

**ADDENDUM TO DIVERSITY AND INCLUSION:**

***Rhetoric into Practice***

**By**

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***Arts and Sciences, 1963, 1965, 1968***

***October 25, 2017***

Given the feedback that I received regarding my initial statement, “Diversity and Inclusion: Rhetoric into Practice,” it seemed to be in the best interest of the University to add this addendum regarding *principles, priorities, and practices*.

1. **Social Justice**. Given our nation’s many egregious incidents of injustice, a statement of “Pitt Principles” would suffer a significant lacuna if it did not include a principle pertaining to social justice, i.e., a basic affirmation of the human right to be treated equally and without prejudice regardless to human identity factors.
2. **Historical Artifacts and Current Priorities**. Steps should be taken to make sure that the current inventory of institutionalized “diversity and inclusion” initiatives is not excessively driven by University history. For example, given the presence of a Provost’s Advisory Committee on Women’s Concerns (PACWC), should there not also be a Provost’s Advisory Committee on Lesbian, Gay, Bisexual and Transgender Concerns? Or, in the spirit of inclusion, consideration might be given to abolishing PACWC and replacing it with one Provost’s Committee that addresses all concerns pertaining to gender, sex, and sexual orientation.
3. **With All Deliberate Speed**. With all deliberate speed, the University Senate should move beyond a focus on “Pitt Principles” and then participate in a collaborative process that leads to an articulation of the University’s diversity and inclusion priorities along with methods and time frames for assessment.