



## Faculty Council LGBTQ+ Committee Meeting

October 14, 2021, 2:00 - 4:00 p.m.

Zoom Videoconference

[Faculty Council LGBTQ+ Committee](#)

### MINUTES

**Attending:** Ed Cannon (Co-Chair), Troyann Gentile (Co-Chair), Sean Iwamoto (AMC), Danielle Loeb (AMC), Robert Hill (UCB), Lisa Flores (UCB), George Bayuga (UCCS), Marie Hoerner (UCCS), Jonelle Henning (Faculty Council)

#### Items Discussed

1. **Approval of September meeting minutes (APPROVED)**
2. **New Business**
  - The committee welcomed new member Robert Hill from UCB.
3. **Meeting with CREE, LGBTQ+, (Dis)ability & Access, & Women's Committee**
  - Faculty Council Chair Mary Coussons-Read has asked that these committees draft a resolution, members are welcome to add to the draft and can contact Jorge Chavez with CREE.
  - The co-chairs discussed the Bylaw's structure and would like to challenge the Bylaws review to address inequity.
4. **Meeting with Michelle Martinez, Director of Strategic Benefits Initiatives, Employee Services**
  - Michelle introduced herself and reported on a few updates from the benefits team with fee reductions on retirement, Real Help Hotline.
  - Benefits around trans affirming and non-conforming gender confirmation surgery. Anthem and Kaiser plans have this coverage since 2016, but not any changes since it's specific to the individual. There are exclusions included on the list and then there are appeals
  - Discussion on gender affirming surgery and the exclusions involved, members brought up various denials on breast augmentations and Michelle look into that.
  - <https://www.wpath.org/member/search>
  - [https://glmaimpak.networkats.com/members\\_online\\_new/members/dir\\_provider.asp](https://glmaimpak.networkats.com/members_online_new/members/dir_provider.asp)
  - Work with HR to include resources on affirming care providers with new hires.
5. **Gender Identification & Preferred Name discussion with HR**
  - It was reported that there have been some hurdles with preferred name implementation considering the different systems system and campus wide. A big reason is having to know when to add preferred name. They are currently working on bridging that gap.



- For Denver & Anschutz, the project for preferred name has not occurred yet as other campuses have embarked on that. There's a need for an inventory review of all systems and where preferred names can be placed.
- It was recommended to send query requests to CU System [hcmdata@cu.edu](mailto:hcmdata@cu.edu) and HCM reports could be sent to Stephanie Sheldon as well.
- Oracle is delayed in delivering gender identification options, they are hoping to have it rolled out in January.
- Following the discussion with HR, members discussed options of reaching out to public policy/affairs and legal departments.

**6. Meeting adjourned at 3:51pm**