University of Pittsburgh
Equity, Inclusion, Anti-Discrimination, Advocacy Committee (EIADAC)
www.univsenate.pitt.edu/committees/equity-inclusion-and-anti-discrimination-advocacy

Minutes

February 20, 2020, 12:30-2:00pm
Room 826 Cathedral of Learning

Attendees: Kenyon Bonner, Ally Bove, Cindy Danford, Paula Davis, Lorraine Denman, Goeran Fiedler, Gosia Fort, Kate Gardner, Eric Macadangdang, Claude Mauk, Meg Mayer-Costa, Tom McWhorter, Sharon Nelson-LeGall, Melissa Schild, Zuzana Swigonova, Natasha Tokowicz

Regrets: Ellen Ansell, Roxanna Bendixen, Brenda Cassidy, Katie Pope

1. The meeting was called to order at 12:30 pm by Ally Bove.

2. 12:30-1:35pm: Plan for Pitt 2025 workshop with Melissa Schild, Assistant Vice Chancellor for Strategic Planning.

3. Approval of prior minutes – The January 2020 meeting minutes were approved after a few minor typographical edits.

4. Faculty Assembly Update - February 2020 meeting

   a. EIT Accessibility Policy was approved by Faculty Assembly
   b. New Conflict of Interest reporting mechanism – being pilot tested this year in several schools. Your Dean will let you know if you are part of the pilot.
   c. Plan for Pitt presentation

5. Ongoing Business

   a. Non-discrimination policy updates
      i. The policy committee will be meeting again in approximately 2 weeks to discuss potential edits
      ii. Tony Infanti, Tyler Tenney, and Katie Pope attended the Faculty Affairs committee meeting to discuss their committee's concerns and plan to attend the next Tenure and Academic Freedom committee meeting
      iii. SGB has considered the policy and decided to endorse it. They are writing a letter of support that also includes some suggestions for improving its implementation
      iv. Discussed having a joint meeting with reps from EIADAC, Faculty Affairs, Tenure and Academic Freedom, and SGB. Ally Bove will follow up with Tony Infanti to make sure this is OK, and we'll schedule the meeting, likely not until after the policy committee meets to discuss potential edits to the policy/procedure.

   b. Digital accessibility policy update – was endorsed by Faculty Assembly and by Senate Council. Moving through the process nicely.

   c. Work groups – brief reports on progress/goals for spring semester (note: we did not have time to address these during the meeting. The notes below reflect e-mail updates that were sent via the EIADAC group e-mail the day after the meeting.)

     i.   GRE use – Natasha, Brenda, Ellen, Sharon, Ally, Goeran
1. Working on finding out what programs/departments who stopped using GRE are using instead
2. Learning more about holistic admissions processes
    ii.   OMET bias issues – Roxanna, Sharon, Zuzana
1. Will have a speaker @ March EIADAC meeting on this
  iii.   LGBTQIA issues on campus – Claude, Eric, Tom
  iv.   Faculty gender gaps – Ally, Zuzana, Katie
1. Will have a speaker @ April EIADAC meeting on this
   v.   EIADAC membership – Paula, Sharon
1. Continue to let Paula/Sharon/Ally/Zuzana know if you have a suggestion for someone to join EIADAC as a pro tempore member
2. Elections are later this term, so please encourage people to run for a seat on EIADAC!

6. Next meeting: March 19 at 12:30pm, 826 CL