



# CITY AND COUNTY OF DENVER

PRIVILEGED AND CONFIDENTIAL WORK PRODUCT

Michael B. Hancock  
Mayor

To: Mayor Michael B. Hancock  
From: Romaine Pacheco, Director  
Date: June 16, 2022

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**BOARD:** Denver LGBTQ Commission

POC: Derek Okubo

**BACKGROUND:**

Members – Up to 21  
Terms – 2 Yrs.  
Confirmation – Yes

This Commission partners with the community and city government to advance social, economic and political equity for lesbian, gay, bisexual, transgender and queer people.

**RECOMMENDATIONS:**

Jacob McWilliams, Denver (M)(C) for a term expiring May 1, 2024, reappointed;

Debbie Scheer, Littleton (F)(C) for a term expiring May 1, 2024, reappointed.

**ACTION NEEDED:**

☒ Reappoint McWilliams and Scheer

☐ Please provide additional candidates to consider.



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**BAC-8226**

### Contact Information

Contact Name	Debbie Scheer	Home Address	7711 S. Curtice Way Unit D
Preferred Phone	720-305-8094	Home City	Littleton
Preferred Email	debbie@debbliescheersspeaks.com	Home State	CO
Other Phone		Home Zip	80120
Other Email		County	Arapahoe
DOB		Hispanic or Latino origin or Descent?	No
SSN		Race/Ethnicity	Caucasian
Gender	Female	Other Ethnicity	
Other Gender		Salutation	

## Board information

Board Name	Denver LGBTQ Commission	Other boards or commissions served
Status	New	Resigned
Term Start Date		
Term End Date		

### Work Information

Employer	Debbie Scheer Speaks	Work Address	7711 S. Curtice Way Unit D
Position	CEO	Work City	Littleton
Business Phone #	720-305-8094	Work State	CO
Work Email		Work Zip	80120

### Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Arapahoe	Special Information	
Denver City Council District No	N/A		

### Education and General Qualifications

<b>Name of High School</b>	Chaparral High School	<b>Name of Graduate School</b>
<b>Location of High School</b>	Arizona	<b>Location of Graduate School</b>
<b># of Years Attended High school</b>	4	<b># of Years Attended Graduate School</b>
<b>Did you Graduate</b>	Yes	<b>Did you Graduate</b>

## High School

## Graduate Major

Name of College Arizona State University  
 Location of College Tempe  
 # of Years Attended College 4  
 Did you Graduate College Yes  
 Undergrad Major BA Communications

## Reference Details

Reference Name #1 Derek Okubo  
 Reference Phone #1 720-913-8454  
 Reference Email #1 derek.okubo@denvergov.org  
 Reference Address #1 11871 Elkhead Range Road

Reference Name #2 Tim Black  
 Reference Phone #2 303-886-9533  
 Reference Email #2  
 Reference Address #2

Reference Name #3 Trish Morris  
 Reference Phone #3 303-359-5178  
 Reference Email #3  
 Reference Address #3

Agree to a background check ☒

Owner Romaine Pacheco

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Last Modified By Denver Integration, 6/15/2022 12:13 PM

## Notes &amp; Attachments

DEBBIE SCHEER.docx

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Description

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# **DEBBIE SCHEER**

## **SPEAKER EMCEE AUCTIONEER**

Debbie Scheer is the one to call when you want to take your event to the next level. Her magnetic presence draws in audiences and makes a room come alive with purpose, connection, and laughter. As a speaker, she uses humor as the access point to engage in important conversations. As an emcee, she effortlessly guides your audience along the event experience. And as a professional benefit auctioneer, Debbie serves as a true partner in fundraising strategizing to create an event that is both financially satisfying and rewarding from an audience perspective.

It doesn't matter if Debbie is serving in her role as speaker, emcee, or auctioneer, when Debbie Scheer Speaks, you know you have a partner by your side.



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## BAC-8124

### Contact Information

Contact Name	Jacob McWilliams	Home Address	172 S. Elliot Street
Preferred Phone	617-447-1137	Home City	Denver
Preferred Email	jakemcwilliams14@gmail.com	Home State	CO
Other Phone		Home Zip	80219
Other Email		County	Denver
DOB		Hispanic or Latino origin or Descent?	No
SSN		Race/Ethnicity	Caucasian
Gender	Male	Other Ethnicity	
Other Gender		Salutation	

### Board Information

Board Name	Denver LGBTQ Commission	Other boards or commissions served	Denver LGBTQ Commission
Status	New	Resigned	
Term Start Date			
Term End Date			

### Work Information

Employer	Denver Public Library	Work Address	10 W. 14th Ave
Position	Learning Program Specialist	Work City	Denver
Business Phone #	720-865-1111	Work State	CO
Work Email		Work Zip	80202

### Additional Information

Are you a registered voter?	Yes	Objection to appointment?	No
If so, what county?	Denver	Special Information	
Denver City Council District No	7		

### Education and General Qualifications

Name of High School		Name of Graduate School	Indiana U. - Ph.D
Location of High School		Location of Graduate School	Bloomington, IN
# of Years Attended High school		# of Years Attended Graduate School	4
Did you Graduate		Did you Graduate	Yes

High School

Graduate Major Education

Name of College Grand Valley State U.  
Location of College Allendale, MI  
# of Years Attended College 4  
Did you Graduate College Yes  
Undergrad Major English

**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 ☒

Owner Romaine Pacheco

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Last Modified By Denver Integration, 5/19/2022 10:22 AM

**Notes & Attachments**

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Type Attachment

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Description

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**Jacob McWilliams**  
[jakemcwilliams14@gmail.com](mailto:jakemcwilliams14@gmail.com)  
ph. (617) 447-1137  
*pronouns: he, him, his*

### EDUCATION

**PhD** Education, Indiana University (2015)  
**Minor:** Gender, Sexuality, and Policy Studies  
**Dissertation:** Trans\*literacies: Designing for Gender Fluency and Transmedia Literacy in the Elementary Classroom  
**Dissertation Chair:** Joshua A. Danish  
**MFA** Creative Writing, Colorado State University (2005)  
**BA** English, Grand Valley State University, Allendale, MI (1999)

### PROFESSIONAL EXPERIENCE

**Learning Program Specialist** May 2021-present  
*Denver Public Library*

- Established a leadership development plan for mid-level managers across the library organization
- Developed data collection strategies for assessing manager performance
- Established supervisor competencies

**Director, Women & Gender Center** 2017-2021  
*University of Colorado Denver*

- Established the Women & Gender Center as a resource for gender-based education, advocacy, and support for the CU Denver community.
- Designed and implemented more than 100 trainings and workshops on diversity, equity, and inclusion.
- Hired, trained, and supervised a team of student staff and supervised interns and volunteer groups.
- Established a scholarship fund for CU Denver students and supported the fund through multiple fundraising campaigns.

**Director, Gender & Sexuality Center** Aug. 2018-Dec. 2019  
*University of Colorado Anschutz Medical Campus*

- Established the first Gender & Sexuality office on the Anschutz Medical campus.
- Developed outreach, community-building, and education / advocacy programs for community members.
- Worked with student staff and student leaders on projects and initiatives focusing on gender and sexual diversity in the biomedical and health sciences.

**Postdoctoral Research Associate, School of Education** 2014-2016  
*University of Colorado Boulder*

- Led design and implementation of research in undergraduate STEM education.
- Collected, analyzed, and presented research data.
- Participated in curricular and program design within CU Boulder's School of Education.
- Designed and taught undergraduate and graduate courses in CU Boulder's School of Education and INVST Community Leadership Program.

**Graduate Research Associate & Teaching Assistant, School of Education** 2009-2014  
*Indiana University*

- Participated in all aspects of research design, data collection, and analysis in high school English / Language Arts classrooms.
- Guided research on theories and practice of teaching new media literacies skills.
- Participated in research design, data collection, and data analysis focusing on effective teaching and learning in higher education.
- Designed and taught undergraduate and graduate courses within the university's undergraduate Teacher Education, Educational Psychology, and core curriculum programs.

**Curriculum Designer & Education Outreach Coordinator, Project New Media Literacies** 2007-2009  
*Massachusetts Institute of Technology*

- Led design and testing of a teacher's guide for supporting new media practices in the ELA classroom.
- Supervised undergraduate and graduate student research assistants and employees.

- Conducted outreach and collaboration with teachers across multiple school districts.
- Coordinated research projects and data collection across implementing classrooms.
- Provided administrative support for cross-university collaborative research and curricular projects.

### **INSTRUCTIONAL DESIGN & TEACHING EXPERIENCE**

#### **Online instructional design & teaching**

**Lead Instructor—Queering the Schoolhouse: LGBTQ+ Inclusion in Education** **Fall 2019**

##### **Coursera**

Worked with a team of content experts, videographers, and instructors to design video content and assessments for online MOOC on LGBTQ+ identities and issues for educators.

**Lead Instructor—Queering Identities: LGBTQ+ Sexuality and Gender Identities** **Fall 2019**

##### **Coursera**

Worked with a team of content experts, videographers, and instructors to design video content and assessments for online MOOC introducing LGBTQ+ issues and identities, and providing an overview of Queer Theory, offered through the Coursera Learning Platform.

**Research for Reading Teachers** **2016-2018**

##### **University of Missouri-St. Louis**

Designed and taught 3 sections of ELE ED 6482—a fully online capstone course for educators in UMSL's MS.Ed program.

**Strategies for Educational Inquiry** **2014**

##### **Indiana University**

Co-designed and implemented this survey of qualitative and quantitative methods for graduate students in IU's School of Education

#### **Hybrid and face to face courses**

**University of Colorado** **2015-2016**

INVS 4402, Nonviolent Social Movements (taught 2 sections)

EDUC 6368, Adolescent Psychology and Development (graduate-level course for teachers) (taught 2 sections)

EDUC 4222, Language study for educators (taught 1 section)

**Indiana University** **2011-2014**

EDUC P251: Educational Psychology for Elementary Education Majors (taught 6 sections)

**Hybrid course:** EDUC P251: Educational Psychology for Elementary Education Majors (taught 1 section)

EDUC P250: Educational Psychology (learning in out-of-school contexts) (taught 1 section)

EDUC P250: General Educational Psychology (survey course) (taught 1 section)

**Suffolk University, Bridgewater State University, Newbury College, Colorado State University**

Freshman Composition (17 sections) **2003-2007**

American and British Literature (4 sections) **2003-2007**

Business Communication (1 section) **2006**

Creative Writing (1 section)

### **SELECTED WORKSHOPS & PRESENTATIONS**

#### **Introductory workshops & trainings, delivered regularly from 2014-present**

- Diversity 101: An Introduction to Issues of Diversity, Equity, and Inclusion
- Advanced topics in Diversity, Equity, & Inclusion
- Introduction to Transgender and Nonbinary Identities and Issues
- Sexism, heterosexism, and transphobia: An overview of intersecting forms of oppression
- White Allyship: A facilitated conversation about supporting BIPOC community members
- Trans-Inclusive Pedagogy / Queer-Inclusive Pedagogy: A workshop for teachers
- Pedagogy, Assessment, & Syllabus Design
- Trauma-informed approaches to student support in and outside of the classroom

#### **Specialized workshops & presentations**



Course Design for Social Justice: From creating your syllabus to the first day of class. *Invited presentation for the Center for Excellence in Teaching & Learning, University of Colorado Denver*: Denver, CO (November 2020).

What COVID-19 Can Teach Us About Transphobia and Trans Inclusion. *Invited presentation to the University of Denver Graduate School of Social Work*: Denver, CO (April 2020).

Empathy in an angry time. *Presentation to Latinx Undergraduate Leadership Academy*: Denver, CO (November 2019).

Multiple Pathways to Dialogue: A cross-disciplinary dialogues project. *CSU Diversity Symposium*. Colorado State University: Fort Collins, CO (November 12, 2019).

Stop talking about genitals! A workshop on gender-inclusive practices in addressing sexual assault. *Presentation to the Sexual Assault Interagency Council*: Denver, CO (April 2019).

Fighting sexism, heterosexism, and heterosexism in 4 easy steps: A workshop for higher education professionals. *University of Colorado Denver | Anschutz Medical Campus*: Denver and Aurora, CO (Fall 2018-Spring 2019).

Invited panelist, *Multicultural, Intersectional, Inclusivity Exchange—a conversation on transgender identities and experiences*. Colorado State University: Fort Collins, CO (April 18, 2019).

Smith, T.R., & McWilliams, J. A Transgender Man and a Homosexual Walk into a Room...: Challenging Messages about Masculinity and Gender Expression in Higher Education. *LGBTQ + EMAC Symposium, 2017*: Denver, CO (October 2017).

Pedagogy workshop: Introducing Trans\* Pedagogies: Living, Loving, and Teaching in Gender's High Tension Zone. *Trans\*Forming Gender Conference*, University of Colorado Boulder: Boulder, CO (March 2015).

McWilliams, J., and Williams, B. (February 2015). Learning and Pedagogy: Strategies for Radical Honesty in the Classroom. *The Scholar and Feminist Conference*, Barnard College: New York, NY.

Invited panelist, Center for Innovative Teaching and Learning event, *Associate Instructor Workshop on Classroom Climate*, Indiana University (August 2013).

*How to make like an ally: Creating safe spaces in the college classroom*. Invited talk for Center for Innovative Teaching and Learning (CITL) roundtable: Avoiding student exclusion, fostering classroom inclusion, Indiana University (March 2013).

## **CONFERENCE & EVENT PLANNING**

*A selected list of recent large-scale events I have planned is included below.*

**2020 Take a Peak Virtual Convention** **June 30-July 6, 2020**  
*Virtual Convention Coordinator*

- Planned & implemented a virtual convention for approximately 400 LGBT+ and allied square dancers around the world
- Developed a multimedia marketing plan to raise awareness and increase participation in the Convention and follow-up events
- Planned and implemented fundraisers to recoup lost revenue from canceling the in-person Convention

**Women's Leadership Conference** **Annually in March 2017, 2018, 2019**  
*Conference Co-Chair*

- With a team of volunteers, coordinated all aspects of this annual professional development & networking event for the Auraria campus community
- Managed post-event feedback and data collection to support planning for future conferences & events

**That's What She Said** **Semi-annual: Oct. 2017, March & Oct. 2018**

***Event co-organizer***

- Worked with a team of volunteers and paid staff to plan and implement live storytelling events to raise awareness of women's experiences in relationships, at work, and at school
- Planned and implemented a fundraising plan and raised more than \$5,000 for a student scholarship

**You Are Welcome Here**

**October 2018**

***Event chair***

- Worked with a team of volunteers to plan and implement the Auraria campus's first-ever conference on LGBT+ inclusion in faith communities
- Raised funds to support the conference and worked with local faith organizations to build a series of LGBTQ-inclusive events for the Denver-area community

**SERVICE**

<b>City of Denver LGBTQ Commission</b>	<b>2019-present</b>
<i>Commission Secretary, 2020-2021</i>	
<i>Commission Chair, January 2022-present</i>	
<b>Rocky Mountain Rainbeaus</b>	<b>2020-2022</b>
<i>Virtual Engagement Committee Co-chair</i>	
<b>CU Denver Employee Assistance Committee</b>	<b>2020-2022</b>
<i>Appointed committee member</i>	
<b>International Association of Gay Square Dance Clubs</b>	<b>2020-2021</b>
<i>Virtual Conference Coordinator</i>	
<b>CU Denver   Anschutz Medical Campus Staff Council</b>	<b>2019-2021</b>
<i>Elected Staff Council Representative</i>	