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BAC-9745

Contact Information

Contact Name

Andrew Miller

DOB

Gender

Transgender

Other Gender

Title

Home Address

Hispanic or Latino origin or Descent?

No

Race/Ethnicity

Caucasian

Other Ethnicity

Salutation

Pronouns

They/He

Application

Status

New

Notes

Council Resolution Number

Board Information

Board Name

Denver LGBTQ Commission

Original Start Date

End Date

Other boards or commissions served

Work Information

Employer

Position

Business Phone #

Work Email

Work Address

Work City

Work State

Work Zip

Additional Information

Are you a registered voter?

If so, what county?

Denver City Council District No

9

Conflict of Interest Explanation

Objection to appointment?

No

Special Information

Registered Lobbyist

No

Conflict of Interest

No

Education and General Qualifications

| | | | |
|---------------------------------|-----|-------------------------------------|--|
| Name of High School | | Name of Graduate School | |
| Location of High School | | Location of Graduate School | |
| # of Years Attended High school | | # of Years Attended Graduate School | |
| Did you Graduate High School | Yes | Did you Graduate | |
| | | Graduate Major | |
| Name of College | | | |
| Location of College | | | |
| # of Years Attended College | | | |
| Did you Graduate College | | | |
| Undergrad Major | | | |

Reference Details

| | |
|-----------------------------|-------------------------------------|
| Reference Name #1 | Reference Email #1 |
| Reference Phone #1 | Reference Address #1 |
| Reference Name #2 | Reference Email #2 |
| Reference Phone #2 | Reference Address #2 |
| Reference Name #3 | Reference Email #3 |
| Reference Phone #3 | Reference Address #3 |
| Agree to a background check | <input checked="" type="checkbox"/> |

Owner Esther Lee Leach

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Notes & Attachments

LGBTQ+ Commission_AMiller.pdf

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| Type | Attachment |
| Last Modified | Denver Integration |
| Description | View file |

Andrew Miller Bio.pdf

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| Description | View file |

Miller_Andrew_Resume 2024.pdf

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Applicants History

1/9/2025 12:13 PM

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| User | Denver Integration |
| Action | Created. |

Dear Members of the LGBTQ+ Commission Selection Committee,

As a transgender individual and advocate who has dedicated over 13 years to advancing affirming care and services for transgender and non-binary individuals in Denver, I am deeply passionate about ensuring equality and equity for the LGBTQ+ community. I am honored to submit my application for the opportunity to serve on the Denver LGBTQ+ Commission.

My professional journey has been shaped by a commitment to inclusion and advocacy. In my current role as Manager of Diversity, Equity, and Inclusion Education at UCHHealth, I lead system-wide initiatives that support over 35,000 employees and countless community members. From launching Employee Resource Groups to creating impactful training programs like Unconscious Bias and Being an Upstander, I've focused on fostering environments where all identities are seen, valued, and supported.

Previously, as the LGBTQ+ Workforce Development Specialist at Denver Health, I implemented equitable policies for transgender and non-binary patients, established LGBTQ+ community advisory boards, and advocated for policy reforms at both state and national levels. These efforts have directly improved access to affirming care and services, ensuring that the unique needs of our community are met with dignity and respect.

For over a decade, I have worked to amplify voices from within the LGBTQ+ community, partnering with organizations to build coalitions, educate allies, and mobilize for change. This experience has reinforced my belief in the transformative power of collaborative advocacy, a principle I see reflected in the Commission's mission.

Serving on the Denver LGBTQ+ Commission would allow me to bring my lived experience, professional expertise, and deep-rooted passion for equity to an influential platform. I am eager to collaborate with Commission members to recommend legislation and policies that advance equality while opposing those that perpetuate inequities.

Thank you for considering my application. I would be honored to contribute to the Commission's work and would welcome the opportunity to discuss how my background aligns with its purpose.

In solidarity,
Andrew R. Miller, MA, CDP (They/He)
AndrewRichardsonMiller@gmail.com

Andrew R. Miller, MA, CDP (He/They)

PROFESSIONAL EXPERIENCE

UCHealth – *March 2022 – Present*

Manager of Diversity, Equity, and Inclusion Education

- Lead the development and execution of system-wide DEI strategies, overseeing programming for a healthcare network with 35,000+ employees.
- Spearhead initiatives such as *Unconscious Bias* and *Being an Upstander* training, ensuring alignment with organizational values and DEI goals.
- Consult with executive leaders and department heads on embedding inclusive policies and equitable practices across diverse healthcare teams.
- Implement system-level processes to enhance patient and workforce demographic data collection, driving equitable care delivery.
- Established and launched Employee Resource Groups (ERGs), fostering inclusive communities and supporting employee retention and engagement across regions.

UCHealth – *March 2022 – March 2023*

Organizational Development Consultant

- Partnered with leadership teams to create performance-driven solutions that aligned with organizational goals and DEI principles.
- Developed and led professional development programs to promote inclusive leadership and talent management.
- Established key performance indicators for leadership development, utilizing demographic data collection to track the impact of initiatives.
- Coached leaders across the organization on inclusive leadership practices, driving cultural change and team cohesion.

Denver Health Hospital System – *March 2019 – March 2022*

LGBTQ+ Workforce Development Specialist

- Designed and delivered national-level training and consulting services focused on LGBTQ+ healthcare and workforce inclusion.
- Developed and implemented policies for equitable, affirming care, particularly for transgender and non-binary patients, impacting care delivery across multiple regions.
- Established and facilitated LGBTQ+ community advisory boards, incorporating diverse perspectives into hospital policy.
- Advocated at state and national levels for policy reform, insurance coverage, and education initiatives supporting LGBTQ+ healthcare.

Denver Prevention Training Center – *March 2019 – March 2022*

Workforce Development Specialist

- Provided national consultation and training on affirming healthcare practices for public health systems.
- Organized and launched Colorado's first multidisciplinary healthcare conference focused on transgender and non-binary patient care.
- Created and facilitated CDC-approved health equity training programs for healthcare professionals.

Andrew Miller Consulting – June 2014 – Present
Private Consultant

- Provide strategic consultation, policy development, and capacity-building services for organizations seeking to implement gender-affirming care systems.
 - Collaborate with executive leaders on the implementation of DEI and health equity initiatives.
 - Partner with Electronic Medical Record (EMR) companies to design and implement gender-affirming documentation practices.
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EDUCATION

Master of Arts in Clinical Counseling – University of Colorado Denver – May 2018
Multicultural Clinical Track
GPA: 4.0

Bachelor of Science in Psychology – Simmons College – May 2012
Minor in Special Education
GPA: 3.9

CERTIFICATIONS & SKILLS

- Certified Diversity Professional (CDP), National Diversity Council
 - Certified Leadership Coach, Coach Training Alliance
 - Birkman Signature Certified Consultant
 - Expertise in leadership training, curriculum development, and public speaking.
 - 10+ years of experience in DEI training, policy development, and health equity advocacy.
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KEY COMPETENCIES

- DEI Strategy and Program Design
- Leadership Development and Organizational Consulting
- Advocacy and Policy Reform
- Health Equity and Gender-Affirming Care
- Curriculum Development and Instructional Design
- Stakeholder Engagement and Community Building