

Minutes

March 16, 2021, 12:00-1:30pm
Zoom Meeting

1. The meeting was called to order at 12:03 p.m.
 - a. Present: Roxanna Bendixen, Kenyon Bonner, Kayla Booth, Ally Bove, Brenda Cassidy, Beatrice Fadrigon, Gosia Fort, Stephen Gabrielson, Lorie Johnson-Osho, Susan Jones, Danny Lopez, Tom McWhorter, April O'Neil, Clyde Pickett, Zuzana Swigonova, Natasha Tokowicz, John Wallace
 - b. Regrets: Cindy Danford, Goeran Fiedler, Sharon Nelson-LeGall, Lu-in Wang
2. The January and February 2021 meeting minutes were reviewed and approved unanimously.
3. Faculty Assembly Update – no FA meeting since our last EIADAC meeting; nothing to update
4. Ongoing Business
 - a. University policy review processes
 - i. Nondiscrimination policy – The proposal to combine the Nondiscrimination policy with the Sexual Misconduct policy has been approved. Updates to the policy review committee have been made, and a meeting is scheduled for late March. Clyde Pickett is co-chairing the committee (along with Tony Infanti from the School of Law). Ally Bove and Natasha Tokowicz are both representing EIADAC on the committee.
 - ii. Service animal policy – no update this month
 - b. Brief updates from work groups
 - i. GRE use – Natasha, Brenda, Sharon, Ally, Goeran, Cindy, Shannah
 1. U Times article highlighted the updated statistics re: GRE use on campus
 2. Next step: creation of a “best practices for admissions” document to be shared university-wide. Focusing on information that is concise and concrete, and can help department’s wondering what to do in place of the GRE.
 - a. May connect with a faculty member in Physical Therapy whose EdD dissertation project is similar in scope
 - ii. OMET bias issues – Roxanna, Sharon, Zuzana, Cindy, Esteban, Gosia, Lorie
 1. Work group is awaiting information re: what each school and campus is going to do in response to the ACIE recommendations that have been adopted by the University. School/campus plans are due late this semester.
 - iii. LGBTQIA+ issues on campus – Claude, Tom, Beatrice, April, Brenda
 1. The Task Force is collecting letter of support in advance of submitting the proposal for dedicated space and staff on campus
 2. Lavender Graduation has been scheduled – see below for details
 - iv. Faculty gender gaps – Ally, Zuzana, Lu-in
 1. No update – planning to find out when data will next be updated (we reviewed 2019 data most recently)

- v. EIADAC membership – Paula, Sharon
 - 1. Thank you to Sue Jones and the U Times for highlighting EIADAC in a recent article about the upcoming Senate elections and the importance of committee work
- vi. How DEI work is valued on campus – Ally, Lu-in, Paula, John, Clyde, Danny, Beatrice, Brenda, Kayla
 - 1. E-mails have been sent to all school and regional campus Diversity Officers to ask how DEI work is considered in performance appraisals, reappointment decisions, tenure and promotion decisions. Responses are trickling in.

5. New Business

- a. The Senate Plenary is April 7, 2021. EIADAC has been asked to speak and share our work. Each Work Group can please summarize their completed and ongoing projects and send to Ally and/or Zuzana by March 30.
- b. Natasha Tokowicz brought forth a concern regarding how interns are paid at the university – apparently interns cannot be paid via direct deposit, and they instead are sent a check to the address on their W-9 form. Often their bank is in their hometown, so depositing the check may be challenging. And the recent struggles of the USPS to deliver mail in a timely fashion also presents a problem.
 - i. Discussion:
 - 1. April O’Neil works in payment processing and shared that only employees can get direct deposit due to an ACH rule.
 - 2. Tom McWhorter used to run an internship program that was paid by a grant, and they were able to come up with a way to pay them via Direct Deposit
 - 3. We are not allowed to use the Vincent system to pay interns.
 - 4. Perhaps the on-campus bank can do something to help cash checks for student interns? Natasha will follow up.
- c. Via a confidential e-mail vote of the elected members of EIADAC, Kayla Booth’s addition as a pro-tem member was approved (8 in favor, 0 opposed).

6. Announcements/Events

- a. <https://www.diversity.pitt.edu/inventory>
 - i. Please submit your events and include school-specific and department-specific events.
- b. Senate Plenary: April 7, 2021, 12-3pm
- c. Lavender Graduation, Friday, April 16: <https://www.diversity.pitt.edu/diverse-populations/lgbtqia-resources/lavender-graduation>
- d. Pandemic Pivots and Power Moves: Wednesday, March 31, 12-1pm, keynote speaker Jeannette South-Paul
https://calendar.pitt.edu/event/pandemic_pivots_and_power_moves#.YFDenq9KiUk
- e. UPPDA Panel Series – additional dates and titles forthcoming
- f. Women’s History Month events: more details at <https://www.diversity.pitt.edu/events/monthly-celebrations/womens-history-month>

7. Next meeting: April 20, 2021 at 12:00 p.m.

8. Meeting was adjourned at 12:45 p.m.