

## Minutes

August 21, 2020, 12:00-1:30pm  
Zoom Meeting

Attendees: Roxanna Bendixen, Kenyon Bonner, Ally Bove, Paula Davis, Beatrice Fadrigon, Gosia Fort, Stephen Gabrielson, Camille Jacqueline, Susan Jones, Claude Mauk, Tom McWhorter, Sharon Nelson-LeGall, Margo Shear Fischgrund, Helenmary Sheridan, Zuzana Swigonova, Clyde Wilson Pickett

1. The meeting was called to order at 12:04 pm by Ally Bove.
2. Introductions – welcome new EIADAC members! Including: Stephen Gabrielson serving a new elected 3-year term; Beatrice Fadrigon representing Student Government Board.
3. The May 2020 meeting minutes were approved (all in favor, 0 opposed).
4. Faculty Assembly Update
  - a. General themes of summer 2020 meetings:
    - i. Planning for fall 2020 semester
    - ii. Discussion of issues related to racial justice
    - iii. Changes to Title IX policy due to new regulations from US Dept of Ed
5. Ongoing Business
  - a. Non-discrimination policy update
    - i. No update at this time. Group reconvened last week and will likely have more information next month
  - b. Work groups – brief review of purpose/goals; add new EIADAC members to work groups as per their interests
    - i. GRE use – Natasha, Brenda, Ellen, Sharon, Ally, Goeran, Cindy
      1. GRE is optional for most students this year
      2. Work group will reach out to incoming Vice Provost for Graduate Studies to find out what type of data are being collected to compare incoming students who provide GRE scores vs. those who do not
      3. (Potentially also ask Office of Admissions and Financial Aid for similar data re: undergrad students and the SATs)
      4. Kenyon suggested we speak to Mark Harding, Vice Provost for Enrollment Management regarding the test-optional admissions policy
    - ii. OMET bias issues – Roxanna, Sharon, Zuzana, Cindy
      1. Want to survey schools to see what changes schools and departments are being made re: alternate means of assessing teaching
      2. Group will reconnect with Chris Schonn regarding his research
      3. Spring and summer 2020 semester OMETs don't count, but fall 2020 semester OMETs do count

- iii. LGBTQIA issues on campus – Claude, Eric, Tom
  - 1. Queer Town Hall over the summer was well-attended and well-regarded
- iv. Faculty gender gaps – Ally, Zuzana, Katie
- v. EIADAC membership – Paula, Sharon
  - 1. Several suggestions were provided by members for additional pro-tem members; Paula and Sharon will reach out
- vi. Suggestion for a new Work Group on Recruiting Faculty of Color. Will discuss @ our September meeting.
- vii. Suggestion for investigation into how DEI work is valued on campus for faculty and staff. Plan to reach out to David Salcido, Senate VP, who has been working on how service is valued in the School of Medicine and across campus.

## 6. New Business

- a. Joint working group with Educational Policies Committee – Zuzana, Goeran, Sharon
  - i. First meeting next week
  - ii. Will consider suggestion of adding a 3-credit course on race discrimination in the United States (proposal from 2020 grad Sydney Massenberg)
- b. New policy formation – service and emotional support animals
  - i. Ally Bove has agreed to serve on policy committee; will keep EIADAC updated on progress and to ask for frequent input
- c. Set future meeting dates
  - i. Doodle poll will be sent out
- d. Charge from Senate President Chris Bonneau for each Senate committee
  - i. Each Senate committee is to come up with a plan to address issues of RACE, EQUITY, and JUSTICE
  - ii. We'd like to gain a better understanding of Black student concerns, and to know what data are available – we know conversations are being had, but we're not entirely aware of the content of them
  - iii. EIADAC September meeting – inviting members of the Black Senate to speak with EIADAC about their demands to the university and how EIADAC may be able to assist in some shared goals
    - 1. Black Senate demands: <https://docs.google.com/document/d/1MbjRi0jERQyySWJW4g5AAi8evCh4KSdGaLs3R4e7NGA/edit>
    - 2. University response to demands: <https://www.studentaffairs.pitt.edu/wp-content/uploads/2020/08/ResponseBlackSenate-20200817-final2.pdf>
  - iv. Kenyon suggested that EIADAC may be most helpful with inside-the-classroom issues: faculty engagement on topic of race, how to avoid minority students being “othered”.
  - v. Brainstorming document will be placed in a shared folder for all EIADAC members to contribute
  - vi. We want our plan to be finalized by September, to share progress mid-academic year, and be able to point to specific accomplishments by the end of the academic year.

## 7. Announcements/Events

- a. A conversation about Pitt's commitment to LGBTQIA+ faculty, staff, and students: <https://www.youtube.com/watch?v=8holiEH-g5Y>

8. Next meeting: TBD; Doodle poll will be sent out to schedule for remainder of the semester
9. Meeting adjourned at 1:32 pm.