

Minutes

November 10, 2022, 10:00-11:00 AM
Zoom Meeting

1. Attendees: Ally Bove, Natasha Tokowicz, Johanna Arevalo, Kenyon Bonner, Brenda Cassidy, Erikah Cudjoe, Susan Graff, Lorie Johnson-Osho, Kris Kanthak, Robin Kear, Bridget Keown, Marty Levine, Sharon Nelson-LeGall, April O'Neil, Mitaly Ray, Kelly Tatone, RJ Thompson, John Wallace
2. The October 2022 meeting minutes were approved.
3. Faculty Assembly Update – November 2, 2022 (Natasha Tokowicz)
 - a. Robin Kear (Senate President) expressed concerns that the faculty union creates a division among faculty because only certain faculty are represented by the union, but all faculty are represented by Faculty Assembly. Also a chilling effect in which some administrators feel they cannot comment on certain topics. Concern that the Intergovernmental Personnel Act policy coming up for approval was initially removed from the Faculty Assembly agenda because of concerns from administration and the union. Ultimately the policy was discussed and endorsed by Faculty Assembly.
 - b. Resolution from Tenure & Academic Freedom Committee to increase visibility of the importance of academic freedom. 3 main components: (1) better articulate academic freedom as a core university value; (2) develop policies to maintain academic freedom at Pitt; (3) protect the university from threats to academic freedom. This resolution was discussed and endorsed by Faculty Assembly.
4. New business
 - a. Updates from Chancellor's appointees to EIADAC
 - i. Clyde Pickett – no updates
 - ii. Lu-in Wang – no updates
 - iii. John Wallace (Lorie Johnson-Osho)
 1. Black Excellence in the Academy awards were hosted this past week. This event celebrated the contributions of Dean Larry Davis, recognized the 20th anniversary of the Center on Race and Social Problems, and celebrated the work of Black faculty at Pitt with five awards:
 - a. Emerging Scholar: Amanda Boston (Africana Studies, A&S)
 - b. Excellence in Faculty Mentorship: Esa Davis (Medicine)
 - c. Excellence in Community Engaged Scholarship: James Huguley (Social Work)
 - d. Excellence in Leadership: Valerie Kinloch (Education)
 - e. Academic Excellence: Sandra Murray (Cell Biology, School of Medicine)
 2. Shared a video of colleagues sharing memories of Dean Larry Davis
 3. November 3, 2022 was Larry Davis Day in the city of Pittsburgh, per a proclamation from Mayor Ed Gainey.
 4. More details: <https://www.utimes.pitt.edu/news/larry-davis-awards-honor>

- iv. Kenyon Bonner
 - 1. There was a recent Town Hall about Title IX and asking students for feedback on current policies and considering improvements that can be made. Dean of Students Carla Panzella has also met with SGB and GPSG for conversations on this topic. More work is being done, in partnership with students and the Title IX office / OEDI.
 - 2. Recently resumed having monthly dinners with representatives from various student organizations – most are affinity groups, cultural groups, and groups representing minoritized students.
- b. Updates from Senate Expanded Executive Committee meeting & lunch with Chancellor Gallagher and Provost Cudd (Natasha Tokowicz)
 - i. Lengthy discussion of HR/personnel system. Current system not designed to be responsive to market, which makes retention a challenge. A new system will be launched July 1, 2023. Will do an equity analysis to identify internal compensation equity issues (by race, by gender, across schools, etc) and do a market comparison and focus on retention.
- c. Discussion of recent acts of discrimination of transgender and nonbinary Pitt community members
 - i. We were joined today by a Pitt community member who works in Sennott Square on a daily basis. Sennott Square does not have any single-occupancy restroom stalls. In September 2022, this individual experienced discrimination from an unknown individual while using a shared restroom. This individual is now being accommodated with a single-occupancy restroom stall, but it is inside someone else's office and therefore requires going through that other person's office to access it. In addition, this accommodation does not solve the problem for any other building users who need a single-occupancy stall.
 - ii. Recent stickering on campus: There were TERF stickers that appeared in Posvar Hall, specifically inside women's restrooms. They were reported and removed quickly. No one in the meeting was aware if this is related to TERF stickers that were appearing off-campus in nearby city neighborhoods over the summer 2022.
 - iii. Discussion:
 - 1. Can a policy be implemented requiring single-occupancy restrooms in both Pitt buildings and non-Pitt leased spaces?
 - a. Do all new buildings / renovations require this?
 - b. What about newly-leased space?
 - 2. Clyde Pickett and OEDI are meeting with Pitt's Facilities soon and will provide an update.
 - 3. The campus map that shows single-occupancy restrooms appears to be outdated and needs updating. It may not be accessible to individuals who use screen readers. This information has been shared with Katie Pope.
 - 4. Natasha and Ally will draft a statement of support and share with the group for feedback/edits.
- d. Resolutions from Staff Council
 - i. Three resolutions endorsed by Staff Council were shared with EIADAC members earlier this week
 - 1. Acknowledgement and Inclusion of Indigenous Peoples: Staff Council would like us to consider endorsing this resolution.
 - a. EIADAC voted to endorse this resolution (10 in favor, 0 opposed, 1 abstention)
 - b. Will also discuss reasoning for Staff Council initiating this resolution in greater detail at next month's EIADAC meeting.

2. Support of Reproductive Rights: no further action needed; thank you to Staff Council for this important resolution.
3. Lactation Policy: Staff Council would like us to consider endorsing this resolution, specifically pushing for a formal lactation policy at Pitt.
 - a. Discussion:
 - i. Lactation rooms are lacking across campus in many buildings, and privacy is difficult to find in buildings that have a lot of glass in them.
 - ii. Many temporary spaces provided are lacking basic necessities for safe pumping
 - iii. Some of the language in the resolution may not be exactly what we'd want, e.g. stating that breastfeeding/chestfeeding is "completely free" does not consider the investment of time, financial resources for pumping, and lost work time while feeding or pumping.
 - b. Overall, there was very strong support for general endorsement of this work (12 folks in favor, 0 opposed, 0 abstentions) and helping to push for improvements for lactating people at Pitt, but we want to continue the conversation on the specifics of what we want to push for. The meeting ran out of time, but we will continue this discussion over the coming month.

5. Ongoing Business

- a. Updates on university policy review processes
 - i. Nondiscrimination policy (Ally and Natasha)
 1. Unfortunately, this work has been put on pause while the university awaits updated Title IX guidance from the federal government, which is expected in early 2023. They are hesitant to move the draft policy forward through the shared governance process, when it's likely to need further revisions as soon as the government's updated Title IX rule is released.
 - ii. Service Animal policy (no update)
 - iii. Supplier Diversity policy (no update)
- b. Breakout rooms: Fall Semester Work Groups (*ran out of time, but will work offline between now and December meeting to get work groups organized*)
 - i. Disability Advocacy
 - ii. Faculty Gender Gaps
 - iii. Transcript Withholding

6. Announcements/Events

- a. <https://www.diversity.pitt.edu/inventory>
 - i. Please submit your events and include school-specific and department-specific events.
- b. Provost's Award for Diversity in the Curriculum – nominations due November 11. <https://teaching.pitt.edu/diversity/diversity-award/>
- c. Achieving Pharmacoequity in Sickle Cell Disease: November 17, 12-1pm. Register here: https://calendar.pitt.edu/event/race_lecture_series_terri_newman#.Y20V93bMKUm

7. Next meeting: December 8, 2022, 10-11 AM. Will include a presentation from Rachel Gartner sharing the results of a two-year study of the perspectives of trans and gender diverse students at Pitt.