinds of homophobia and heterosexism that happen every day. We often overlook these more subtle actions and exclusions because they seem so insignificant by comparison. They are not.

- Look at a lesbian or gay man and automatically thinking of their sexuality rather than seeing a whole, complex person.
- Failing to be supportive when your GLBT friend is upset about a quarrel or breakup.
- Changing your seat in a meeting because a lesbian sat in the chair next to yours.
- Thinking you can “spot one”.
- Using the terms ‘lesbian’ or ‘gay’ as accusatory.
- Not asking about “partners” or “lovers” although you regularly ask “How is your Husband/Wife?” when you run into a heterosexual friend.
- Thinking that a lesbian (if you are female) or gay man (if you are male) is making sexual advances if they touch you.
- Feeling repulsed by public displays of affection between lesbians or gay men but accepting the same affectional displays between heterosexuals.
- Feeling that GLBT people are too outspoken about their civil rights.
- Feeling that discussions about homophobia are not necessary, because you are ‘ok’ on these issues.
- Assuming that everyone you meet is heterosexual.
- Being outspoken about GLBT rights but making sure everyone knows that you are straight.
- Feeling that a lesbian is just a woman who couldn’t find a man or that a lesbian is a woman who wants to be a man.
- Feeling that a gay man is just a man who couldn’t find a woman or that a gay man is a man who wants to be a woman.
- Feeling that bisexual people are just confused.
- Not confronting a homophobic remark for fear of being identified with lesbians and gays.
- Worrying about the effect a GLBT co-worker will have on your work or your clients.
- Asking your GLBT colleagues to speak only about GLBT issues but not about other issues about which they may be knowledgeable.
- Focusing exclusively on someone’s sexual orientation and not on other issues of concern.
- Being afraid to ask questions about GLBT issues when you don’t know the answers.

## What is Transphobia?

A fear or hatred of individuals who express gender differently from cultural stereotypes or cultural norms. A fear or hatred of changing gender characteristics.

- Expecting a transgender to change their public identity, affectional habits or mode of dress.
- Changing your seat in a meeting because a transgender person sits in the chair next to yours.
- Using the wrong pronoun when addressing a transgender person.
- Asking a transgender person their former name.
- Thinking you can “spot one”.
- Using the term “fag” when addressing a transgender person.
- Thinking all transgender people’s sexual orientation is “heterosexual”.
- Kissing an old friend but being afraid to shake hands with a transgender person.
- Thinking that transgender people are too outspoken about transgender rights.
- Thinking that a transgender woman is just a man.
- Thinking that all transgender persons want sex/gender reassignment.
- Thinking that a transgender man is just a “butch lesbian”.
- Thinking that a transgender person is primarily a homosexual and that this so unacceptable to their egos that they cannot bear their gender or sexual orientation.
- Thinking that transgender person’s parents were overbearing, absent, or not good role models.
- Assuming that genital or hormonal procedures changes sex or gender.
- Calling a transgender a “change”.
- Contrasting transgender men/women with "real" men/women (as if transgender men/women were not real).
- Requiring “medical letters” before allowing us to present in public in our preferred gender.
- Thinking that transgender persons mutilate their bodies by having surgical procedures performed.
- Asking transgender persons if they are worried about being attacked.

## Heterosexual Privilege Is...

...living without ever having to think twice, about, face, confront, engage, or cope with anything on this page.

- Marriage, which includes over 1000 federal and hundreds of state granted rights, responsibilities, and privileges which include:
  - Public recognition and support for an intimate relationship
  - Paid leave from employment and condolences when grieving the death of your partner/lover
  - Inheriting from your partner/lover/companion automatically under law
  - Sharing health, auto, and homeowners' insurance policies at reduced rates
  - Immediate access to your loved ones in cases of accident or emergency
  - Family-of-origin support for a life partner/lover/companion
  - Increased possibilities for getting a job, receiving on the job training and promotion
- Kissing, hugging, or being affectionate in public without threat of punishment.
- Talking about your relationship or what projects, vacations, family planning you and your partner/lover are creating.
- Not questioning your normalcy, either sexually or culturally.
- Expressing pain when a relationship ends and having other people notice and attend to your pain.
- Being employed as a teacher at any level and in any community without fear of being fired because you are assumed to corrupt children.
- Raising children without threats of state intervention or having to be worried which of their friends might reject them because of their parents' sexuality.
- Dating the person of your desire in your teen years.
- Living openly with your partner.
- Receiving validation from your religious community.
- Receiving social acceptance from neighbors, colleagues, new friends.
- Not having to hide and lie about same-sex only social activities.
- Living your life without being identified by your sexual orientation.
- Not constantly wondering if this is a safe place to be out.

## Heterosexual Questionnaire

- 1) What do you think caused your heterosexuality?
- 2) When and how did you first decide you were a heterosexual?
- 3) Is it possible your heterosexuality is just a phase you may grow out of?
- 4) Is it possible your heterosexuality stems from a neurotic fear of others of the same sex?
- 5) Isn't it possible that all you need is a good Gay lover?
- 6) Heterosexuals have histories of failures in Gay relationships. Do you think you may have turned to heterosexuality out of fear of rejection?
- 7) If you've never slept with a person of the same sex, how do you know you wouldn't prefer that?
- 8) If heterosexuality is normal, why are a disproportionate number of mental patients heterosexual?
- 9) To whom have you disclosed your heterosexual tendencies? How did they react?
- 10) Your heterosexuality doesn't offend me as long as you don't try to force it on me. Why do you people feel compelled to seduce others into your sexual orientation?
- 11) If you choose to nurture children, would you want them to be heterosexual, knowing the problems they would face?
- 12) The great majority of child molesters are heterosexual. Do you really consider it safe to expose your children to heterosexual teachers?
- 13) Why do you insist on being so obvious, and making a public spectacle of your heterosexuality? Can't you just be what you are and keep it quiet?
- 14) How can you ever hope to become a whole person if you limit yourself to a compulsive, exclusive heterosexual object choice and remain unwilling to explore and develop your normal, natural, healthy, God-given homosexual potential?
- 15) Heterosexuals are noted for assigning themselves and each other to narrowly restricted stereotyped sex-roles. Why do you cling to such unhealthy role-playing?
- 16) Why do heterosexuals place so much emphasis on sex?
- 17) With all the societal support marriage receives, the divorce rate is spiraling. Why are there so few stable relationships among heterosexuals?
- 18) How could the human race survive if everyone were heterosexual, considering the menace of overpopulation?
- 19) There seem to be very few happy heterosexuals. Techniques have been developed with which you might be able to change if you really want to. Have you considered aversion therapy?
- 20) Do heterosexuals hate and/or distrust others of their own sex? Is that what makes them heterosexual?

## What do I do if someone comes out to me?

1. **Listen.** Coming out takes a lot of courage and may be the culmination of months or years of personally coming to terms with one's sexuality. The LGBTIQ person shares this information with a keen understanding of the risks involved. It may also be the case that this person simply wants to include you in their life and share something personal about themselves.
2. **Remain neutral and non-judgmental.** This is especially important when dealing with people who are just coming out. There is no way for the LGBTIQ person to predict your reaction accurately. You have spent your entire life in a society that teaches you to despise LGBTIQ people. They've come to you because they trust you! The things you say or do can have a very strong impact on this person. This exchange of intimate information should not be seen as an opportunity for you to advance a particular way of life or discuss the moral ramifications of homosexuality.
3. **Ask sensitive questions and be willing to learn.** Avoid asking questions that imply that there is something wrong with being LGBTIQ (e.g., "What do you think caused your homosexuality? How can you live a normal life?"). Also, avoid asking questions that would have been considered rude within the relationship before this disclosure; this person has the same sensibilities as before. Some good questions to ask are:
  - a. What did you want to talk to me about?
  - b. Can you tell me more about that?
  - c. What has your coming out process been like for you?
  - d. Have you shared this with anyone else? How did they react?
  - e. What do you need right now?
  - f. How can I help?
4. **Be supportive.** Let them know that you are there to talk with, or just someone who will listen. For people just coming out, they may not be aware of resources available to them, or they may not feel comfortable approaching other people about the subject. You don't need to be an expert on the subject to be supportive, just remember to be open-minded!
5. **Help the person recognize his or her own self-oppressive beliefs.** (e.g. "I'll never be able to have kids.")
6. **Don't ignore it.** When a person chooses to come out to you, it may be because they are tired of living in secrecy. Being gay and not being afraid to tell anyone can be frustrating. Make an effort to take an interest in this part of their life.
7. **Don't make their sexuality the extent of your interactions.** While it is important to acknowledge and validate a person's sexual orientation, it is not necessary to let this topic dominate your interactions. It is important to remember that the LGBTIQ person has not changed. You may be shocked by their revelation, but remember that this is still the same person as before.

8. **Be honest and open.** It's okay to admit that you don't know everything, or even anything. It's also okay to admit feeling uncomfortable with this subject. Be honest though! Your own discomfort with the subject may come across as discomfort with the person or their sexuality. If someone who has come out to you wants detailed information or is in need of more in-depth counseling, it is perfectly acceptable to suggest that they speak with someone more educated on the subject.

#### **Supportive Do's**

- **Do** respect the person's right to privacy and confidentiality. They came out to you and will come out to others in their own right time.
- **Do** give the same sincere acceptance and encouragement to the person that you might want when you tell a friend something special about yourself.
- **Do** validate the person's concerns about approaching other friends/family/employers. Help him/her work through the concerns by listening to his/her story and perspective.
- **Do** give yourself credit for being a person who someone 'came out' to voluntarily. The person made a courageous decision to be open and honest about something about him/herself that is discouraged by many in society. Feel honored that you were chosen.

#### **Important Don'ts**

- **Don't** rush the process of trying to understand this person's sexuality or gender identity.
- **Don't** assume that this person should see a professional counselor.
- **Don't** mistake when someone is "coming out" to you that they are also "coming on" to you.
- **Don't** assume that everything is "okay" now that the individual has "come out" to you. The person may still experience confusion, loneliness, anger and will need to be validated for where he/she is at any given time.

Adapted from the University of Denver Safe Zone

## The Potential Influence of Implicit Bias on Evaluation of Candidates

Although we may believe that we are objective scholars who are able to evaluate individuals based entirely on merit and on the quality of their work and the nature of their achievements, an enormous body of research has shown that every one of us brings with us a lifetime of experience and cultural context that shapes the way in which we evaluate other individuals.

Studies show that people who have strong egalitarian values and believe they are not biased may, in fact, implicitly or inadvertently behave in discriminatory ways. A first step toward ensuring fairness in the evaluation process is to recognize that implicit biases, attitudes, and other influences not related to the qualifications, contributions, behaviors, and personalities of candidates can influence our evaluations of them, even if we are committed to egalitarian principles.

The results from many controlled research studies in which individuals are asked to make judgments about human subjects demonstrate the potentially prejudicial nature of our many implicit assumptions. These implicit biases show up in a range of situations from our everyday social interactions to those that have a clear connection to hiring for faculty positions or evaluating faculty for tenure.

It is important to note that in most of these studies, the gender and sometimes the race or ethnicity of the evaluator was not significant, indicating that people in general share and apply some of the same assumptions.

Recognizing biases and other influences not related to the quality of candidates can help reduce their impact on a search or review of faculty candidates. Constructing clear guidelines and spending sufficient time on evaluation can reduce the influence of implicit bias.

## The Power of Implicit Biases

- Such biases are pervasive
- Biases can occur even when there is no intent or motivation to be biased (and in fact the perceiver might be horrified to realize the bias)
- Biases are a product of what are otherwise very normal cognitive processes essential for navigating a complex environment
- Biases derive from expectations or learned associations based on our “models” of the world
- Simply talking about bias is often insufficient for eliminating its influence

## Examples of Possible Implicit Biases

1. Faculty from underrepresented groups may be subject to higher expectations in evaluation areas such as number and quality of publications, name recognition, or personal acquaintance with a committee member.
2. The ideas and research findings of individuals from underrepresented groups may be undervalued or unfairly attributed to a mentor or other collaborators despite contrary evidence in publications or letters of recommendations.
3. The ability of underrepresented people to run a research group, obtain funding, and supervise students and staff may be underestimated.
4. Assumptions about possible family responsibilities and their effect on a person’s career path may negatively influence evaluation of merit, despite evidence of productivity.
5. Negative assumptions about whether underrepresented people will “fit in” to the existing academic environment can influence evaluation.

6. The professional experience a person may have acquired through an alternative career path may be undervalued.
7. Biases or assumptions may exist such as over valuing someone who holds a degree from a peer institution or knowing the references for a candidate. These things on their own do not necessarily mean the person is the most qualified.<sup>i</sup>

## **Practices That Can Minimize the Impact of Implicit Bias<sup>ii</sup>**

1. Reflect on your impressions
  - Greatest amount of bias happens in the early stages of the “acquaintance process”
  - Run “mental simulations” evaluating a candidate by substituting a different gender or ethnicity into the materials and considering whether this changes the narrative you construct about the scholar, credit for his/her work, probability of future success, etc.
2. Minimize or eliminate cues that trigger implicit bias
  - Use “blind auditions” whenever possible in reviewing candidates
    - De-identified materials as an initial review can reduce bias in the “acquaintance process”
  - Focus solely on relevant or diagnostic cues – have agreed upon specific concrete procedures for reviewing candidates
  - Explain the thinking behind all decisions (and ask for clarification if the reasoning is unclear)
3. Create a culture of pointing out bias or the potential for bias
  - Elicit feedback and be open to receiving it through a range of formats
  - Encourage everyone to take part in recognizing and pointing out potential bias and value them for doing so
4. Create a culture of explaining and describing processes (transparency & self-awareness)
  - Value skills or achievements that may not fit the typical candidate
  - Make decisions collectively (whenever possible)
5. Continue exploring implicit bias and selection process practices that enhance inclusive excellence

---

<sup>i</sup> Adapted from *Building and Sustaining Inclusive Excellence: A Guide for Faculty Search Committees*, Brown University.

<sup>ii</sup> Adapted from *Implicit Gender Bias in the Academy*, 2015 Diversity Summit, Bernadette Park, Professor of Psychology and Neuroscience, University of Colorado Boulder.