

## Minutes

April 25, 2023, 11:30 AM-12:30 PM  
Hybrid Meeting in CL 1817 and <https://pitt.zoom.us/j/92498486823>

1. Attendees: Natasha Tokowicz, Bridget Keown, Ally Bove, Clyde Pickett, Molly Sue Stitt-Fischer (Environmental health and safety), Ellen Smith, Kristin Kanthak, Robin Kear, Kenyon Bonner, Marty Levine, Mitali Ray, Sharon Joyner, Brenda Cassidy, Susan Graff, Zuzana Swigonova, and from Theatre Arts: Ashley Martin and Brittany Graham. Regrets: Kelly Tatone
2. Call to Order & Recorder
3. Discussion of emergency evacuation procedures for university community members with disabilities (Molly S. Stitt-Fischer, Director and Responsible Official for Select Agents, Department of Environmental Health and Safety)—see attached slides
4. Approval of prior minutes – March 2023 meeting (to be completed via email)
5. Brief faculty Assembly Update – April 12, 2023 (please refer to:  
[https://pittnews.com/article/180682/top-stories/the-faculty-assembly-held-a-meeting-on-wednesday-afternoon-in-posvar-hall-and-over-zoom-to-discuss-the-recent-hoax-active-shooter-incident-welcome-pitts-new-chancellor-and-review-updates-on/?utm\\_source=TPN+Digital+Friday+Newsletter&utm\\_campaign=61cadb49ca-EMAIL\\_CAMPAIGN\\_2023\\_04\\_14\\_11\\_44&utm\\_medium=email&utm\\_term=0\\_-61cadb49ca-%5BLIST\\_EMAIL\\_ID%5D](https://pittnews.com/article/180682/top-stories/the-faculty-assembly-held-a-meeting-on-wednesday-afternoon-in-posvar-hall-and-over-zoom-to-discuss-the-recent-hoax-active-shooter-incident-welcome-pitts-new-chancellor-and-review-updates-on/?utm_source=TPN+Digital+Friday+Newsletter&utm_campaign=61cadb49ca-EMAIL_CAMPAIGN_2023_04_14_11_44&utm_medium=email&utm_term=0_-61cadb49ca-%5BLIST_EMAIL_ID%5D))
6. New business
  - a. Critical updates from Chancellor's appointees to EIADAC
    - i. Kenyon Bonner: (no updates)
    - ii. Clyde Pickett—deferred; Vanessa Love has been named the new director of the University of Pittsburgh's Office of Civil Rights & Title IX. She begins work April 24.
    - iii. John Wallace (Lorie Johnson-Osho): no updates
    - iv. Lu-in Wang: no updates
  - b. Lactation rooms (Ally, Susan, and Natasha)-- Ashley Martin and Brittany Graham from Theatre Arts described the lactation room situation on the 6<sup>th</sup> floor of the Cathedral of Learning, which is located inside a women's restroom (see attached photos). Ally Bove described the range of lactation spaces available at Pitt: 19 or perhaps 20 spaces we know of in 17 buildings. We have 154 buildings so this is about 11%. Compared to CMU who won an award as lactation friendly workplace (<https://www.cmu.edu/hr/news/2021/02-04-2021-pabc-award.html>), this is roughly proportional. What they are doing better surrounds access. Central access through HR—only need to contact one person who gives ID card access to all spaces. Note that

staff council was also working toward a lactation support policy (is this stuck due to union negotiations?). We also need an up to date/interactive map. Clyde made clear that we need to do better, and he/his office will make this a priority. He will work with facilities management on this. We will work on this in the upcoming academic year.

7. Ongoing Business –skipped due to time constraints

Updates on university policy review processes?

- i. Nondiscrimination policy (Ally and Natasha; no update)
- ii. Service Animal policy
- iii. Supplier Diversity policy

b. Fall Semester Work Groups

- i. Disability Advocacy
- ii. Faculty Gender Gaps (attended the SBPC meeting on 4/21 to hear gender equity report). Discussed report presented by Amanda Brodish from Provost's office about the economic status of women faculty at Pitt. Most pressing concerns seem to surround the % female full professors and lower female to male salary ratios for female full professors. On the regional campuses, there are lower salary ratios for tenured/tenure stream full professors and arts and sciences instructors/lecturers. It is unclear what action items will be taken to improve this. Suggestions include systemic/institutional changes that occur above the individual level. One example is the Dietrich School requirement to write in annual letters for Assoc. Professors what needs to be done to get promoted to Full Professor. However, this needs to be paired with support for chairs to have mechanisms in place to move women forward as appropriate. We will invite Lu-in Wang to come speak about this at a fall meeting. The report will eventually be posted to this website:

<https://www.provost.pitt.edu/faculty/presentations-reports>

- iii. Transcript Withholding

c. Spring Semester Work Groups –skipped due to time constraints

- i. LGBTQIA+ Advocacy
- ii. Graduate Student Medical Leave (Paula, Natasha, and Zuzana)

8. Announcements/Events

- a. <https://www.diversity.pitt.edu/inventory>

- i. Please submit your events and include school-specific and department specific events.

9. Next meeting: TBD!